

MOREHEAD STATE UNIVERSITY

QUARTERLY BOARD MEETING

June 18, 2020
Adron Doran University Center (ADUC)
Rm 329



**MOREHEAD STATE UNIVERSITY
QUARTERLY BOARD MEETING**

**June 18, 2020 at 9:30 a.m.
Adron Doran University Center (ADUC)
Rm. 329**

Morehead State University
Board of Regents Members

Kathy Walker, Chair

Wayne M. Martin, Vice Chair

Annie Adams

Colby Birkes

Craig Dennis

Adam Hinton

Sanford Holbrook

Eric E. Howard

Debbie H. Long

Craig Preece

Terri S. Walters

Joseph A. (Jay) Morgan, President

**BOARD OF REGENTS QUARTERLY MEETING
MOREHEAD STATE UNIVERSITY**

Thursday, June 18, 2020

Adron Doran University Center (ADUC), Rm 329

9:00 a.m.—Light Breakfast

9:30 a.m.— Quarterly Board Meeting

12:30 p.m.— Lunch to Go

AGENDA

- I. CALL TO ORDER
- II. ROLL CALL
- III. REPORT ON STUDENT GOVERNMENT ASSOCIATION, Colby Birkes
- IV. ADOPT RESOLUTION OF COMMENDATION FOR COLBY BIRKES
- V. ELECTION OF CHAIR & VICE CHAIR
- VI. ELECTION OF SECRETARY & APPOINTMENT OF TREASURER
- VII. PRESIDENT’S RECOMMENDATIONS AND REPORTS

A. Consent Agenda (Action)

- 1. Approve Minutes of April 16, 2020 Special Called Quarterly Meeting 1
- 2. Ratify Spring 2020 Graduates 5
- 3. Ratify Personnel Actions 6
- 4. Approve University Organizational Chart for 2020-2021 17
- 5. Approve Policy Revisions 25
- 6. Approve Faculty Senate Constitution 35
- 7. Approve Research & Analysis Skills Certificate 59
- 8. Approve Granting of Emeritus Status 60
- 9. Approve One-Time Exception to Tenure Policy PAc-27 61

B. Recommendations (Action)

- 1. Accept Third Quarter Financial Report and Amend Operating Budget 63
- 2. Approve 2020-2021 University Operating Budget, Fee Schedule,
and Personnel Roster 73

C. Reports

- 1. Report on Personal Service Contracts, Kim Oatman 86
- 2. Report on Campus Master Plan and Facilities, Kim Oatman

D. President’s Report

- Foundation Agreement Update
- University Operating Update - Summer and Fall 2020

VIII. OTHER BUSINESS

- A. President's Annual Evaluation & Review, Chair Kathy Walker
- B. Board of Regents – Board Evaluation of the Board, Chair Kathy Walker
- C. Approve 2020-2021 Meeting Dates
 - August 6, 2020 – Quarterly Meeting & New Regent Orientation
 - September 2020 – Governor's Symposium (Tentative Dates: Sept. 14-15 or Sept. 21-22)
 - October 16, 2020 – Audit Committee Meeting & Work Session (Homecoming)
 - November 21, 2020- Fall Commencement
 - December 3, 2020 – Quarterly Meeting
 - February 25, 2021 – Work Session
 - March 25, 2021 – Audit Committee Meeting & Quarterly Meeting
 - May 8, 2021 – Spring Commencement
 - May 13, 2021 – Work Session
 - June 17, 2021 –Quarterly Meeting

IX. CLOSED EXECUTIVE SESSION

The Closed Executive Session is called pursuant to KRS 61.810 to discuss matters relating to proposed or pending litigation against or on behalf of the University. The Board will take no action while in Closed Executive Session. Likewise, the Board plans to take no action after Executive Session.

X. ADJOURNMENT

Agenda is available online at <http://www.moreheadstate.edu/bor>

**BOARD OF REGENTS MEETING
MOREHEAD STATE UNIVERSITY
April 16, 2020**

The Board of Regents of Morehead State University met on April 16, 2020 at 10:00 a.m. via webex video teleconference, due to social distancing measures put in place by Governor Steve Beshear due to the novel coronavirus (hereinafter, COVID19).

CALL TO ORDER

Chair Kathy Walker called the meeting to order.

ROLL CALL

The following Board members were present: Chair Kathy Walker, Vice Chair Wayne Martin, Dr. Annie Adams, Colby Birkes, Craig Dennis, Adam Hinton, Sanford Holbrook, Eric Howard, Debbie Long, and Terri Walters. Craig Preece was absent from the meeting.

**PRESIDENT'S
RECOMMENDATIONS
AND REPORTS**

Consent Agenda

Chair Kathy Walker asked the Board to consider the items on the Consent Agenda:

1. Approve Minutes of December 5, 2019 Quarterly Meeting and February 27, 2020 Special Called Meeting
2. Approve Reappointment of External Auditing Firm and Price
3. Approve Minimum Scope of Annual Audit
4. Ratify Personnel Actions
5. Approve Policy Revisions
6. Approve Promotion to Professor
7. Approve Tenure with Promotion
8. Approve College of Education Graduate Tuition Adjustment
9. Approve 2020-2024 University Technology Plan
10. Approve Modified Pass/Fail Policy

MOTION: Mr. Holbrook moved that the Board approve the items on the Consent Agenda. Vice Chair Martin seconded the motion.

VOTE: The motion carried unanimously.

*Accept Second Quarter
Financial Report and
Amend Operating Budget*

The President recommended:

RECOMMENDATION: That the Board of Regents accept the financial statements and amend the operating budget for the second quarter of the fiscal year that will end June 30, 2020.

(Second Quarter Financial Report and Amend Operating Budget attached hereto as III-B-I).

President Morgan noted that University unrestricted funds were running under budget for December 2019 quarterly financials. He noted that revenues were as expected, while expenses were lower than expected; cash and cash equivalents were running well, as opposed to 2018; and accounts receivable were in a good position with liabilities down due to pension adjustments and less net pension liability. There were no budget amendments for the second quarter.

Chair Walker and Vice Chair Martin commended President Morgan on his hard work and proactive initiatives during such challenging financial times.

Craig Dennis inquired into how much money the University would refund graduating seniors for housing and meal plans. President Morgan responded that the University has a plan in place to provide refunds from the time when students were asked to leave campus and continue education online until the end of the semester. President Morgan stated that the refunds are still being provided and that he will provide a report at the June Board meeting.

Chair Kathy Walker inquired into how the monies would be awarded to graduating seniors. President Morgan responded that, after speaking to Dean Dorton Allen Ford, PLLC and the United States Department of Education, the University opted to return all monies as refunds instead of credits. This will help the University better plan financially for fiscal year 2020-2021. He also stated that there are certain limitations placed on the funds, by the Department of Education, regarding how much money can be rolled over to another fiscal year. He noted that refunds are expected to be mailed to students the first week of May.

Dr. Annie Adams inquired into whether the refunds would count towards student aid under the CARES Act. President Morgan responded that the Department of Education mandates that 50% of the CARES monies must go to student aid, while the remaining 50% can be used by the University to cover COVID related expenses. As of the date of the Board meeting, all paperwork has been submitted but the University has yet to receive the institutional CARES aid. President Morgan noted that the CARES money provided to students will be kept separate than that provided to the University. He also recommended that the University hold the institutional CARES aid while building the 2020-2021 fiscal year budget.

Colby Birkes commended President Morgan for his COVID19 actions and stated that the University's decisions have been considered favorable by students, with many students recruiting members of their communities to attend MSU.

MOTION: Vice Chair Martin moved that the Board accept the President's recommendation and Mr. Howard seconded the motion.

VOTE: The motion carried unanimously.

**PRESIDENT'S
REPORT**

President Morgan reported on the 2020 Kentucky legislative session, specifically the state budget development process and appropriation to MSU, along with the setting of state pension rates; SACSCOC reaffirmation timeline and progress; a general discussion of the current fiscal year budget related to COVID19; efforts regarding fiscal year 2020-2021 budget development; and a quarterly budget update.

President Morgan stated that the Kentucky General Assembly adjourned on April 15th and, all things considered, the outcomes of the session are positive for higher education. The budget includes a 2% stop loss and froze KERS pension rates at 49% for one additional year. The budget provided the University with additional money to expand the Craft Academy, creating 14 additional spots for students in the Fall 2020 semester. The University also received one-time funds for the Space Science dish construction. President Morgan noted that the Eagles Scholar dual credit reimbursement was increased from 33% to 40% of KCTCS tuition rate. Yet, he noted that the next fiscal year could pose some state budget challenges.

President Morgan stated that the University is in the process of its 10 year SACSCOC reaffirmation review and commended Jill Ratliff and her team for their efforts. He explained the areas of compliance the University will be evaluated on, explained the timeline for reaffirmation and ongoing progress, and noted that a group from SACSCOC will visit campus in the fall and spring.

President Morgan stated that within the next two weeks, he will have a good idea about how the University will end its current fiscal year. Overall, the fiscal year budget is on track, even though the University experienced some setbacks related to COVID19. He further stated that he would provide a thorough update on the 2019-2020 fiscal year budget and 2020-2021 fiscal year budget at the June Board meeting. Yet, out of an abundance of caution for unknown expenses and a potential decrease in state funds, he stated that the Board should anticipate the 2020-2021 fiscal year budget to be smaller than usual. He further commented that there will be a number of safeguards placed into the upcoming budget to cover any losses and the University will continue a hiring freeze and efforts to reallocate work internally. Although the University cannot guarantee employment 100%, President Morgan stated that his commitment is to current University employees.

Dr. Annie Adams inquired into whether employees in athletics will be retained in light of many sports being cancelled due to COVID19. President Morgan stated that the University is discussing these questions internally and trying to ensure it has enough employees for operations. Yet, he stated that it is too early to say what the University will do with particular units and that the University needs to focus on fall enrollment before addressing any other issues.

Craig Dennis inquired into whether current employees will be used to fill roles and job duties left by former employees who left or retired. President Morgan stated that work will be allocated internally, to the extent possible. He further stated that the University is in a fairly good financial position in light of monies set aside at the end of the last fiscal year for a reserve account.

ADJOURNMENT

Chair Walker inquired into the current employee count. President Morgan responded that the University currently employs a little under 900 people.

There being no further business to conduct, Mr. Holbrook moved that the meeting be adjourned and Dr. Adams seconded the motion. The motion carried unanimously.

Respectfully submitted,

Jacqueline N. Graves
Jacqueline N. Graves, Secretary
Board of Regents

RATIFY SPRING 2020 GRADUATES

**BOR (VII-A-2)
June 18, 2020**

Recommendation:

That the Board of Regents approve the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University and Provost.

Background:

The following degrees were awarded from Morehead State University: 96 associate degrees, 766 bachelor degrees, 145 master degrees, 9 doctor of education degrees, and 12 doctorate degrees. Due to COVID19, the 2020 Spring Commencement ceremony is postponed until the fall semester.

RATIFY PERSONNEL ACTIONS

**BOR (VII-A-3)
June 18, 2020**

Recommendation:

That the Board ratify the Personnel Actions for the period March 10, 2020 through May 20, 2020.

Background:

Previously Included:

- 1) full-time Faculty and Executive, Administrative and Managerial employees, excluding supplemental actions not listed under Item 3, below;
- 2) full-time non-classified Executive, Administrative and Managerial and Professional Staff positions (including supplemental actions);
- 3) supplemental actions for faculty acquiring managerial duties, excluding normal grant activities;
- 4) discipline;
- 5) leave of absences
- 6) sabbaticals
- 7) reassignments; and
- 8) retirements

This Report Includes:

All actions for Personnel Action Request & Supplementals

**MOREHEAD STATE UNIVERSITY
ROSTER POSITIONS SUMMARY
05/20/2020**

	<u>July 1 Authorized Positions</u>	<u>Current Authorized Positions</u>	<u>+/- Position Adjustments</u>	<u>Current Position Strength</u>	<u>% Current Strength</u>
Office of the President	14.60	14.07	-0.53	14.07	100.00
Division of University Advancement	26.58	26.58	0.00	25.58	96.24
Division of Administration and Fiscal Services	76.10	76.10	0.00	71.10	93.43
Facilities Management	96.75	96.75	0.00	87.75	90.70
Division of Student Affairs	141.06	141.16	0.10	129.96	92.07
Division of Academic Affairs	42.41	44.49	2.08	42.49	95.50
Caudill College of Arts, Humanities & Social Sciences	130.06	130.09	0.03	114.84	88.28
Smith College of Business and Technology	46.42	47.92	1.50	46.42	96.87
College of Education	51.90	53.40	1.50	46.40	86.89
College of Science	145.25	144.15	-1.10	134.15	93.06
Undergraduate Education & Student Success	28.63	28.63	0.00	26.83	93.71
Regional Education & Outreach	7.40	7.40	0.00	6.40	86.49
Camden-Carroll Library	23.00	23.00	0.00	21.00	91.30
	<u>830.16</u>	<u>833.74</u>	<u>3.58</u>	<u>766.99</u>	<u>91.99</u>

Note: Positions are expressed in terms of full-time equivalency.

Definitions Of The Different Kinds Of Appointments

- Full-Time Standing:** A Full-Time Standing Appointment designates an appointment that is full-time and for which no ending date is specified. Such appointments are terminable in accordance with the appropriate University policy. Full-time Standing Appointments must be backed with budgeted funds. Full-Time Standing Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). Full-Time Standing Appointments may be specified for nine, ten, eleven, or twelve months per fiscal year. This type of appointment is provided all regular University benefits.
- Full-Time Fixed:** A Full-Time Fixed Appointment designates an appointment that is full-time for a fixed period of time and for which an ending date is specified. Such appointments may be specified for nine, ten, eleven, or twelve months. The appointments do not have to be backed by permanent funds. Full-Time Fixed Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). This includes instructors and any other individuals in a classification covered by the tenure regulations. Such appointments are discontinued automatically at the specified ending date. Appointments may be terminated before the ending date for cause or business necessity. Full-Time Fixed Appointments may be renewed. Persons appointed to Full-Time Fixed Appointments are not converted to Full-Time Standing Appointments without an appropriate search or search waiver. This type of appointment is provided all regular University benefits.
- Supplemental:** A Supplemental Appointment designates an appointment which is supplementary to a Full-Time Standing or Full Time Fixed Appointment and has the effect of providing an additional contractual provision beyond the term of the Full-Time Standing or Full-Time Fixed Appointments. For example, a Supplemental Appointment may be used if an individual whose regular appointment is for nine months but whose appointment is extended for one to three additional months. Supplemental Appointments will also be used to designate those appointments which are supplementary to Full-Time Standing or Full-Time Fixed Appointments to compensate for approved additional services normally outside the scope of regular duties. For example, A Supplemental Appointment can be used when an eligible employee is employed to teach a course for additional compensation. Regular University benefits, except sick leave and vacation accrual, continue with a Supplemental Appointment.

**PAR Report
June 2020**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Leave of Absence								
New Hires								
Biology & Chemistry	David, Samuel	08/10/2020		Assistant Professor, Chemistry	9	\$50,000.00 Full-Time Standing		New Hire
Dean, College of Education	Norman, Antony D.	07/01/2020		Dean, College of Education	12	\$145,000.00 Full-Time Standing		New Hire
School of Business Admin	Spencer, Elizabeth	08/10/2020		Assistant Professor, Communications	9	\$51,000.00 Full-Time Standing		New Hire
Counseling & Health Services	Damron, Debra	04/01/2020	06/30/2020	Registered Nurse (BSN)	12	\$41,000.00 Full-Time Fixed, Probationary		New Hire (Rescinded Acceptance)
Office of International Student Services	Ogundipe, Tolulope	06/01/2020	06/30/2020	International Student Services Director/SEVIS	12	\$45,000.00 Full-Time Fixed, Probationary		New Hire (PAR Canceled)
Probation Completed								
Retention & First Year Seminar	Butler, Topaz	04/03/2020	06/30/2020	Degree Completion Coach/Instructor	12	\$32,990.00 Full-Time Fixed		Probation Completed
Data Assessment Specialist/Instructor	Cooper, Tammy	04/01/2020	06/30/2020	Data Assessment Specialist - Mont. Co.	12	\$32,990.00 Full-Time Fixed		Probation Completed
Enrollment Services	Duff, Megan	04/20/2020		Assoc. Director Admissions, Tech. Support	12	\$ 35,568.00 Full-Time Standing		Probation Completed
Research & Sponsored Programs	Evans, Stephanie	05/14/2020		Coordinator of Programs and Initiatives	12	\$14.97 Full-Time Fixed		Probation Completed
Talent Search Programs	Hall, Crystal	03/29/2020		TRIO Academic Coordinator	12	\$35,568.00 Full-Time Standing		Probation Completed
Counseling & Health Services	Hart, Garla	03/16/2020	06/30/2020	Mental Health Counselor	12	\$47,000.00 Full-Time Fixed		Probation Completed
Upward Bound Programs	Isaac, Brandon	04/02/2020	08/31/2020	TRIO Academic Coordinator	12	\$35,568.00 Full-Time Fixed		Probation Completed
Athletics, Office	Kelley, Jordan	03/01/2020		Assistant Athletic Trainer	12	\$18.33 Full-Time Fixed		Probation Completed
Upward Bound Programs	Tackett, Katrina	07/01/2020	08/31/2020	TRIO Program Specialist, UBPR	12	\$ 39,334.00 Full-Time Fixed		Probation Completed
Mathematics	Wilcox, Kimberly	04/01/2020		Academic Department Specialist - MATH	12	\$15.38 Full-Time Standing		Probation Completed
Promotions								
Engineering & Technology Management	Joshi, Nilesh	08/10/2020		Professor, Engineering & Technology Management	9	\$74,580.00 Full-Time Standing		Promotion:Title Change:Salary Adjustment
Hist, Phil, Pol, Int & Legal	Mandzy, Adrian	08/10/2020		Professor, History	9	\$64,348.00 Full-Time Standing		Promotion:Title Change:Salary Adjustment
Nursing	Walters, Michele	08/10/2020		Professor of Nursing	9	\$71,271.00 Full-Time Standing		Promotion:Title Change:Salary Adjustment
Kinesiology, Hlth, & Imag Scie	Dotson, Anthony	08/10/2020		Associate Professor of Imaging Sciences	9	\$54,616.00 Full-Time Standing		Promotion:Title Change:Tenured
Art & Design	Finch, Julia	08/10/2020		Associate Professor of Art History	9	\$51,619.00 Full-Time Standing		Promotion:Title Change:Tenured
Phy, Earth Sci & Space Syst Eng	Grupe, Dirk	08/10/2020		Associate Professor Astrophysics & Space Science	9	\$58,036.00 Full-Time Standing		Promotion:Title Change:Tenured
Foundational & Graduate Studies in Education	Kessinger, Michael	08/10/2020		Associate Professor of Education Leadership	9	\$58,803.00 Full-Time Standing		Promotion:Title Change:Tenured
Foundational & Graduate Studies in Education	Shope, Shane	08/10/2020		Associate Professor of Education Leadership	9	\$58,532.00 Full-Time Standing		Promotion:Title Change:Tenured
Agricultural Sciences	Subramaniam, Vijay	08/10/2020		Associate Professor of Agribusiness	9	\$57,754.00 Full-Time Standing		Promotion:Title Change:Tenured
Reassignments								
College of Science, Office of the Dean	Baker, Kody	04/08/2020		Administrative Assistant to the Dean	12	\$14.97 Full-Time Fixed, Probationary		Reassignment
Postal Services	Boone, Jeremy	07/01/2020		Receiving Manager	12	\$35,568.00 Full-Time Fixed, Probationary		Reassignment
Quality Assurance & Accreditation -COE	Day, Alicia	06/01/2020		Clinical & Field Experience Coordinator	12	\$39,334.00 Full-Time Fixed, Probationary		Reassignment
Internal Audits	Hunt, Cynthia	07/01/2020	06/30/2021	Internal Auditor	12	\$56,000.00 Full-Time Fixed, Probationary		Reassignment
Provost & VP, Off	Russell, Gregory	07/01/2020		Provost and VPAA	12	\$185,000.00 Full-Time Standing		Reassignment
Recreation & Wellness Center/Grounds & General Services	Spurlock, Eric	04/16/2020	06/30/2020	Groundskeeper/Bowling Coach/Manager Bowling Center	12	\$ 35,195.00 Full-Time Standing		Reassignment
Building Services	Hampton, Arlene (Kay)	04/01/2020		Building Services Quality Control Manager	12	\$17.82 Full-Time Standing		Reassignment:Title Change
Craft Academy	Utterback, Krista	03/16/2020		Student Support Specialist	12	\$16.07 Full-Time Fixed, Probationary		Reassignment:Title Change
Hist, Phil, Pol, Int & Legal	Holcomb, Jason	07/01/2020		Associate Professor of Geography & Global Studies	9	\$62,965.00 Full-Time Standing		Reassignment:Title Change
Art & Design	Stone, Tammy	07/01/2020	12/31/2020	Academic Department Specialist	12	\$13.67 Full-Time Fixed		Reassignment:Title Change
Provost & VP, Off	Baker, Kody	03/16/2020		Academic Support Specialist	12	\$13.37 Full-Time Fixed, Probationary		Reassignment:Title Change:Salary Adjustment:
Renewals								
Enrollment Services	Adams, Shalyn	07/01/2020	06/30/2021	Enrollment Services Counselor/Internal Services	12	\$14.97 Full-Time Fixed		Renewal (Fixed-Term)
Educ Unit for Child Care Serv	Akers, Stephanie	07/01/2020	06/30/2021	Instructor/Director of Educational Child Care Services	12	\$65,560.00 Full-Time Fixed		Renewal (Fixed-Term)
Comm, Media & Languages	Alloway, Sissy	08/10/2020	05/11/2021	Instructor of Spanish	9	\$38,163.00 Full-Time Fixed		Renewal (Fixed-Term)
Baseball, Men's/Athletics	Aoki, Mikio	07/01/2020	06/30/2021	Head Baseball Coach	12	\$75,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Kinesiology, Hlth, & Imag Sci	Ash, Elizabeth	08/10/2020	05/11/2021	Instructor of Health & Wellness	9	\$42,481.00 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology/President, Office	Atkins, Caroline	07/01/2020	06/30/2021	Visiting Assistant Professor of Criminology/Assistant to President for Strategic Initiatives	12	\$73,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Golf, Women's/Athletics	Barker, Stephanie	07/01/2020	06/30/2021	Women's Head Golf Coach	12	\$46,720.00 Full-Time Fixed		Renewal (Fixed-Term)
University Police	Barnett, Crystal	07/01/2020	06/30/2021	Police Telecommunicator	12	\$11.13 Full-Time Fixed		Renewal (Fixed-Term)

**PAR Report
June 2020**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Renewals (cont.)								
Nursing	Barrett, Lindsey	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Grounds & General Services	Bartee, Andrew	07/01/2020	06/30/2021	Groundskeeper	12	\$9.21	Full-Time Fixed	Renewal (Fixed-Term)
Housing & Res Educ	Bertrand, Bellande	07/01/2020	06/30/2021	Hall Director	12	\$35,568.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Blankenbuehler, Kyle	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00	Full-Time Fixed, Probationary	Renewal (Fixed-Term)
Sociology, SW & Criminology	Blankenship, Angela	08/10/2020	05/11/2021	Instructor of Social Work	9	\$41,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Mathematics	Blanton, Richard	08/10/2020	05/11/2021	Instructor Mathematics	9	\$41,910.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Bolin, David	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00	Full-Time Fixed	Renewal (Fixed-Term)
Educ Unit for Child Care Serv	Buchanan, Courtney	07/01/2020	06/30/2021	Instructor/Trainier	12	\$43,424.00	Full-Time Fixed	Renewal (Fixed-Term)
Nursing	Buckley, Michelle	08/10/2020	05/11/2021	Academic Resources/Laboratory Coordinator	9	\$40,800.00	Full-Time Fixed	Renewal (Fixed-Term)
Nursing	Burchett, Charla	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Butler, Ronald	07/01/2020	06/30/2021	Building Services Technician	12	\$9.84	Full-Time Fixed	Renewal (Fixed-Term)
Retention & First Year Seminar	Butler, Topaz	07/01/2020	06/30/2021	Degree Completion Coach	12	\$32,990.00	Full-Time Fixed	Renewal (Fixed-Term)
Comm, Media & Languages	Bycura,Miescha	08/10/2020	05/11/2021	Instructor of Spanish	9	\$41,282.00	Full-Time Fixed	Renewal (Fixed-Term)
Kinesiology, Hlth, & Imag Sci	Castillo, David	08/10/2020	05/11/2021	Instructor of Kinesiology	9	\$41,000.00	Full-Time Fixed	Renewal (Fixed-Term)
University Police	Catron, Harley	07/01/2020	06/30/2021	Police Officer	12	\$14.97	Full-Time Fixed	Renewal (Fixed-Term)
Housing & Res Educ	Chaky, Anastasia	07/01/2020	06/30/2021	Hall Director	12	\$35,568.00	Full-Time Fixed	Renewal (Fixed-Term)
Tutoring & Learning Center/First Year Seminar	Chandler, Hunter	07/01/2020	06/30/2021	Coordinator of Tutoring Services/Instructor	12	\$32,990.00	Full-Time Fixed	Renewal (Fixed-Term)
Military Science	Chapman, Rhonda	07/01/2020	06/30/2021	Military Science Specialist	12	\$13.67	Full-Time Fixed	Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Chapman-Johnson, Suzannah	08/10/2020	05/11/2021	Instructor of Education	9	\$34,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Computer Science & Electronics	Chaudhry, Asim	08/10/2020	05/11/2021	Instructor, Computer Science	9	\$52,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Clark, Ronald	07/01/2020	06/30/2021	Building Services Technician	12	\$10.60	Full-Time Fixed	Renewal (Fixed-Term)
Cheerleading/Athletics	Coleman, Mark	07/01/2020	06/30/2021	Head Cheer Coach	12	\$40,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Baseball, Men's/Athletics	Conlon, Shane	07/01/2020	06/30/2021	Assistant Baseball Coach	12	\$33,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Educ Unit for Child Care Serv	Conrad, Amy	07/01/2020	06/30/2021	Instructor/Trainier	12	\$43,424.00	Full-Time Fixed	Renewal (Fixed-Term)
Biology and Chemistry	Cook, Deborah	05/01/2020	04/30/2021	Postdoctoral Research Associate	12	\$ 43,692.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Cooper, Sharon	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00	Full-Time Fixed	Renewal (Fixed-Term)
MSUteach	Cundiff, Mona	07/01/2020	06/30/2021	Office Assistant	12	\$12.73	Full-Time Fixed	Renewal (Fixed-Term)
Engineering & Technology Management	Curd, Joseph	08/10/2020	05/11/2021	Instructor, Construction & Civil Engineering Technology	9	\$45,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Sociology, SW & Criminology	Davison, Rebecca	08/10/2020	05/11/2021	Instructor of Social Work	9	\$44,444.00	Full-Time Fixed	Renewal (Fixed-Term)
Student Center & Event Services	Dean, Jordan	07/01/2020	06/30/2021	Event Coordinator	12	\$ 35,568.00	Full-Time Fixed	Renewal (Fixed-Term)
Agricultural Sciences/Veterinary Technology	Dews, Katie	07/01/2020	06/30/2021	Instructor of Veterinary Technology & Clinician (Large Animal)	12	\$ 41,346.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Maintenance	Donathan, Gary	07/01/2020	06/30/2021	HVAC Technician	12	\$16.92	Full-Time Fixed	Renewal (Fixed-Term)
Basketball, Women's/Athletics	Duck, Dominique	04/01/2020	03/31/2021	Associate Head Women's Basketball Coach	12	\$42,500.00	Full-Time Fixed	Renewal (Fixed-Term)
English	Engle, Bruce	08/10/2020	05/11/2021	Instructor of English	9	\$41,107.00	Full-Time Fixed	Renewal (Fixed-Term)
Research & Sponsored Programs	Evans, Stephanie	07/01/2020	06/30/2021	Coordinator of Programs and Initiatives	12	\$14.97	Full-Time Fixed, Probationary	Renewal (Fixed-Term)
Psychology	Fife, Nashia	08/10/2020	05/11/2021	Instructor of Psychology	9	\$40,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Fitch, Melinda	08/10/2020	05/11/2021	Instructor of Education	9	\$36,766.00	Full-Time Fixed	Renewal (Fixed-Term)
Space Science Center	Fite, Nathan	07/01/2020	06/30/2021	Instructor, Space Systems Engineering	12	\$ 77,377.00	Full-Time Fixed	Renewal (Fixed-Term)
Hist, Phil, Pol, I'nt & Legal	Fitzpatrick, Benjamin	08/10/2020	05/11/2021	Instructor of History	9	\$46,356.00	Full-Time Fixed	Renewal (Fixed-Term)
Human Resources	Frizzell, Rachel	07/01/2020	06/30/2021	Human Resources Generalist	12	\$ 35,568.00	Full-Time Fixed	Renewal (Fixed-Term)
Craft Academy Student Services	Froilan, Kathryn	07/01/2020	06/30/2021	Assistant Director, Academic Services/Project Coordinator	12	\$50,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Biology & Chemistry	Fulmer, Dennis	08/10/2020	05/11/2021	Instructor, Chemistry	9	\$39,793.00	Full-Time Fixed	Renewal (Fixed-Term)
English	Gabrielson, DeAnna	08/10/2020	05/11/2021	Instructor of English	9	\$36,790.00	Full-Time Fixed	Renewal (Fixed-Term)
Kinesiology, Hlth, & Imag Scie	Gevedon, Rodney	08/10/2020	05/11/2021	Instructor of Imaging Sciences	9	\$48,500.00	Full-Time Fixed	Renewal (Fixed-Term)
Music, Theatre & Dance	Gibbs, Donald	08/10/2020	05/11/2021	Keyboard Technician	9	\$35,190.00	Full-Time Fixed	Renewal (Fixed-Term)
Building Services	Glover, June	07/01/2020	06/30/2021	Building Services Technician	12	\$10.62	Full-Time Fixed	Renewal (Fixed-Term)
School of Business Admin	Graves, Jacqueline	08/01/2020	05/31/2021	Visiting Assistant Professor of Business Law	10	\$60,000.00	Full-Time Fixed	Renewal (Fixed-Term)
School of Business Admin	Grimes, Connie	08/10/2020	05/11/2021	Instructor, CIS	9	\$54,214.00	Full-Time Fixed	Renewal (Fixed-Term)
Hist, Phil, Pol, I'nt & Legal	Grise, David	08/10/2020	05/11/2021	VAP Legal Studies	9	\$51,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Haberek, Mark	08/10/2020	05/11/2021	Instructor of Education	9	\$36,936.00	Full-Time Fixed	Renewal (Fixed-Term)
Sociology, SW & Criminology	Hall, Raymond	08/10/2020	05/11/2021	Instructor of Sociology	9	\$42,803.00	Full-Time Fixed	Renewal (Fixed-Term)
Counseling & Health Serv	Hart, Garla	07/01/2020	06/30/2021	Mental Health Counselor	12	\$47,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Hatfield, Virginia	08/10/2020	05/11/2021	Visiting Assistant Professor, Education	9	\$44,911.00	Full-Time Fixed	Renewal (Fixed-Term)
English	Hicks, Paul	08/10/2020	05/11/2021	Instructor of English	9	\$ 37,973.00	Full-Time Fixed	Renewal (Fixed-Term)
Nursing	Hill, Shelby	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00	Full-Time Fixed	Renewal (Fixed-Term)
Mathematics	Hood, Dawn	08/10/2020	05/11/2021	Instructor Mathematics	9	\$41,892.00	Full-Time Fixed	Renewal (Fixed-Term)
Upward Bound Programs	Hyden, Matthew	06/01/2020	08/31/2020	Associate Director, Upward Bound Program (Central)	12	\$43,560.00	Full-Time Fixed	Renewal (Fixed-Term)
Upward Bound Programs	Issac, Brandon	06/01/2020	08/31/2020	TRIO Academic Coordinator, Upward Bound Program	12	\$35,568.00	Full-Time Fixed	Renewal (Fixed-Term)

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Renewals (cont.)								
English	James, Nicholas	08/10/2020	05/11/2021	Instructor of English	9	\$35,250.00 Full-Time Fixed		Renewal (Fixed-Term)
MSUTeach	Johnson, Mary	08/10/2020	05/11/2021	MSUTeach Master Teacher	9	\$49,500.00 Full-Time Fixed		Renewal (Fixed-Term)
English	Johnson, Patrick	08/10/2020	05/11/2021	Instructor of English	9	\$35,766.00 Full-Time Fixed		Renewal (Fixed-Term)
Housing & Res Educ	Jones, Mauricus	07/01/2020	06/30/2021	Hall Director	12	\$35,568.00 Full-Time Fixed		Renewal (Fixed-Term)
Agricultural Sciences	Jones, Peggy	08/10/2020	05/11/2021	Instructor, Nutrition	9	\$37,110.00 Full-Time Fixed		Renewal (Fixed-Term)
Softball, Women's/Athletics	Jones, Samantha	07/01/2020	06/30/2021	Head Women's Softball Coach	12	\$53,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Rifle/Athletics	Joseph, Alan	07/01/2020	06/30/2021	Head Rifle Coach	12	\$35,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Kelly, Lake	07/01/2020	06/30/2021	Building Services Technician	12	\$10.81 Full-Time Fixed		Renewal (Fixed-Term)
Upward Bound Programs	Kelsey, Angela	06/01/2020	08/31/2020	TRIO Program Specialist, Upward Bound Program	12	\$13.38 Full-Time Fixed		Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Kelsey, Sarah	08/10/2020	05/11/2021	Instructor of Education	9	\$34,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Nursing	Kennedy, Tonya	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Kinesiology, Hlth, & Imag Scie	Kerr, Wade	08/10/2020	05/11/2021	Instructor of Health & Wellness	9	\$41,251.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Kidd, Jodie	07/01/2020	06/30/2021	Building Services Technician	12	\$10.62 Full-Time Fixed		Renewal (Fixed-Term)
Mathematics	Knupp, Matthew	08/10/2020	05/11/2021	Instructor Mathematics	9	\$43,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Instructional Services	Kroll, Marie	08/10/2020	05/11/2021	Instructor, Education (Development Education Reading)	9	\$37,774.00 Full-Time Fixed		Renewal (Fixed-Term)
Enrollment Services	LaBreche, Clay	07/01/2020	06/30/2021	Enrollment Services Counselor/Credentials and Customer Service	12	\$14.97 Full-Time Fixed		Renewal (Fixed-Term)
Middle Grades/Sec Educ	Lambert, Billy	07/01/2020	06/30/2021	Education/MAT Program Coordinator	12	\$63,773.00 Full-Time Fixed		Renewal (Fixed-Term)
Upward Bound Programs	Lewis, Amanda	06/01/2020	08/31/2020	Director, Upward Bound Programs	12	\$56,686.00 Full-Time Fixed		Renewal (Fixed-Term)
Biology & Chemistry	Lin, Elizabeth	08/10/2020	05/11/2021	Visiting Assistant Professor, Biology	9	\$40,497.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Maintenance	Logan, Darrel	07/01/2020	06/30/2021	Maintenance Tech II	12	\$12.38 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology	London, Amanda	08/10/2020	05/11/2021	Visiting Assistant Professor, Criminology	9	\$51,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Lykins, Hope	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)
Basketball, Women's/Athletics	Maass, Justin	04/01/2020	03/31/2021	Assistant Women's Basketball Coach	12	\$39,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Comm, Media & Languages	Manis, Randy	08/10/2020	05/11/2021	Instructor of Communication	9	\$41,536.00 Full-Time Fixed		Renewal (Fixed-Term)
EagleCard Office	Marcum, Shelby	07/01/2020	06/30/2021	EagleCard & Document Services Coordinator	12	\$16.92 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Markwell, Jacqueline	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)
Early Child, Elem & Spec Educ	Martin, Tamela	08/10/2020	05/11/2021	Instructor of Education	9	\$36,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Golf, Men's	Martin, William	07/01/2020	06/30/2021	Head Men's Golf Coach	12	\$42,500.00 Full-Time Fixed		Renewal (Fixed-Term)
English	Masclie, Deanna	08/10/2020	05/11/2021	Instructor of English	9	\$41,309.00 Full-Time Fixed		Renewal (Fixed-Term)
Engineering & Technology Management	Mason, Patrick	08/10/2020	05/11/2021	Instructor, Engineering & Technology Management	9	\$48,484.00 Full-Time Fixed		Renewal (Fixed-Term)
Career Services/First Year Seminar	Mattox, Katherine	07/01/2020	06/30/2021	Career Coach	12	\$35,090.00 Full-Time Fixed	Probationary	Renewal (Fixed-Term)
Enrollment Services	Maynard, Amanda	07/01/2020	06/30/2021	Enrollment Services Counselor	12	\$14.97 Full-Time Fixed		Renewal (Fixed-Term)
Upward Bound Programs	McClain, Esther	06/01/2020	08/31/2020	TRIO Program Specialist, Upward Bound Program	12	\$14.57 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	McGlone, Kimberly	07/01/2020	06/30/2021	Building Services Technician	12	\$10.62 Full-Time Fixed		Renewal (Fixed-Term)
Biology & Chemistry	McMurry, Malinda	08/10/2020	05/11/2021	Instructor of Biology	9	\$43,271.00 Full-Time Fixed		Renewal (Fixed-Term)
Mathematics	Meadows, Troy	08/10/2020	05/11/2021	Instructor Mathematics	9	\$41,697.00 Full-Time Fixed		Renewal (Fixed-Term)
Music, Theatre, Dance	Mensink, Nathan	08/10/2020	05/11/2021	Visiting Assistant Professor of Music (Saxophone)	9	\$44,217.00 Full-Time Fixed		Renewal (Fixed-Term)
Upward Bound Programs	Menville, Shayla	06/01/2020	08/31/2020	Academic Bridge Coordinator, Upward Bound Program	12	\$35,568.00 Full-Time Fixed		Renewal (Fixed-Term)
Comm, Media & Languages	Merritt, Christopher	08/10/2020	05/11/2021	Instructor of Communication	9	\$37,646.00 Full-Time Fixed		Renewal (Fixed-Term)
Athletics	Meyer, Angela	07/01/2020	06/30/2021	Athletic Learning Coordinator	12	\$41,596.00 Full-Time Fixed		Renewal (Fixed-Term)
Research & Sponsored Programs	Middleton, Nellie	07/01/2020	06/30/2021	Grants and Contracts Administrator	12	\$35,568.00 Full-Time Fixed		Renewal (Fixed-Term)
Comm, Media & Languages	Middleton, Steven	08/10/2020	05/11/2021	Instructor of Mass Communication	9	\$40,065.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Moore, Candace	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)
Music, Theatre, Dance	Mosley, Ellen	08/10/2020	05/11/2021	Visiting Assistant Professor of Music (Flute)	9	\$51,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Music, Theatre, Dance	Murphy, William	08/10/2020	05/11/2021	Instructor of Music	9	\$39,839.00 Full-Time Fixed		Renewal (Fixed-Term)
Comm, Media & Languages	Murray, Donel	08/10/2020	05/11/2021	Instructor of Communication	9	\$39,756.00 Full-Time Fixed		Renewal (Fixed-Term)
School of Business Admin	Nehring, Daniel	08/10/2020	05/11/2021	Instructor, Management	9	\$54,520.00 Full-Time Fixed		Renewal (Fixed-Term)
Softball, Women's/Athletics	O'Malley, Rachel	07/01/2020	06/30/2021	Assistant Women's Softball Coach	12	\$30,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Outreach Student Services, Off	Patrick, Melissa	07/01/2020	06/30/2021	Student Services & Outreach Coordinator	12	\$40,755.00 Full-Time Fixed		Renewal (Fixed-Term)
English	Penn, Steven	08/10/2020	05/11/2021	Instructor of English	9	\$40,904.00 Full-Time Fixed		Renewal (Fixed-Term)
Kinesiology, Hlth, & Imag Scie	Pickering, Carl	08/10/2020	05/11/2021	Instructor of Kinesiology	9	\$37,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Craft Academy Student Services	Porter, Brenda	07/01/2020	06/30/2021	Craft Academy Student Activities & Event Coordinator	12	\$35,568.00 Full-Time Fixed		Renewal (Fixed-Term)
English	Porter, Daniel	08/10/2020	05/11/2021	Instructor of English	9	\$38,169.00 Full-Time Fixed		Renewal (Fixed-Term)
Agricultural Sciences	Porter, Heather	08/10/2020	05/11/2021	Instructor, Animal Science	9	\$37,500.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Porter, Vicky	07/01/2020	06/30/2021	Building Services Technician	12	\$10.62 Full-Time Fixed		Renewal (Fixed-Term)
English	Potter, David	05/01/2020	12/31/2020	Postdoctoral Research Associate	12	\$29,128.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Quinn, Keith	07/01/2020	06/30/2021	Building Services Technician	12	\$10.43 Full-Time Fixed		Renewal (Fixed-Term)
English	Reding, Timothy	08/10/2020	05/11/2021	Instructor of English	9	\$41,107.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Riddle, Teresa	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)

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Renewals (cont.)								
Craft Academy	Roach, Brittany	08/01/2020	05/31/2021	Guidance Counselor	10	\$30,592.00 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology	Robinson, Deirdra	08/10/2020	05/11/2021	Instructor/Facilitator, Social Work	9	\$54,941.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Rogers, Terri	07/01/2020	06/30/2021	Building Services Technician	12	\$9.46 Full-Time Fixed		Renewal (Fixed-Term)
Craft Academy Student Services	Rogers-Blackwell, Rachel	07/01/2020	06/30/2021	Research/Project Manager	12	\$64,401.00 Full-Time Fixed		Renewal (Fixed-Term)
Enrollment Services	Rose, Jean	07/01/2020	06/30/2021	Enrollment Services Counselor(Regional Campuses - Transfer Advisor Lex.)	12	\$14.97 Full-Time Fixed, Probationary		Renewal (Fixed-Term)
MSUTeach	Rowe, Angela	07/01/2020	06/30/2021	Educational Program Coordinator/Manager	12	\$16.92 Full-Time Fixed		Renewal (Fixed-Term)
Nursing	Sadler, Shelley	08/10/2020	05/11/2021	Instructor of Nursing	9	\$44,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Athletics/Media Relations	Schabert, Matthew	07/01/2020	06/30/2021	Athletic Media Relations Director	12	\$46,683.00 Full-Time Fixed		Renewal (Fixed-Term)
MSUTeach	Schroeder, Kendra	08/10/2020	05/11/2021	MSU Teach Master Teacher	9	\$49,500.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Schultz, Lisa	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)
Mathematics	Schworm Brian	08/10/2020	05/11/2021	Instructor Mathematics	9	\$41,910.00 Full-Time Fixed		Renewal (Fixed-Term)
Foundational & Graduate Studies in Education	Session, Silas	07/01/2020	06/30/2021	Visiting Assistant Professor/Director Military Initiatives	12	\$60,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Simmons, Vickie	07/01/2020	06/30/2021	Building Services Technician	12	\$9.00 Full-Time Fixed		Renewal (Fixed-Term)
Middle Grades/Sec Educ	Sims, Marian	07/01/2020	06/30/2021	Instructor Education/MAT Assistant Program Coordinator	12	\$56,936.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Sloan, Mary	07/01/2020	06/30/2021	Building Services Technician	12	\$10.62 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology	Spencer, Ashley	08/10/2020	05/11/2021	Instructor/Facilitator, Social Work	9	\$50,863.00 Full-Time Fixed		Renewal (Fixed-Term)
Craft Academy Student Services	Stamper, Jessica	07/01/2020	06/30/2021	Assistant Director of Admissions, Public Relations & Recruitment	12	\$39,334.00 Full-Time Fixed		Renewal (Fixed-Term)
School of Business Admin	Stapleton, Samuel	08/10/2020	05/11/2021	Instructor, Management	9	\$46,677.00 Full-Time Fixed		Renewal (Fixed-Term)
Agricultural Sciences/Veterinary Technology	Steele, Scott	08/10/2020	05/11/2021	Instructor, Veterinary Technology	9	\$37,500.00 Full-Time Fixed		Renewal (Fixed-Term)
Kentucky Folk Art Center	Stone, Tammy	04/01/2020	06/30/2020	Administrative Coordinator, KFAC	12	\$13.67 Full-Time Fixed		Renewal (Fixed-Term)
Kentucky Folk Art Center	Stone, Tammy	07/01/2020	10/31/2020	Administrative Coordinator, KFAC	12	\$13.67 Full-Time Fixed		Renewal (Fixed-Term)
Engineering & Technology Management	Stubbs, Steven	08/10/2020	05/11/2021	Visiting Assistant Professor, Career & Technical Education	9	\$50,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology	Susan, Paul	08/10/2020	05/11/2021	Instructor of Social Work	9	\$40,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Agricultural Sciences	Swim, Ashley	08/10/2020	05/11/2021	Instructor, Veterinary Technology & Clinician (Small Animal)	9	\$32,000.00 Full-Time Fixed		Renewal (Fixed-Term)
English	Taylor, Alex	08/10/2020	05/11/2021	Instructor of English	9	\$35,259.00 Full-Time Fixed		Renewal (Fixed-Term)
Nursing	Thompson, Christa	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Basketball, Women's/Athletics	Todd, Robert	04/01/2020	03/31/2021	Head Women's Basketball Coach	12	\$96,000.00 Full-Time Fixed		Renewal (Fixed-Term)
School of Business Admin	Trent, Christy	08/10/2020	05/11/2021	Instructor, Business Communication	9	\$45,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Biology & Chemistry	Umphress, Sarah	08/10/2020	05/11/2021	Instructor of Biology	9	\$44,741.00 Full-Time Fixed		Renewal (Fixed-Term)
University Police	Wallace, Shelby	07/01/2020	06/30/2021	Police Telecommunicator	12	\$11.13 Full-Time Fixed		Renewal (Fixed-Term)
Nursing	Walters, Melissa	08/10/2020	05/11/2021	Instructor of Nursing	9	\$50,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Mathematics	Waltire, Joshua	08/10/2020	05/11/2021	Instructor of Mathematics	9	\$40,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Ward, Barbara	07/01/2020	06/30/2021	Building Services Technician	12	\$12.38 Full-Time Fixed		Renewal (Fixed-Term)
Housing & Res Educ	Watts, Michael	07/01/2020	06/30/2021	Hall Director	12	\$35,568.00 Full-Time Fixed		Renewal (Fixed-Term)
Housing & Res Educ	Weideman, Emily	07/01/2020	06/30/2021	Assistant Director, Student Housing	12	\$47,476.00 Full-Time Fixed		Renewal (Fixed-Term)
KY Ctr for Traditional Music	Wells, Jesse	07/01/2020	06/30/2021	Instructor of Music/Music Archivist	10	\$36,187.00 Full-Time Fixed		Renewal (Fixed-Term)
Mathematics	Whaley, Ryan	08/10/2020	05/11/2021	Instructor of Mathematics	9	\$40,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Office of the Registrar	White-Combs, Ashley	07/01/2020	06/30/2020	Transfer Coordinator	12	\$14.97 Full-Time Fixed		Renewal (Fixed-Term)
Basketball, Women's/Athletics	Williams, Clint	04/01/2020	03/31/2021	Assistant Women's Basketball Coach	12	\$39,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Counseling & Health Serv	Williams, Goldie	07/01/2020	06/30/2021	Director, Counseling and Health Services	12	\$66,099.00 Full-Time Fixed		Renewal (Fixed-Term)
Sociology, SW & Criminology	Williams, Mary	08/10/2020	05/11/2021	Instructor/Facilitator, Social Work	9	\$50,863.00 Full-Time Fixed		Renewal (Fixed-Term)
Craft Academy Student Services	Woodall, Sarah	07/01/2020	06/30/2021	Craft Academy Enrollment Services Counselor	12	\$14.97 Full-Time Fixed		Renewal (Fixed-Term)
Instructional Services	Wright, Christina	08/10/2020	05/11/2021	Instructor, Education (Development Education Reading)	9	\$38,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Baseball, Men's/Athletics	Youngdahl, Robert	07/01/2020	06/30/2021	Assistant Baseball Coach	12	\$34,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Art & Design	Yungbluth, Adam	08/10/2020	05/11/2021	Visiting Assistant Professor of Art & Design (Ceramics)	9	\$40,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Art & Design	Yungbluth, Melissa	08/10/2020	05/11/2021	Instructor of Art & Design/Director of Golding-Yang Art Gallery	9	\$42,000.00 Full-Time Fixed		Renewal (Fixed-Term)
Music, Theatre, Dance	Zokaites, Russell	08/10/2020	05/11/2021	Visiting Assistant Professor of Music (Trombone)	9	\$50,750.00 Full-Time Fixed		Renewal (Fixed-Term)
Building Services	Cooper, Michael	07/01/2020	06/30/2021	Building Services Technician	12	\$9.10 Full-Time Fixed		Renewal (Fixed-Term);Salary Adjustment
Cross Country/Athletics	Dixon, Benjamin	07/01/2020	06/30/2021	Head Cross Country & Track Coach	12	\$42,000.00 Full-Time Fixed		Renewal (Fixed-Term);Salary Adjustment
Building Services	Kelsey, William	07/01/2020	06/30/2021	Building Services Technician	40	\$9.10 Full-Time Fixed		Renewal (Fixed-Term);Salary Adjustment
School of Business Admin	Hunsucker, Keithel (Joe)	07/01/2020	12/31/2020	Instructor of Accounting	12	\$85,889.00 Full-Time Fixed		Renewal (Fixed-Term);Title Change

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Separations								
Enrollment Services	Aronhalt, Mallory	05/01/2020		Enrollment Services Counselor	12	\$ 14.97 Full-Time Fixed		Resignation
Enrollment Services	Hall, Laura	03/27/2020		Enrollment Services Counselor	12	\$14.97 Full-Time Standing		Resignation
Soccer, Women's/Athletics	Rogers, Carl	04/03/2020		Assistant Women's Soccer Coach	12	\$31,137.00 Full-Time Fixed		Resignation
Enrollment Services	Elam, Sandra	06/30/2020		Enrollment Services Counselor/Internal Services	12	\$14.97 Full-Time Fixed, Probationary		Retirement
Research & Sponsored Programs	Henson, Michael	06/30/2020		Associate Provost for Research and Dean Graduate School	12	\$132,000.00 Full-Time Standing		Retirement
Regional Educ & Out, Asst. VP	McKay, William	05/31/2020		Director, MSU at Mt. Sterling	12	\$78,000.00 Full-Time Standing		Retirement
Other								
Building Maintenance	White, Terry	05/01/2020		Interim Director of Facilities Maintenance Services	12	\$79,643.00 Full-Time Standing		Interim Appointment
Foundational & Graduate Studies in Education	Privott, Daryl	08/01/2020		Associate Professor of Adult & Higher Education/Director, Faculty Center for Teaching & Learning	10	\$64,361.00 Full-Time Standing		Interim Appointment:Salary Adjustment:Title Change
Budgets & Financial Planning	Lindgren, Teresa	07/01/2020		Executive Director, Budgets & Financial Planning	12	\$125,000.00 Full-Time Standing		Interim Appointment Ended
Enrollment Services	Hamm, Kristen	07/01/2020	06/30/2021	Enrollment Services Counselor/Internal Services	37.5	\$14.97 Full-Time Fixed, Probationary		Lateral Transfer
University Police	Harley Catron	04/01/2020	06/30/2020	Police Officer	12	\$14.97 Full-Time Fixed		Probation Extended
Athletics, Office	Campione, Joseph	07/01/2020	05/31/2021	Athletics Video Coordinator	11	\$32,990.00 Full-Time Fixed		Reclassification
Equestrian Program	Gauche, Randy	06/01/2020		Clinician Equine Science & Instructor	12	\$12.74 Full-Time Standing		Reclassification
Plan, Perf & Effect, Office Asst. VP	Frisby, Joshua	07/01/2020		Programmer Analyst, Institutional Research	12	\$65,000.00 Full-Time Fixed, Probationary		Salary Adjustment
Music, Theatre, Dance	Dale, DuWayne	07/01/2020		Assistant Professor of Music/Director of Bands	11	\$ 71,000.00 Full-Time Standing		Salary Adjustment:Title Change
Building Services	Hampton, Arlene (Kay)	05/16/2020		Building Services Manager	12	\$17.82 Full-Time Standing		Title Change
Recreation and Wellness Center	Spurlock, Eric	07/01/2020		Bowling Coach/Manager, University Bowling Center	12	\$35,195.00 Full-Time Standing		Title Change
VP, Fiscal Services, Office of	Tackett, Kemberly	07/01/2020		Administrative Assistant to V.P., Fiscal Services	12	\$41,044.00 Full-Time Standing		Transfer
Dean, Arts, Humanities & SS/Hist, Phil, Pol, Int & Legal	Davison, Scott	07/01/2020		Dean Arts Humanities & Social Sciences/Professor	12	\$ 137,500.00 Full-Time Standing		Transfer:Salary Adjustment:Title Change
Foundational & Grad Stud Educ/MSU at Mt. Sterling	Miller, Christopher	07/01/2020		Professor of Education/Director, MSU at Mt. Sterling	9	\$ 71,487.00 Full-Time Standing		Transfer:Salary Adjustment:Title Change
School of Business Admin	Nelson, Johnathan	07/01/2020		Dean SCBT/Associate Professor	12	\$164,500.00 Full-Time Standing		Transfer:Salary Adjustment:Title Change
Enrollment Services	Rose, Jean	04/01/2020	06/30/2020	Enrollment Services Counselor(Regional Campuses - Transfer Advisor Lex.)	12	\$14.97 Full-Time Fixed, Probationary		Voluntary Demotion

Total Appointment Status Actions: 234

Supplementals
Report June 2020

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Building Services	Cooper, Michael	07/01/2020	06/30/2020	Building Services Technician	12	\$ 1.82	Full-Time Fixed	Additional Duties
Basketball, Men's/Athletics	Ferguson, Dionte	08/19/2020	05/08/2020	Graduate Assistant	N/A	\$ 1,050.00	Graduate Assistant	Additional Duties
Athletics	Gordon, James	07/01/2020	06/30/2020	Director, Athletics	12	\$ 25,000.00	Full-Time Fixed	Additional Duties
Space Science Center	Holbrook, Amanda	01/02/2020	03/13/2020	Pre & Post Award Admin Dir, Space Science Cntr	12	\$ 1,098.76	Full-Time Standing	Additional Duties
Building Services	Kelsey, William	04/01/2020	04/30/2020	Building Services Technician	12	\$ 1.80	Full-Time Fixed	Additional Duties
Building Services	Kelsey, William	05/01/2020	06/30/2020	Building Services Technician	12	\$ 1.80	Full-Time Fixed	Additional Duties
Honors Program	Krummrich, Philip	07/01/2020	06/30/2020	Prof. Comparative Literature	9	\$ 9,316.00	Full-Time Standing	Additional Duties
Agricultural Sciences	Lintzenich, Devin	02/05/2020	03/11/2020	Equestrian Coach/Instructor	12	\$ 1,100.00	Full-Time Standing	Additional Duties
Innovation Launchpad	Murphy, Mark	02/01/2020	06/30/2020	Director, Small Business Development Center	12	\$ 5,000.00	Full-Time Fixed	Additional Duties
Sociology, SW & Criminology	Geurin, Lynn	05/12/2020	06/30/2020	Assoc. Prof. Social Work	9	\$ 9,069.17	Full-Time Standing	Grant Work
Space Science Center	Grupe, Dirk	07/01/2020	07/31/2020	Asst. Prof., Astrophysics & Space Science	9	\$ 6,004.00	Full-Time Standing	Grant Work
Statesmanship Cntr	Hail, Michael	05/01/2020	06/30/2020	Professor, Political Science	9	\$ 13,492.00	Full-Time Standing	Grant Work
Biology & Chemistry	Hare, Janelle	05/11/2020	07/11/2020	Professor, Biology	9	\$ 13,960.00	Full-Time Standing	Grant Work
Sociology, SW & Criminology	Himes, Monica	05/16/2020	06/15/2020	Asst. Prof., Social Work	9	\$ 5,788.00	Full-Time Standing	Grant Work
Sociology, SW & Criminology	Nash, Shondra	06/16/2020	07/15/2020	Professor, Sociology	9	\$ 7,001.00	Full-Time Standing	Grant Work
Baseball, Men's/Athletics	Aoki, Mikio	04/01/2020	05/15/2020	Head Baseball Coach	12	\$ 2,786.81	Full-Time Fixed	Other
Building Services	Brown, Birginia	07/01/2020	06/30/2021	Building Services Tech	12	\$ 4.24	Full-Time Standing	Other
Mathematics	Chandler, Hunter	03/09/2020	05/11/2020	Coord. Tutoring Svcs/Instructor	12	\$ 2,100.00	Full-Time Fixed	Other
Upward Bound Programs	Fife, Nashia	06/01/2020	07/03/2020	Instructor, Psychology	9	\$ 1,500.00	Full-Time Fixed	Other
Vice President, Fiscal Services	Fister-Tucker, Mary	04/16/2020	04/16/2020	Vice President, Fiscal Services	12	\$ 8,000.00	Full-Time Standing, Probationary	Other
Upward Bound Programs	Gabrielson, Deanna	06/01/2020	07/03/2020	Instructor, English	9	\$ 2,600.00	Full-Time Fixed	Other
Athletics	Gordon, James	04/01/2020	05/15/2020	Director, Athletics	12	\$ 4,087.32	Full-Time Fixed	Other
Volleyball, Women's/Athletics	Gordon, James	04/15/2020	04/15/2020	Director, Athletics	12	\$ 1,288.77	Full-Time Fixed	Other
Volleyball, Women's/Athletics	Gordon, James	04/15/2020	04/15/2020	Director, Athletics	12	\$ 859.18	Full-Time Fixed	other
Phy, Earth Sci & Space Syst Eng	Grupe, Dirk	03/09/2020	05/11/2020	Asst. Prof. Astrophysics & Space Science	9	\$ 2,100.00	Full-Time Standing	Other
School of Business Admin	Hypes, Julia	05/01/2020	05/15/2020	Assoc. Prof. Sport Management	9	\$ 2,200.00	Full-Time Standing	Other
Rifle/Athletics	Joseph, Alan	04/15/2020	04/15/2020	Head Rifle Coach	12	\$ 673.08	Full-Time Fixed	Other
Building Services	Kelsey, William	07/01/2020	06/30/2020	Building Services Technician	12	\$ 2.70	Full-Time Fixed	Other
MSU at Mt. Sterling	Miller, Christopher	07/01/2020	06/30/2021	Professor, Education	9	\$ 23,829.00	Full-Time Standing	Other
School, Humanities & SS	Murphy, Dianna	05/12/2020	05/12/2020	Assoc. Dean/Professor, Legal Studies	12	\$ 187.94	Full-Time Standing	Other
School of Business Admin	Nataraj, Sam	05/01/2020	05/15/2020	Professor, Computer Information Systems	9	\$ 2,500.00	Full-Time Standing	Other
Healthcare Leadership Cert.	Nelson, Johnathan	04/14/2020	04/14/2020	Assoc. Dean, SCBA/Asso Prof., Management	12	\$ 3,000.00	Full-Time Standing	Other
Dean, College of Education	Norman, Tony	07/01/2020	08/31/2020	Dean, College of Education	12	\$ 6,000.00	Full-Time Standing	Other
School of Business Admin	Ratliff, Janet	05/01/2020	05/15/2020	Assoc. Prof, Mngt & Entrepreneurship	9	\$ 2,500.00	Full-Time Standing	Other
Phy, Earth Sci & Space Syst Eng	Reid, Steven	03/09/2020	05/11/2020	Assoc. Prof. Geoscience	9	\$ 4,200.00	Full-Time Standing	Other
Healthcare Leadership Cert.	Shi, Bo	03/10/2020	03/10/2020	Assoc. Prof., Finance	9	\$ 3,000.00	Full-Time Standing	Other
Basketball, Men's/Athletics	Spradlin, Preston	04/15/2020	04/15/2020	Head Men's Basketball Coach	12	\$ 2,786.81	Full-Time Fixed	Other
Basketball, Men's/Athletics	Spradlin, Preston	11/01/2019	03/15/2020	Head Men's Basketball Coach	12	\$ 10,120.23	Full-Time Fixed	Other
Football/Athletics	Tenyer, Robert	08/30/2019	01/15/2020	Head Football Coach	12	\$ 4,124.07	Full-Time Fixed	Other
Basketball, Women's/Athletics	Todd, Robert	04/15/2020	04/15/2020	Head Women's Basketball Coach	12	\$ 8,096.18	Full-Time Fixed	Other
Basketball, Women's/Athletics	Todd, Robert	11/01/2019	02/28/2020	Head Women's Basketball Coach	12	\$ 11,342.75	Full-Time Fixed	Other
Basketball, Women's/Athletics	Todd, Robert	04/15/2020	04/15/2020	Head Women's Basketball Coach	12	\$ 3,344.17	Full-Time Fixed	Other
Foundational & Grad Stud Educ	Kleckner, Beverly	01/13/2020	05/08/2020	Professor, Education	9	\$ 7,200.00	Full-Time Standing	Overload
Middle Grades/Sec Educ	Lindsey, Sara	01/13/2020	05/14/2020	Assoc. Prof. , Education	9	\$ 2,400.00	Full-Time Standing	Overload
Foundational & Grad Stud Educ	Shope, Shane	01/03/2020	05/08/2020	Asst. Prof., Educational Leadership	9	\$ 4,849.44	Full-Time Standing	Overload
School of Business Admin	Stapleton, Samuel	05/08/2020	05/08/2020	Instructor, Management	9	\$ 2,100.00	Full-Time Fixed	Overload

Total Appointment Status Actions: 46

Recommendation:

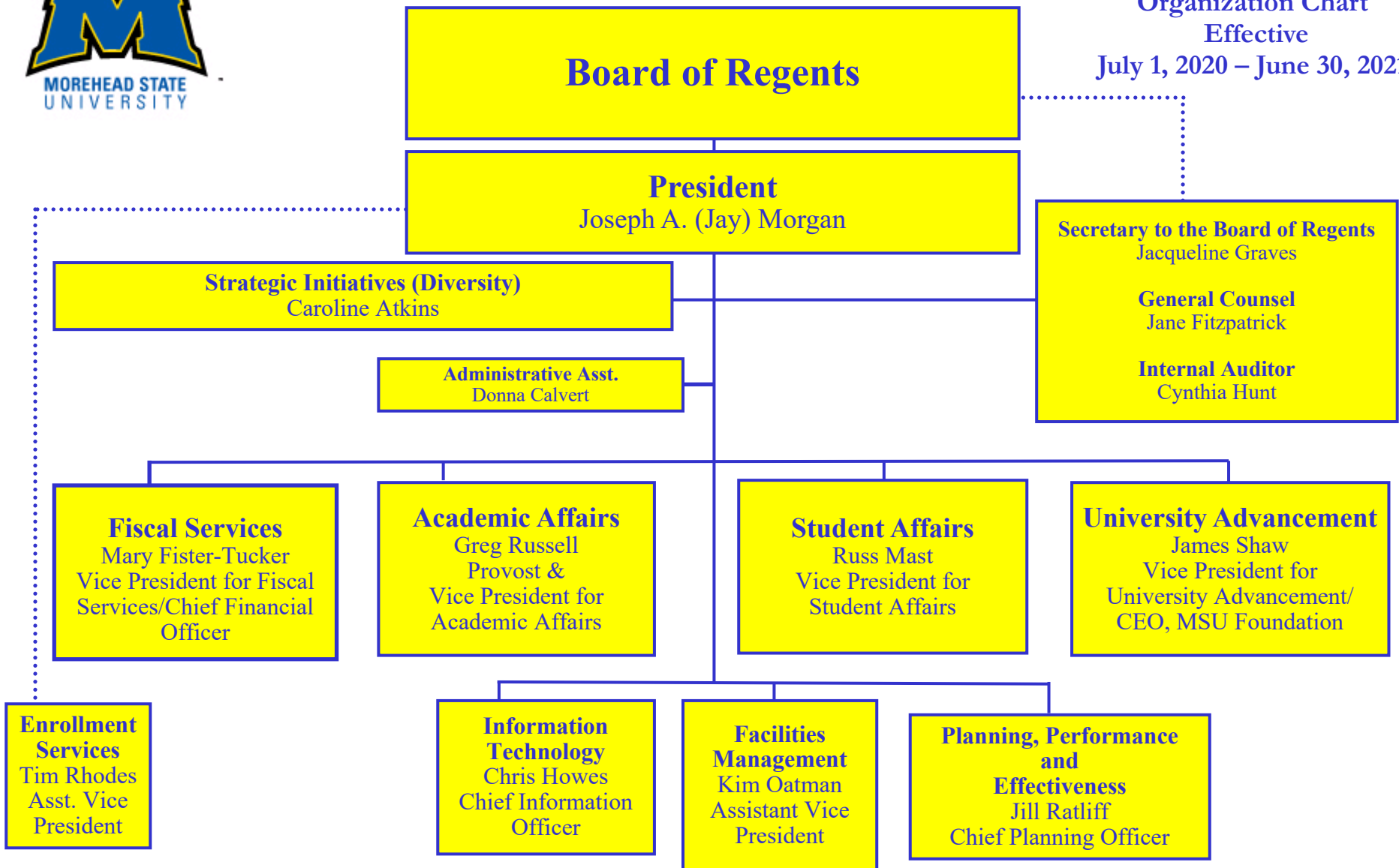
That the Board of Regents approve the University organizational chart for 2020-2021.

Background:

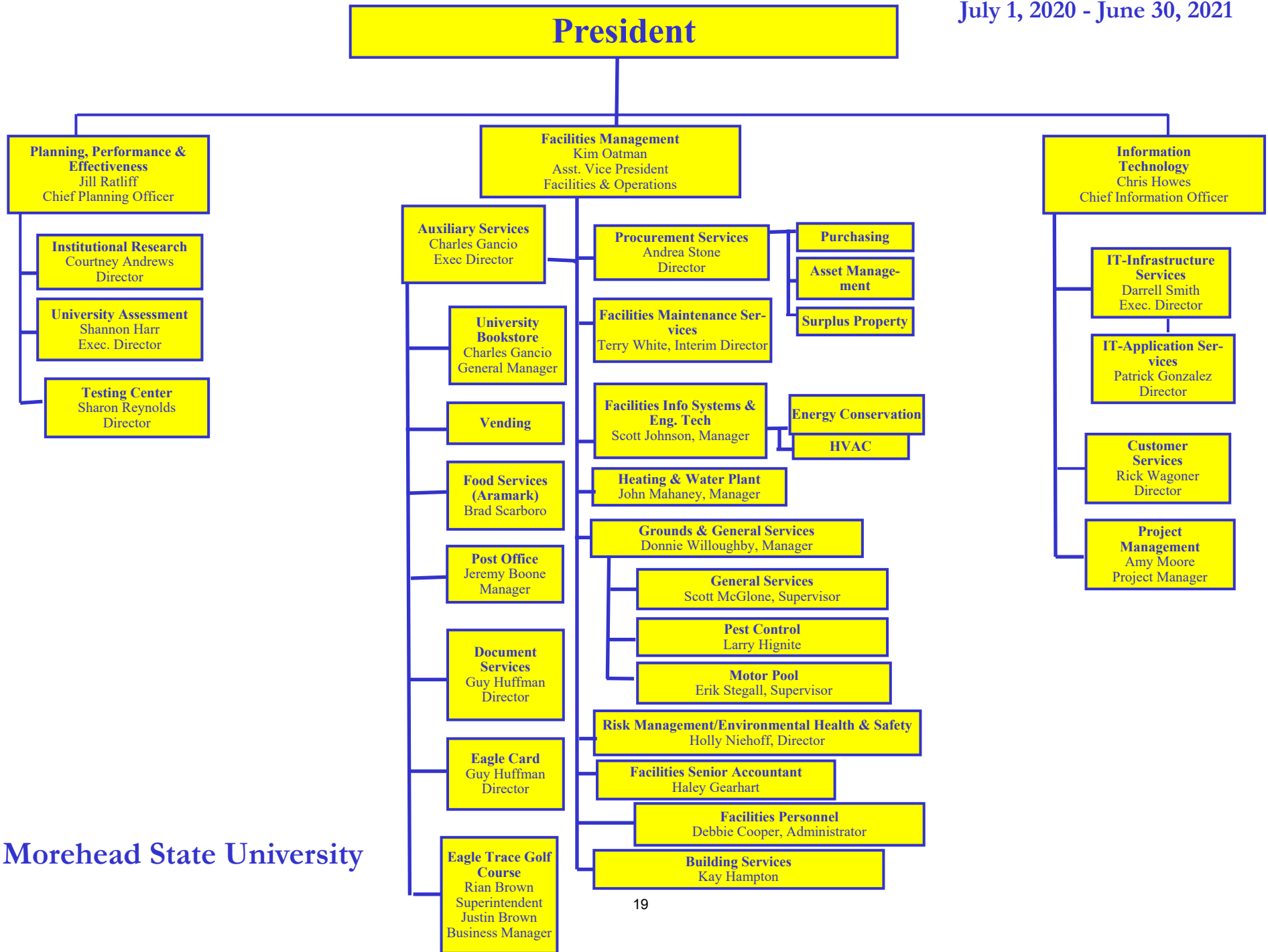
The organizational chart is updated annually to illustrate the reporting relationships at the University and clearly show the line of authority and responsibility of administrators in the organization.



Organization Chart
Effective
July 1, 2020 – June 30, 2021

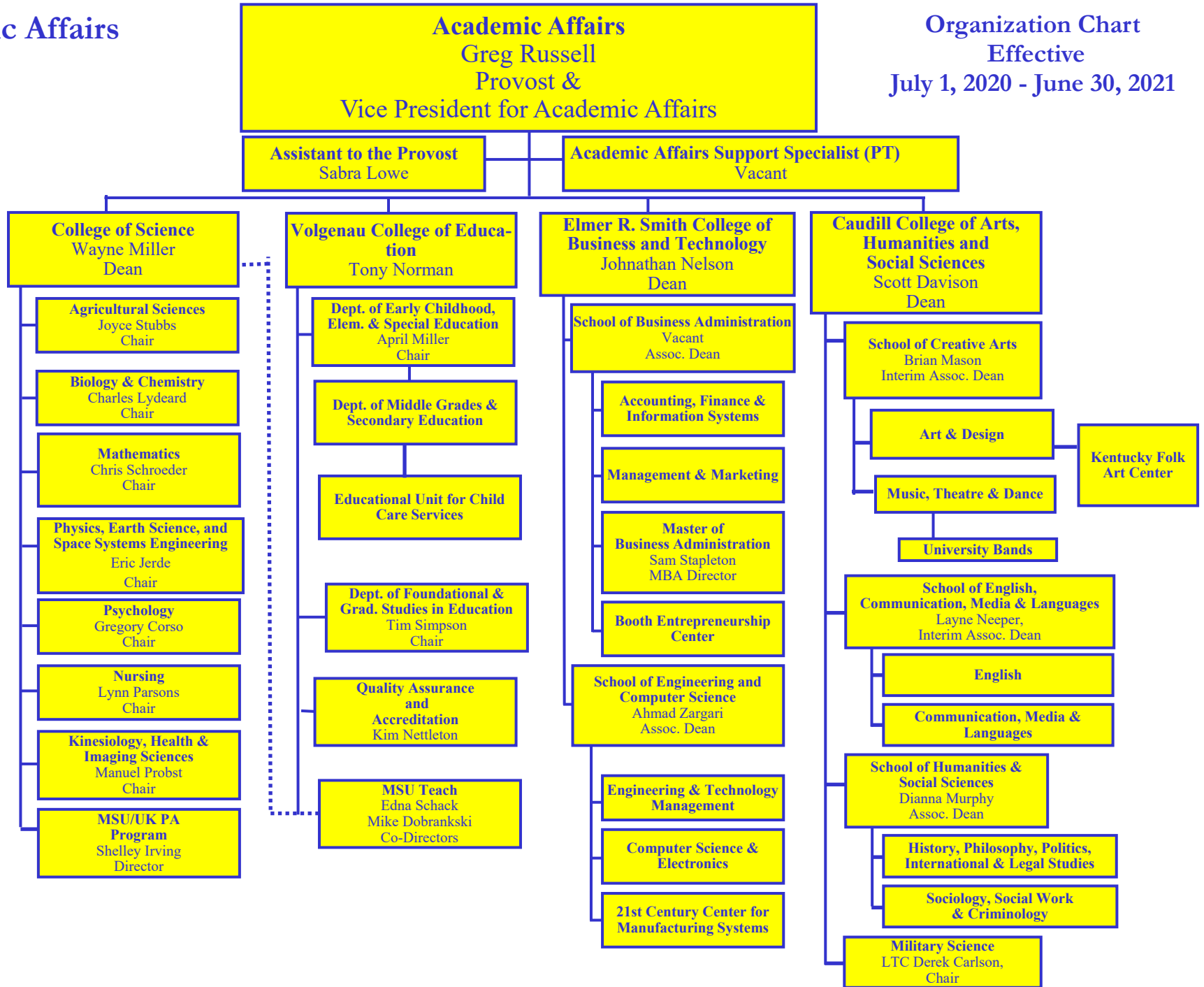


Organization Chart
Effective
July 1, 2020 - June 30, 2021



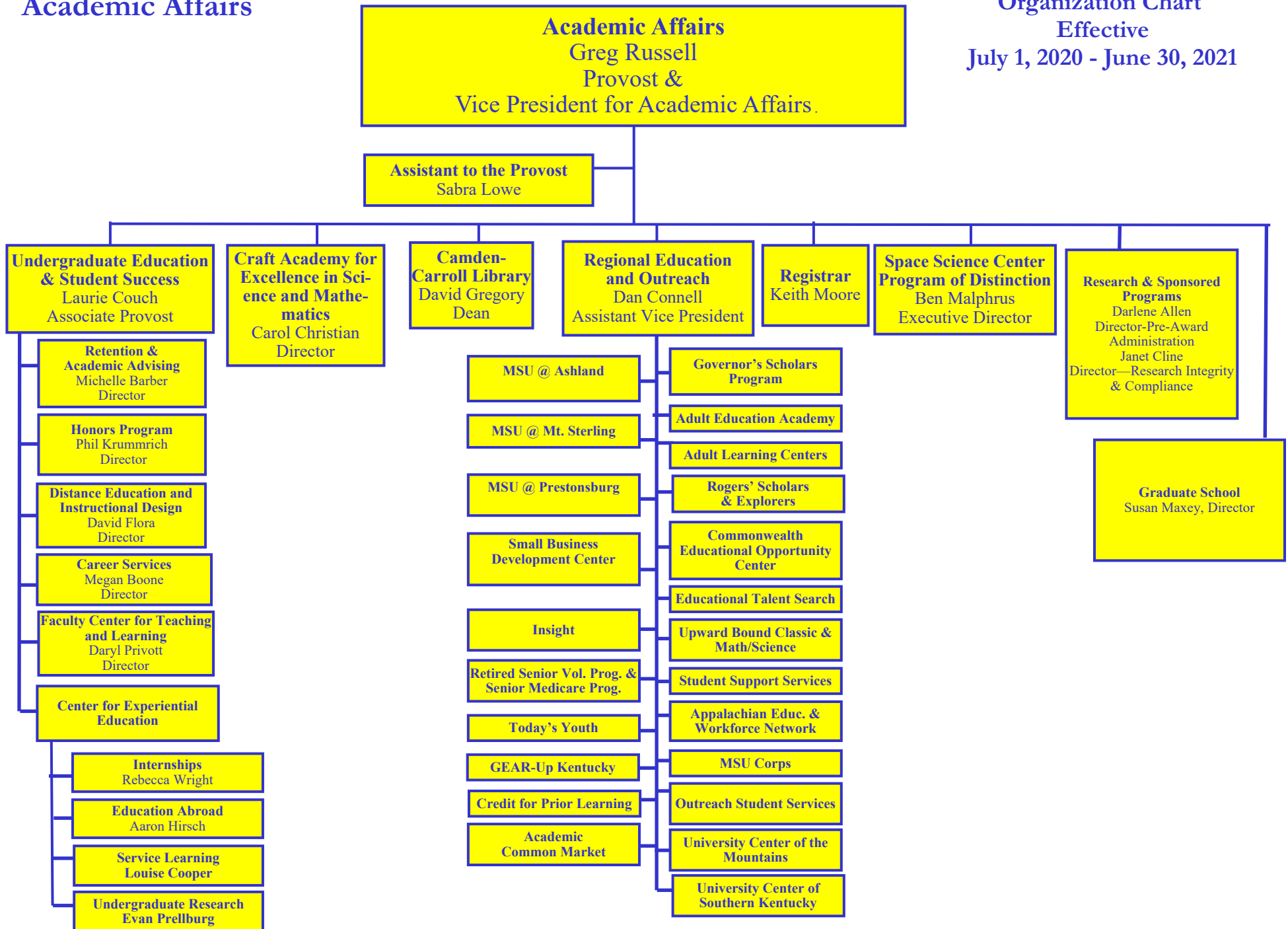
Academic Affairs

Organization Chart
Effective
July 1, 2020 - June 30, 2021



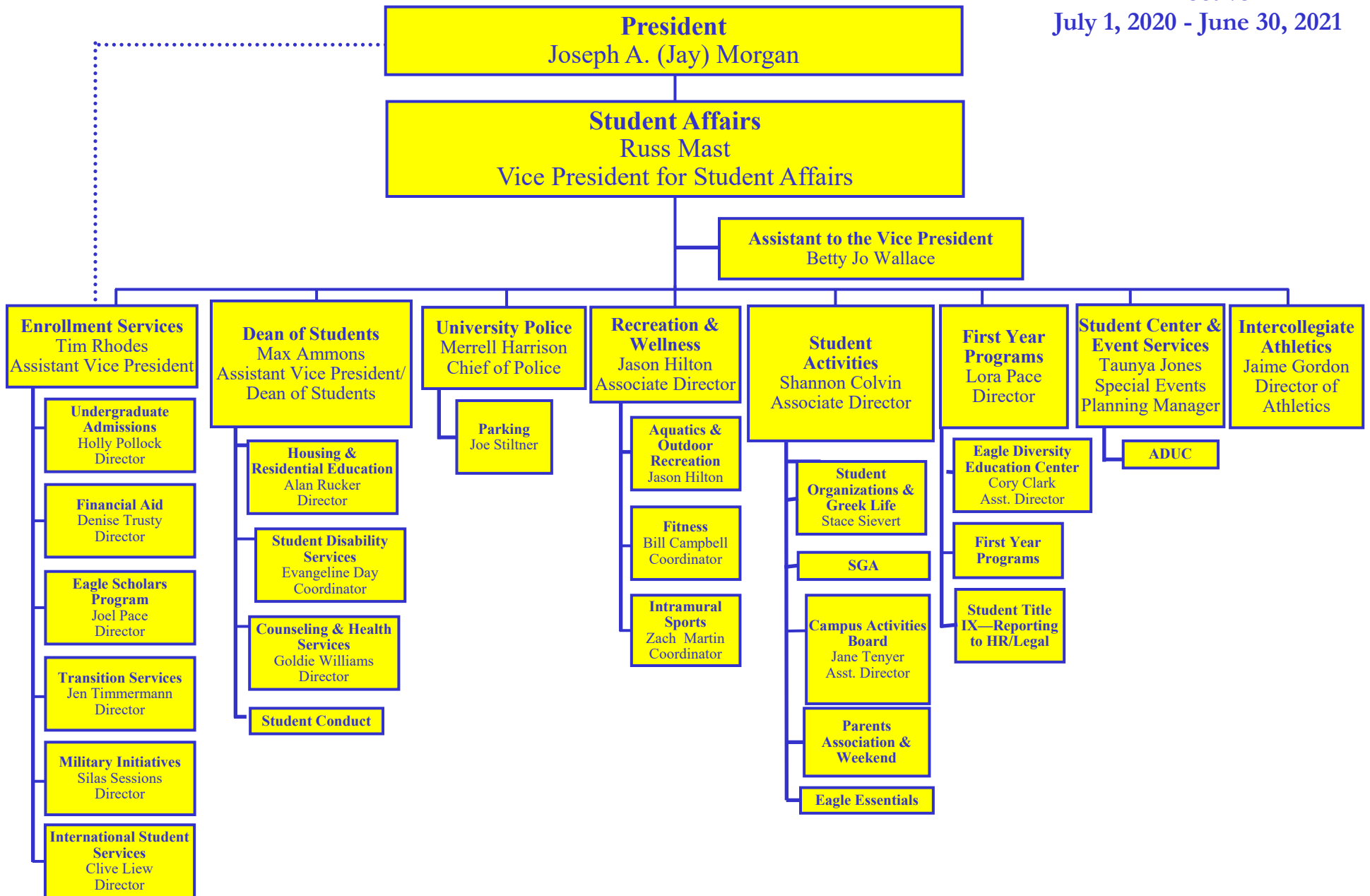
Academic Affairs

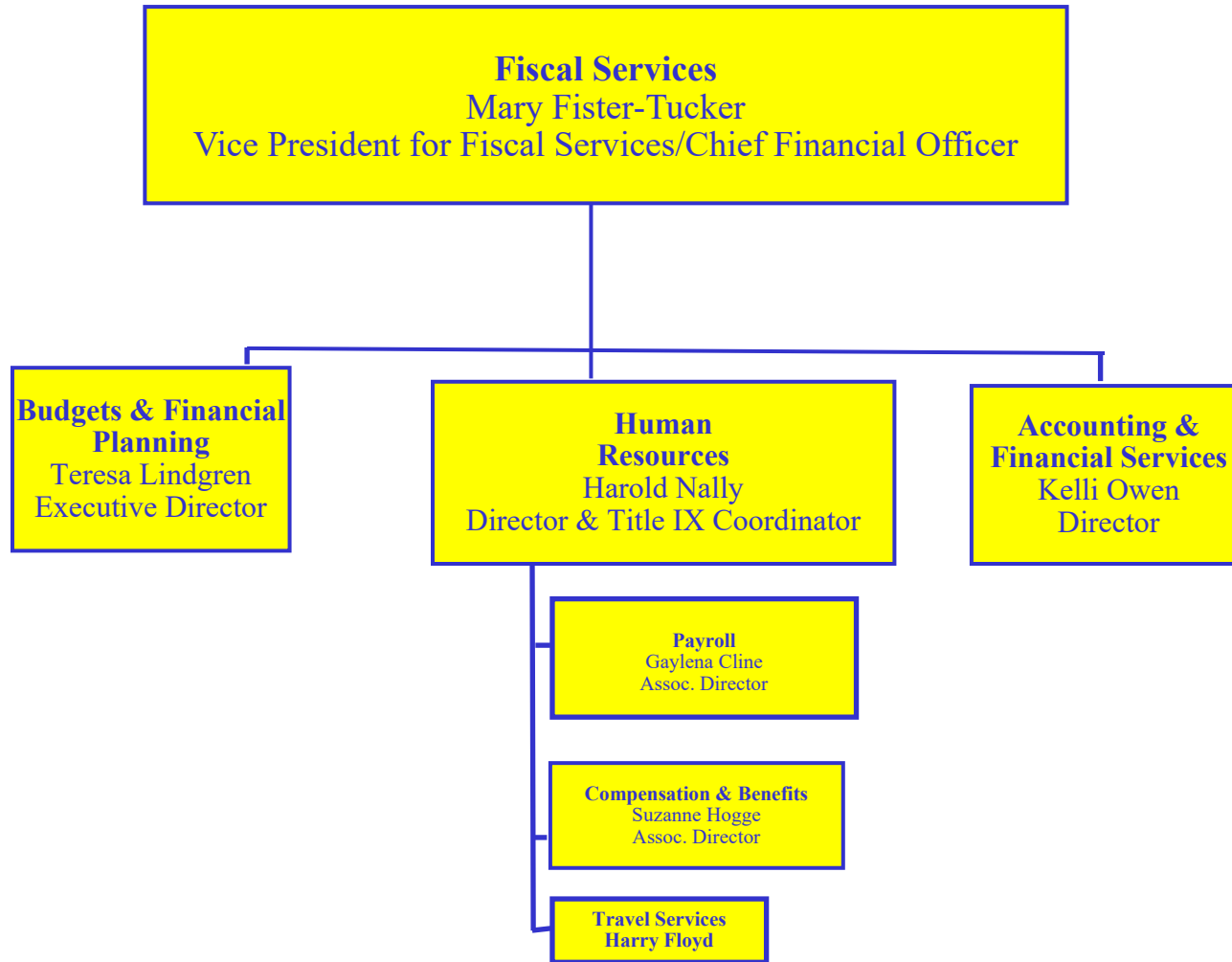
Organization Chart
Effective
July 1, 2020 - June 30, 2021



Student Affairs

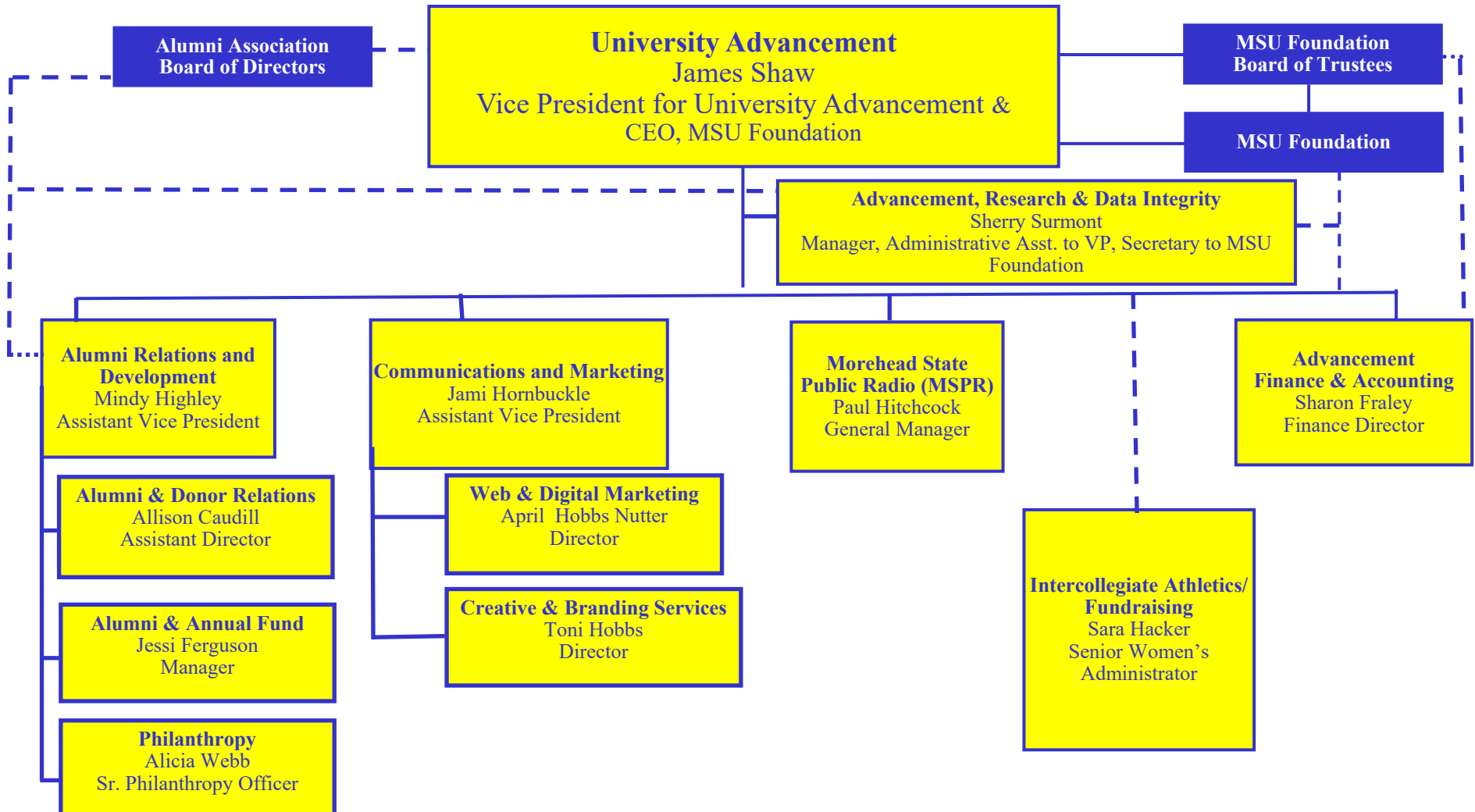
Organization Chart
Effective
July 1, 2020 - June 30, 2021





University Advancement

Organization Chart
Effective
July 1, 2020 - June 30, 2021



APPROVE POLICY REVISIONS

Recommendation:

That the Board of Regents approve the attached policy revisions.

Background:

From 1977 through February 1984, numerous academic and administrative policies were recommended to, and adopted by, the MSU Board of Regents. These "policy statements," as they were labeled, were initially published in a Policy Manual in 1977 and published again in February 1984 with some revisions as approved by the Board.

In 1985, the Board of Regents approved personnel policies published in a comprehensive Personnel Policy Manual, which superseded personnel-related policies in the 1984 policy manual and other documents. The Personnel Policy Manual is now the "official" document where all Board approved policies related to personnel issues are published.

The Personnel Policy Manual is divided into five sections. The first section is on general personnel policies that apply to a variety of classifications of faculty and staff members. Unless specified otherwise, each policy in this section applies to all employees. The policy symbol for general policies is PG.

Four additional sections contain policies specific to a particular classification category as follows:

<i>Classification Category</i>	<i>Policy Symbol</i>
Academic	PAc
Administrative	PAd
Staff Exempt	PSE
Staff Nonexempt	PSNE

Definitions of these classification categories are presented in PG-2.

Attached Reviewed/Revised Policies:

Number	Title	Revisions
PG-13	Employee Uniforms	No recommended revisions.
PG-23	Resignation from University Employment	Minor text revisions – revised wording for clarification on the effective dates for employees who resign.
PAC-29	Faculty Workload	Minor substantive revisions- revised to account for the addition of visiting assistant professor, specify workload for lecturers, clarify workload for instructors, and specify location of information about workload formulas.

1 **PG-13 Employee Uniforms**

2 **Policy:** PG-13

3 **Subject:** Employee Uniforms

4 **Approval Date:** 07/01/85; 9/12/2019

5 **Revision Date:**

6

7 **PURPOSE:**

8 To specify the University's responsibility in providing and maintaining uniforms for certain
9 groups of employees.

10

11 **ELIGIBILITY FOR EMPLOYEE UNIFORMS:**

12 A uniform for an employee is provided by the University only when it is necessary:

13 a. To maintain exceptionally high standards of sanitation such as in the preparation of foods,

14 b. To identify persons, or

15 c. To prevent injury to an employee while performing a hazardous job.

16

17 **USAGE OF UNIFORMS:**

18 Each employee required to wear a uniform shall take the necessary steps to protect it from
19 excessive damage and wear. Uniforms issued by the University are to be worn only during
20 working hours except that where necessary, the uniform may be worn in travel between the
21 University and the employee's home. When a uniform is provided, it shall be worn by the
22 employees.

23

24 **MAINTENANCE AND COST:**

25 A required uniform for an employee will be provided by the University at no expense to the
26 employee. The University will not pay partially or fully for either the cost or maintenance of any
27 uniforms that do not meet the above requirements.

28

29 The interests of separate departments of the University are best served by providing more than
30 one system by which required uniforms may be made available to employees. These systems are
31 (1) the rental of uniforms by the University, or (2) the outright purchase of the uniforms by the

32 University.
33

34 The cost of the maintenance of uniforms may be paid in full by the University. This includes
35 cleaning and laundering and the replacement of worn articles of clothing.

36

1 **PG-23 Resignation from University**
2 **Employment**

3 **Policy:** PG-23
4 **Subject:** Resignation from University Employment

5 **Approval Date:** 07/01/85
6 **Revision Date:** 9/13/2019
7

8 **PURPOSE:**

9 To outline the amount of formal notice a faculty or staff member should give when he or she
10 resigns.
11

12 **FOR FACULTY MEMBERS:**

13 The faculty member should give no less than 60 calendar days' notice of resignation. ~~It is~~
14 ~~expected that such resignation from employment shall be effective at the end of a semester. and~~
15 should ordinarily become effective at the end of the fall or spring semester.
16

17 **FOR ADMINISTRATIVE OFFICERS:**

18 It is expected that administrative officers give at least 60 calendar days' notice of resignation.
19 The effective date should ordinarily be the last day the employee is physically at work.
20

21 **FOR STAFF EXEMPT EMPLOYEES:**

22 It is expected that staff exempt employees give at least one month's notice of resignation. The
23 effective date should ordinarily be the last day the employee is physically at work.
24

25 **FOR STAFF NONEXEMPT EMPLOYEES:**

26 It is expected that staff nonexempt employees give at least two calendar weeks' notice of
27 resignation.
28

29 **NONCOMPLIANCE WITH POLICY**

30 If the expectations for adequate notice as provided in this policy are not met, or if other mutually
31 satisfactory arrangements are not made, the employee may be ineligible for rehire at Morehead
32 State University. Notice of any such action will be provided to the employee by the supervisor.

33

Policy: PAc-29

Subject: Faculty Workload

Approval Date: 02/23/90

Revision Date: 06/22/94, 8/30/12

PURPOSE:

As a regional comprehensive university that offers both undergraduate and graduate degrees, Morehead State University requires its faculty to engage in teaching, scholarship, and service. Within these areas of professional activity, though, the University recognizes that faculty members vary with respect to their strengths and that University programs can benefit by engaging the specific strengths of its faculty. This policy defines the teaching workload and specifies the process under which faculty members may negotiate a "flexible workload agreement" (FWA) that will allow faculty to pursue their strengths to the greatest extent possible. Faculty may negotiate to increase or reduce their teaching load in order to devote a greater portion of their time to instruction or to accomplish more scholarship or service in accord with the following guidelines.

This policy applies only to faculty. College deans are not considered faculty, and therefore are not covered by this policy.

TEACHING WORKLOAD:

Lecturers (adjuncts): [The standard teaching workload for lecturers is under 24 hours, or less than full-time.](#)

Instructors: The standard teaching workload for instructors is ~~27~~ [no more than 30](#) hours per academic year as calculated by the formulas for determining faculty teaching load based on instruction type [\(included at the end of this PAc\)](#).

Visiting Assistant Professor, Assistant Professor, Associate Professor, and Professor Ranks: The standard teaching workload is 24 hours per academic year as calculated by the formulas for determining faculty teaching load based on instruction type [\(included at the end of this PAc\)](#).

Department Chairs: The standard teaching workload for department chairs ~~is 12~~ hours per academic year as calculated by the formulas for determining faculty teaching load based on instruction type [\(included at the end of this PAc\)](#).

Associate Deans: The standard teaching workload for associate deans is 6 hours per academic year as calculated by the formulas for determining faculty teaching load based on instruction type [\(included at the end of this PAc\)](#).

SCHOLARSHIP AND SERVICE WORKLOAD EXPECTATIONS:

Tenured and tenure-track faculty are expected to be engaged in scholarship (as defined in PAc-11) and service consistent with the normal workload expectations as defined in the Department/School/College Faculty Evaluation Plan (FEP: PAc-35). Typically, faculty holding the rank of instructor are not required to demonstrate a commitment to scholarship or service; the primary duties and responsibilities of an instructor are teaching.

While scholarship and service expectations may vary by academic unit, the Department/School/College FEP will clearly define the performance expectations of tenured and tenure-track faculty as related to reappointment, tenure, promotion, and merit salary increases (see PAc 35).

FLEXIBLE WORKLOAD AGREEMENTS:

Tenured and tenure-track faculty are eligible to participate in or request a Flexible Workload Agreement (FWA) to provide time to allow them to pursue their strengths to the greatest extent possible in support of the University.

The FWA may be administrative-initiated or faculty-initiated. Under normal circumstances, instructors are not eligible to request a faculty-initiated FWA.

ADMINISTRATIVE-INITIATED FWA:

An administrative-initiated FWA may be proposed to any full-time faculty member by the immediate supervisor to address instructional or operational needs of the program, department, school, college, or the University. An administrative-initiated FWA shall include the methods for evaluating the faculty member's planned activities during the period covered by the FWA. Administrative-initiated FWAs require written justification by the immediate supervisor and subsequent approval by the faculty member before implementation.

If the faculty member and supervisor(s) cannot reach an agreement for an administrative-initiated FWA, then the supervisor's immediate supervisor will negotiate an acceptable FWA consistent with the faculty member's request and program/department/school needs.

A faculty member has the right to refuse an administrative-initiated FWA.

FACULTY-INITIATED FWA:

Tenured and tenure-track faculty may submit to their immediate supervisor a request for a faculty-initiated FWA to support planned activities in the areas of teaching, scholarship, and service for the next calendar year. Such FWA requests shall include the methods for evaluating those activities and the weight that each area will carry in evaluating the faculty member's performance during the period covered by the FWA.

Tenured faculty may submit to their immediate supervisor a request to increase or decrease their instructional responsibilities in exchange for a reduction or increase, respectively, in the FEP performance expectations in the area of scholarship. Tenured faculty may not request a FWA to reduce their FEP performance expectations in the area of service.

Tenure-track faculty may submit to their immediate supervisor a request to decrease their instructional or service responsibilities in exchange for an increase in the FEP performance expectations in the area of scholarship.

Tenure-track faculty cannot request a FWA to reduce their FEP performance expectations in the area of scholarship or to reduce their teaching load below 12 hours per academic year.

If the faculty member and supervisor(s) cannot reach an agreement for a faculty-initiated FWA, then the supervisor's immediate supervisor will negotiate an acceptable FWA consistent with the faculty member's request and program/department/school needs.

Administrative- and faculty-initiated FWAs shall cover a period not exceeding one calendar year. FWAs covering the spring semester or the spring and fall semesters of the next calendar year shall be approved by the faculty member, the Department Chair/Associate Dean, and the College Dean by October 1 of the current calendar year. FWAs covering the fall semester of the current calendar year shall be approved by the faculty member, the Department Chair/Associate Dean, and the College Dean by March 1 of the current calendar year.

If it is specified in an extramural or service description that a faculty member receive release time, required adjustments to the workload will be made.

By January 15, faculty having an FWA for the previous calendar year will submit to their immediate supervisor a report that highlights the accomplishments/progress made on the planned activities during the period covered by the FWA. The immediate supervisor will review this report and prepare a response outlining the extent to which the faculty member has met the objectives outlined in the FWA. A copy of the response will be sent to the faculty member by February 1. If a faculty member disagrees with the supervisor's response, the faculty member shall have 10 calendar days (starting immediately upon the faculty member's receipt of the response) to write a rebuttal to be included with the progress report in any portfolios or reports that require the progress report. The supervisor's immediate supervisor will adjudicate any such disagreements between a faculty member and his or her supervisor. The extent to which a faculty member has met the objectives outlined in his or her FWAs will be an important consideration when evaluating the faculty member for tenure, promotion, or salary increase.

An adjustment may be requested to an existing FWA by the faculty member or by his or her supervisor. Any adjustment must have the approval of the faculty member, the Department Chair/Associate Dean, and the College Dean.

All records regarding FWAs will be forwarded to the Provost's office.

RESTRICTIONS ON FLEXIBLE WORKLOAD AGREEMENTS:

University, College, Department, School and Program needs and student credit hour production will be given priority in consideration of any request to negotiate a FWA. Department Chairs and Associate Deans are responsible to College Deans for meeting Program, Department and School needs.

Although the specific content of a FWA may vary from one faculty member to another, the workload in a FWA should be as equitable as possible from one faculty member to another.

Each activity listed in a FWA must include measurable outcomes that can be evaluated at the end of the calendar year.

Each department or school may, subject to the approval process for faculty evaluation plans, place further restrictions on FWAs in their FEPs. Such restrictions must be shared with the respective Dean and the Office of the Provost.

OVERLOAD:

Faculty may be requested to teach an overload (more than 24 hours/year for assistant professor, associate professor, or professor, and more than 27-30 hours/year for instructors) when necessary to fulfill program, department or school needs on an occasional and temporary basis. No faculty member is required to teach an overload. The request, if acceptable to the faculty member, must be approved by the Department Chair/Associate Dean and the College Dean.

When the overload occurs during the fall semester, then a correspondingly reduced workload should be planned for the subsequent spring semester. When the overload occurs during the spring semester, then a correspondingly reduced workload should be planned for the subsequent fall semester. If the reduction cannot be achieved, then the faculty member will receive overload pay at the same rate as summer or winter pay (see Pac-10). The amount of the overload shall not exceed six semester hours per academic year except under extraordinary circumstances and only when acceptable to the faculty member and approved by the College Dean.

EXCEPTIONS:

The Provost, following consultation with the President, has the option of making exceptions to this policy for individual faculty when deemed in the best interest of the University.

Recommendation:

That the Board of Regents approve the proposed revisions to the Faculty Senate Constitution.

Background:

The last revision of the Faculty Senate Constitution was in 2010. Given modified processes and unit names on campus since then, this document is in need of updates. In addition to these basic updates, the current revision provides more specificity around policy reviews, title changes for senate leadership positions, senator terms of service, and a few other areas.

1 **FACULTY SENATE CONSTITUTION**

2 **Morehead State University**

3 ~~9/25/10 11/29/18~~ **10/17/19**

4 **PREAMBLE:**

5 The faculty of Morehead State University supports a system of shared governance in decision-making
6 which promotes mutual understanding and coordination of efforts among faculty, staff, administrators, and
7 students as they strive to meet the university's mission.

8 The Faculty Senate, an elected representative body of the University faculty, serves to express
9 the faculty voice and functions as the primary mechanism for faculty participation in university
10 governance. The Faculty Senate is established with the belief that members of the University
11 faculty ~~who are involved in the day-to-day life of the University~~ should participate in the
12 formulation of policies affecting the faculty and the academic life of the institution. The Senate
13 provides a vehicle through which such collective intelligence can be directed toward promoting
14 the well-being of the University. The decisions of the Faculty Senate will be made in good faith
15 and after careful deliberation.

16 **ARTICLE ONE: NAME**

17 The name of the organization herein described shall be the Faculty Senate of Morehead State
18 University, hereinafter called the Faculty Senate.

19 **ARTICLE TWO: MEMBERSHIP**

20 Section 1. The membership of the Faculty Senate shall consist of two senators from each
21 academic department elected by the faculty of that department, two senators representing the
22 Professional Librarians elected by professional librarians, and one senator from the Military
23 Science Department. The existence of academic departments for determination of senators shall
24 be decided as of March 1 for the following academic year.

25 Section 2. Election of Senators from the academic departments shall be completed
26 between by April 15 March 15th and August 15th. Senators shall take office at the first Fall
27 meeting of the Faculty Senate.

28 Section 3. Faculty who are eligible to vote in the election of representatives to the Faculty
29 Senate shall be defined as “full-time standing” or “full-time fixed” faculty (PG- 3). Faculty who
30 may be elected as senators shall have “full-time standing” appointments (PG-3), shall have
31 teaching/scholarship as a primary responsibility, shall have been employed by the University as
32 “full-time standing” faculty for at least ~~two~~ one full academic year. One of the two senators from
33 each department must be tenured, unless the department has no eligible tenured faculty when
34 electing a senator. Department chairs/associate deans may not vote and may not be elected to
35 the Senate. Curriculum Coordinators may vote and serve on the Senate provided that their
36 departmental duties do not include the administrative evaluation of faculty. Librarians who have
37 academic status, excluding the Dean of Library Services, shall be eligible to vote in the election
38 of representatives to the Faculty Senate and may be elected as Senators. Faculty in the

39 Military Science Department, who are not Morehead State University employees, shall be exempt
40 from the appointment requirements.

41 Section 4. Terms of Office shall be ~~three~~ two years and begin ~~on the date of the first~~
42 ~~Fall meeting of the Senate~~ August 15. These terms shall be staggered for each department
43 and for the senate as a whole.

44 Section 5. The Faculty Senate administrative assistant maintains attendance records at
45 Faculty Senate meetings. The Faculty Senate subcommittee chairs maintain attendance records
46 for subcommittee meetings. Senators missing three consecutive or a total of five regular Faculty
47 Senate/subcommittee meetings during the academic year are subject to removal from the Faculty
48 Senate, pending action of the Executive Council. Subcommittee chairs should present promptly to
49 Executive Council any delinquencies. A Senator has ten days after receiving a termination letter to
50 appeal, in writing, to the Executive Council of the Senate if he/she feels there are extenuating
51 circumstances for the absences. The Executive Council at their next meeting will determine
52 whether any absences should be waived and whether membership in the Senate shall be
53 terminated. The decision of the Executive Council shall be final. Absence from summer meetings
54 or special called meetings will not be considered in the total year's absences. Any unexpired term
55 shall be filled by special election from the same constituency.

56 Section 6. A senator, who by reason of regularly assigned University responsibilities or
57 other approved leave will be unable to attend the Faculty Senate meetings for up to one semester,
58 shall give written notice to the Faculty Senate ~~Chair President, who shall appoint another person~~
59 ~~with the consent of the Faculty Senate, from the same constituency to serve as a replacement~~
60 ~~during the period of absence.~~ Another person from the same constituency will be elected as a
61 temporary replacement.

62 Section 7. The University President, Provost, the Faculty Regent, the Chair of the
63 Staff Congress, and the President of the Student Government Association shall serve as
64 nonvoting ex-officio members of the Faculty Senate.

65 **ARTICLE THREE: RESPONSIBILITIES AND POWERS**

66 Section 1. The Faculty Senate, the official representative body of the University faculty,
67 will report and make written recommendations to the University President and the faculty.

68 Section 2. The Faculty Senate will recommend formulation or modification of policies and
69 regulations concerning academic excellence, academic freedom, professional ethics and faculty
70 welfare. The Faculty Senate may review all initiatives and actions included in, but not limited to,
71 the following areas:

- 72 ~~(a)~~ (a) Academic policies and procedures ~~(including UARs)~~
- 73 (b) University governance
- 74 (c) Faculty ~~responsibilities and rights~~ rights and responsibilities
- 75 (d) Faculty compensation and benefits
- 76 (e) Financial affairs
- 77 (f) All University Standing and Advisory committee responsibilities and membership

78 Section 3. The Faculty Senate shall serve as the appointing body for faculty
79 membership of all University Standing and Advisory Committees that deal with the areas
80 outlined in ARTICLE THREE, Section 2, except where membership on a committee is
81 required by law or University policy to be appointed by the University President.

- 82 (a) The Faculty Senate, in consultation with other University groups and personnel, shall
- 83 determine the responsibilities and composition of those University Standing and Advisory
- 84 Committees which have faculty representation and shall produce a written description of
- 85 these committees.
- 86 (b) University Standing and Advisory Committees shall report to the Faculty Senate, a
- 87 University Administrative officer or both, as stated in the description of the Committee.
- 88 (c) Faculty members of University Standing and Advisory Committees shall be elected by the
- 89 Faculty Senate, unless exempted by the description of the committee.

90 Section 4. The Faculty Senate, acting alone or in consultation with other individuals or

91 groups, may establish an ad hoc committee, commission, task force, or other similar group.

92 Section 5. The Faculty Senate shall collect, receive, analyze and store appropriate

93 information necessary to discharge its responsibilities; specifically, but not limited to:

- 94 (a) Minutes and reports from all University committees dealing with issues within the
- 95 purview of the Faculty Senate.
- 96 (b) Appropriate information from all University academic and administrative agencies.

97 Section 6. The faculty shall be provided the opportunity to participate in the evaluation

98 of academic administrators consistent with the Board of Regents' Bylaws.

99 **ARTICLE FOUR: OFFICERS**

100 Section 1. The officers of the Faculty Senate shall be the: (1) ~~Chair~~ President, (2)

101 ~~Chair~~ President-Elect, (3) Communications Officer, and (4) all members of the

102 Executive Council.

103

104 Section 2. The Faculty Senate ~~Chair~~ President

105 The Faculty Senate ~~Chair~~ President shall be the presiding officer of the Faculty Senate and shall

106 serve a one-year term. He/she shall serve as an at-large senator for one year, who does not

107 represent a specific department during his/her term of service as ~~Chair~~ President. The ~~Chair's~~

108 President's academic department shall elect a one-year replacement to represent the department

109 during the ~~Chair's~~ President's term of service. The Faculty Senate ~~Chair~~ President shall vote only

110 in the case of ties. The ~~Chair~~ President -elect of the previous Faculty Senate shall become the

111 ~~Chair~~ President of the next faculty Senate at its first regular meeting of the fall semester.

112 Section 3. Duties of the ~~Chair~~ President:

- 113 (a) Provide leadership to the Faculty Senate
- 114 (b) Preside over the Faculty Senate
- 115 (c) Preside over the Executive Council
- 116 (d) Serve as liaison with the University administration
- 117 (e) Review Board of Regents agenda, attend Board of Regents meetings, and provide feedback
- 118 as appropriate [to Faculty Senate](#)
- 119 (f) Serve on the University President's Leadership Council
- 120 ~~(g) Serve on the Provost's Council~~ (g) Serve on Provost's Council
- 121 (h) Serve [Attend by invitation](#) on Dean's Council

- 122 (i) ~~(i)~~ Meet with the Provost monthly and additionally as needed
- 123 (j) ~~(j)~~ Meet with the University President twice per semester and additionally as needed
- 124 (k) ~~(k)~~ Serve on committees as required or otherwise necessary
- 125 (l) ~~(l)~~ Attend scheduled Coalition of Senate and Faculty Leadership for Higher Education
- 126 (COSFL) meetings

127
 128 Section 24. The ~~Chair~~ President -elect of the previous Faculty Senate shall become the ~~Chair~~ President
 129 of the next Faculty Senate at its first regular meeting of the fall semester.

130
 131 Section 5. Duties of the ~~Chair~~ President -elect:

- 132 (a) Assume the duties of the chair when the chair is unable to do so
- 133 ~~(b) Serve as a voting member of the General Education Council~~
- 134 (c) Serve on committees as required or otherwise necessary
- 135 (d) Attend scheduled meetings of State of Kentucky Coalition of Senate and Faculty Leadership
- 136 for Higher Education (COSFL) meetings

137
 138 Section 56. The Executive Council shall consist of the Faculty Senate ~~Chair~~ President who
 139 shall serve as the Chair of the Executive Council, Communications Officer, and members elected
 140 by the Faculty Senate. Faculty Senate ~~standing~~ subcommittee chairs shall be appointed by the
 141 Faculty Senate Chair from members of the Executive Council. The Faculty Senate ~~Chair~~
 142 President shall appoint a Communications Officer from the membership of the Faculty Senate.
 143 The Communications Officer is not a voting member of the Executive Council. Executive
 144 Council members shall serve a one-year term.

145 Section 67. The Executive Council shall:

- 146 (a) Meet periodically with the Provost and the University President
- 147 (b) Serve as the liaison between the Faculty Senate and other University personnel or groups
- 148 (c) Establish the agenda for Faculty Senate meetings
- 149 (d) Serve in a fiduciary capacity
- 150 (e) Plan Faculty Senate activities

151 Section 78. Election of the Executive Council shall take place at the first regular meeting of
 152 the fall semester according to the following guidelines. All voting shall be by secret ballot and
 153 shall be monitored by the previous year's Governance Committee.

- 154 (a) Senators from each college shall meet in caucus and nominate up to two senators from
 155 that college for the ~~first~~ Executive Council slate. Librarians shall caucus with College of
 156 Education in odd-numbered years and School of Business and Technology in even-numbered
 157 years.
- 158 (b) All senators present and voting shall vote for one candidate from each college. The senator
 159 from each college receiving a majority of the votes cast shall be elected to the Executive
 160 Council.
- 161 ~~(c) The remaining nominees shall make up the second slate for the additional position on the~~

162 ~~Executive Council.~~

163 ~~(d) All senators present and voting shall cast a vote for a senator from the second slate for the~~
164 ~~unfilled position on the Executive Council. The Senator receiving a majority of the votes cast~~
165 ~~shall be elected to the Executive Council. If no senator receives a majority~~
166 ~~of votes on the first ballot, additional ballots shall be cast for the two senators receiving the~~
167 ~~most votes (including ties) until one senator receives the majority.~~

168
169 Section 8 9. Election of Senate ~~Chair~~ President -Elect

170 The President-Elect shall be elected by the Faculty Senate from the senators elected to the
171 Executive Council. Election Procedure: The President-Elect shall be elected by a majority of the
172 senators present and voting. If no senator receives a majority of votes on the first ballot for
173 President-Elect, additional ballots shall be cast for the two senators receiving the most votes
174 (including ties) until one senator receives the majority. No person who has served as President of
175 the Faculty Senate shall be eligible to serve as President- elect within 4 years of his/her service as
176 ~~Chair~~ President.

177 Section 9-10. A ~~Secretary~~/Communications Officer will be appointed by the Faculty Senate
178 Chair. The ~~Secretary~~/ Communications Officer will be a non-voting member of the Executive
179 Council.

180 The duties are as follows:

181 (a) Update the Faculty Senate Website

182 ~~(b) Record Faculty Senate meeting minutes and disseminate them to Senators in a timely~~
183 ~~manner. Produce a Faculty Senate Communications Report after each meeting and disseminate it~~
184 ~~to faculty in a timely manner.~~

185 (c) Solicit faculty response on matters of concern to the Faculty Senate

186 (d) Provide information through the protocol established by the University for the release of
187 official communications to external groups such as boards, commissions, or legislators at the
188 direction of the Faculty Senate

189 (e) Serve in a public relations role to the faculty and university community

190 (f) Attend Staff Congress meetings and report to that body on matters of concern to the Faculty
191 Senate

192 Section ~~10~~ 11. Should any vacancy occur in the Executive Council during the academic year,
193 the vacancy shall be filled by a special election according to the following guidelines; each
194 college must have at least one representative on the Executive Council. All voting shall be by
195 secret ballot and the election shall be monitored and conducted by the Governance Committee.
196 Nominations for the Executive Council member shall come from the floor. The new Executive
197 Council member shall be elected by a simple majority of the senators present and voting. If no
198 senator receives a majority of the votes on the first ballot for this position, additional ballots shall
199 be cast for the two senators receiving the most votes (including ties) until one senator receives
200 the majority.

201
202 If the vacancy in the Executive Council is that of the Faculty Senate President, then the President-
203 Elect shall serve as President for the remainder of the term. That individual may then serve as
204 President in the term to which that individual was duly elected. If the vacancy existing that of
205 President-Elect, then an election shall be held to fill the vacancy on the Executive Council and
206 subsequently a President-Elect shall be elected using the procedures of Section 9. If the President-

207 elect vacancy is created by the election of the President-Elect to Presidency, the
208 vacancy on the Executive Council shall be filled and then one of the members shall be elected
209 President-Elect Pro Tempore using the procedures in Section 9. That position shall expire at the
210 First Faculty Senate meeting of the next academic year and regular officer selection procedures
211 shall resume.

212 **ARTICLE FIVE: COMMITTEES**

213 Section 1. The function of Faculty Senate Committees is to prepare materials for
214 presentation to the Faculty Senate. Each of these committees shall gather data and make studies,
215 advise, and make recommendations to the Faculty Senate in the form of written or oral reports.
216 Each Faculty Senate Committee shall ~~maintain communications with the University Committees~~
217 ~~that report to it and the Faculty Senate.~~ report to Executive Council its agenda, any related
218 Standing committee communications and/or subcommittee meetings. Each Faculty Senate
219 Committee shall state its report as approved by Executive Council at Senate meetings. The
220 Faculty Senate administrative assistant shall record reports according to accepted rules of order.
221 The Faculty Senate has four subcommittees: Academic Issues, Evaluation, Faculty Welfare and
222 Concerns, and Governance.

223

224 Section 2. The Governance committee from previous year Faculty Senate shall solicit via
225 written form Senators' shall indicate their preferences for membership on Faculty Senate
226 subcommittees at the first fall meeting. The Executive Council shall appoint senators to the
227 Faculty Senate subcommittees. At least one senator from each college should be on each Faculty
228 Senate standing subcommittee.

229 Section 3. Standing Subcommittees (Sections 4-8 below) of the Faculty Senate:

230 (a) Should schedule at least one regular meeting a month during the regular academic year.
231 Meetings shall be held at times when all members are available to attend. It is acceptable to
232 meet on Thursdays during same Faculty Senate time period. A quorum shall be a majority of the
233 membership of the committee. A quorum is required in order to conduct subcommittee
234 business.

235 (b) Each standing subcommittee shall elect a vice-chair of the committee who shall be
236 responsible for keeping minutes and recording absences in the minutes. The minutes shall be
237 forwarded to the subcommittee chair. These minutes shall be maintained within committee.
238 Official actions of subcommittees occur at Faculty Senate meetings. In the absence of the chair,
239 the vice-chair shall also assume the responsibilities of the chair.

240 (c) Senators missing three consecutive or a total of five regular standing subcommittee
241 meetings or Faculty Senate meetings during the academic year are subject to removal from the
242 Faculty Senate, pending action of the Executive Council. A Senator has ten days after
243 receiving a termination letter to appeal, in writing, to the Executive Council of the Senate if
244 he/she feels there are extenuating circumstances for the absences. The Executive Council at
245 their next meeting will determine whether any absences should be waived and whether
246 membership in the Senate shall be terminated. Absence from summer meetings or special
247 called meetings will not be considered in the total year's absences.

248 Section 4. The Governance Committee is concerned with University and Advisory
249 committees, University governance, and faculty representation. It has specific concerns with,
250 but is not limited to, the following areas:

- 251 (a) Structure, membership, and responsibilities of University Standing and
- 252 Advisory Committees
- 253 (b) Structure of the Division of Academic Affairs
- 254 (c) Oversight of the election of Faculty Senators (See ARTICLE TWO, Sections 1, 2, and
- 255 3)
- 256 (d) Oversight of any special elections required by the Senate
- 257 (e) Nomination of faculty members for all University Standing and Advisory
- 258 committees that have faculty representation
- 259 (f) Oversight of the Faculty Regent election according to procedure established by the
- 260 Senate and state law
- 261 (g) Oversight of the election of senators to the Executive Council (To be conducted by the
- 262 remaining members of the previous year's Governance Committee. See ARTICLE FOUR,
- 263 Section 6.) If less than three members from the previous Governance Committee are available
- 264 then additional senators will be appointed by the Senate-~~Chair~~ President as needed to conduct
- 265 the election of the Executive Council.
- 266 Section 5. The Academic Issues Committee is concerned with policies, regulations, and
- 267 other issues that affect faculty and instructional effectiveness. Specific areas of concern
- 268 include:
- 269 (a) Admission
- 270 (b) Registration
- 271 (c) Academic integrity
- 272 (d) Classroom conditions
- 273 (e) Evaluation of instructional effectiveness
- 274 (f) Graduation requirements
- 275 (g) General education
- 276 (h) Special academic programs, e. g., Honors Program, provisional studies, Regional
- 277 Campus Programs, etc.
- 278 (i) Academic calendar issues
- 279 (j) Student regulations
- 280 (k) The Committee Chair is a voting member of the General Education Council and regularly
- 281 reports to Faculty Senate about GEC actions

282

283 Section 6. The Faculty Welfare and Concerns Committee is concerned with policies,
 284 regulations and practices that affect faculty status, working conditions, promotion, evaluation,
 285 benefits and compensation. Specific areas of concern include:

- 286 (a) Faculty recruitment and qualifications
- 287 (b) Tenure and promotion
- 288 (c) Workload, overload and compensation
- 289 (d) Procedures to insure academic freedom and resolve faculty grievances
- 290 (e) Faculty development

- 291 (f) Retrenchment
- 292 (g) Sabbatical and Educational leaves of absence
- 293 (h) University finances affecting faculty and institutional effectiveness
- 294 (i) The processes of selection, retention, and reaffirmation of academic administrators
- 295 (j) The Committee Chair is a member of the ~~University~~ Employee Benefits Committee and
- 296 regularly reports to Faculty Senate about EBC actions

297 Section 7. The Evaluation Committee is concerned with the evaluation of faculty and
 298 administrative personnel. Its specific concerns include:

- 299 (a) Periodic reviews of department, College, and University plans for faculty evaluation and
- 300 performance based salary adjustments
- 301 (b) Review the promotion and tenure plans for consistency with the appropriate policies
- 302 and provide feedback to the appropriate Promotion and Tenure Committees
- 303 (c) Participate in formulating tools and processes for the assessment of academic
- 304 administrators in conjunction with Human Resources
- 305 (d) Formulation and review of policies concerning the use of assessment results
- 306 (e) Conducting assessment of Faculty Senate effectiveness

307 (f) Assess alignment of Strategic Plan with Academic Affairs by reviewing open access student
 308 data posted from Institutional Research

309 (g) Chair of this committee shall review in consultation with Executive Council University-
 310 Administrative Regulations (UAR) governing Academic Affairs prior to final posting of revisions.
 311 receive from Provost UAR revisions prior to posting of final revisions. Chair of this committee
 312 shall discuss revision with Executive Council prior to posting of final revisions.

313 ~~Section 8. The Senate Issues Committee is concerned with issues of Senate and~~
 314 ~~institutional priority that are related to faculty interest and concerns.~~

316 ~~(a) Chair elect of the Faculty Senate is the chair of this committee.~~

317 ~~(b) The members of this committee are selected by the Executive Council.~~

318 ~~(c) This committee may operate as the whole or divide into multiple committees as needed.~~
 319 ~~These committees may solicit additional members from inside or outside the Senate as~~
 320 ~~needed.~~

321 ~~(d) Issues may be identified from a Faculty Senate retreat, the Faculty Senate Executive~~
 322 ~~Council and in cooperation with the University administration.~~

323 Section 9 8. Faculty Senate Ad Hoc Committees

324 (a) The Executive Council, with the consent of the Faculty Senate, may recommend the
 325 formation of Faculty Senate Ad Hoc Committees to study, report and recommend action on
 326 short-term and specific issues. These committees shall not exist beyond the term of the Faculty
 327 Senate that authorizes their formation.

328 (b) Faculty Senators, other faculty, students, staff, and administrative personnel may serve
 329 on Ad Hoc Committees at the discretion of the Faculty Senate.

330 (c) Members are appointed to a Faculty Senate Ad Hoc Committee by the ~~Chair~~ President,
 331 with the consent of the Faculty Senate.

332 (d) Ad Hoc Committees shall report to the Faculty Senate as required by the Executive
333 Council.

334

335 **ARTICLE SIX: MEETINGS**

336 Section 1. All meetings of the Faculty Senate shall be open to the public.

337 Section 2. All meetings shall be conducted according to the Modern Edition of
338 Robert's Rules of Order unless specifically preempted by the Faculty Senate Constitution,
339 or any Special Rules of Order which the Faculty Senate may adopt.

340 Section 3. Regular meetings of the Faculty Senate shall be called twice a month, except
341 for abbreviated months, during the regular academic year and once during each summer
342 session if required. The Faculty Senate ~~Chair~~ President, with the consent of the Executive
343 Council and advance written notice to all senators, may call a special meeting or reschedule a
344 meeting, if necessary. A majority of the Executive Council or one-third of the senators may
345 call a special meeting by written petition to the Faculty Senate ~~Chair~~ President .

346 Section 4. A quorum for all Faculty Senate meetings is a majority of the membership,
347 except during the summer, when quorum is one-third (1/3) of the Faculty
348 Senate membership. Only faculty who are teaching on campus during the Summer session
349 including the meeting's date are required to attend; other senators who are available can attend
350 and vote as usual. Attendance at regularly scheduled shall be taken at all Faculty Senate
351 meetings shall be taken and absences recorded in the minutes.

352 Section 5. The Order of Business shall follow the agenda as set by the Executive Council.
353 Items to be included on the published agenda must be submitted in writing to the Executive
354 Council at least 72 hours in advance of the meeting.

355 Section 6. Faculty Senate approval for recommendations shall require a simple majority of
356 members voting. A senator may designate another senator as a proxy for the purpose of casting
357 votes on specific issues, but such designation must be in writing and must be submitted to the
358 ~~Chair~~ President before voting occurs. Unofficial substitution is not permitted.

359 Section 7. Records, excluding those covered by relevant privacy acts but including meeting
360 agendas, minutes, correspondence and committee reports, shall be deposited in the Camden-
361 Carroll Library and Faculty Senate office by the ~~Chair~~ President of the Faculty Senate. Proposed
362 agendas and minutes of the Faculty Senate meetings shall be distributed to Faculty Senators and
363 honorary members of the Senate. The ~~Chair~~ President may disseminate Faculty Senate records
364 as deemed appropriate, relevant, or necessary.

365

366 **ARTICLE SEVEN: UNIVERSITY SUPPORT**

367 Section 1. The ~~Chair~~ President shall receive six credit hours of either reassigned time in
368 regular teaching load or a stipend equivalent to adjunct pay for two courses during each semester
369 of service. The stipend or reassigned time shall be paid from an escrow account of the Office of the
370 Provost and Vice President for Academic Affairs. The choice of either stipend or reassigned time
371 is at the discretion of the Faculty Senate President. Additionally, the ~~Chair~~ President shall receive
372 the full amount of compensation for a three-credit course, based on the applicable formula, for
373 Senate responsibilities during the summer. The ~~Chair~~ President - elect may negotiate reassigned
374 time and compensation during the spring and summer semesters based on the expectations for

375 Faculty Senate initiatives.
376 Section 2. The University shall provide adequate secretarial assistance for the Faculty Senate.
377 The Faculty Senate secretary will record the official minutes for each senate meeting and send the
378 minutes to the Camden-Carroll Library to be archived.

379 Section 3. ~~An adequate-reasonable~~ annual operating budget shall be published/provided to all
380 faculty and provided to the Faculty Senate.

381 Section 4. Office space and appropriate equipment for the Faculty Senate ~~Chair~~
382 President, secretary and Faculty Senate files shall be provided. This should include a
383 conference room suitable for committee meetings.

384

385 **ARTICLE EIGHT: AMENDMENTS TO THE CONSTITUTION**

386 Section 1. Amendments to this Constitution may be proposed by a Senator, Faculty Senate
387 Committee, or by a petition signed by at least twenty-five members of the University faculty.
388 The proposed amendment shall be filed with the ~~Chair~~ President of the Faculty Senate.
389 Amendments require approval by a two-thirds majority of the Senators voting.

390 Section 2. Copies of proposed amendments shall be distributed to all University faculty
391 through their Senators. Ballots for voting shall be distributed by secure and confidential methods
392 to all members of the University faculty who are eligible to vote as defined in ARTICLE 2,
393 Section 3. Ballots shall be counted after the published deadline, which shall be at least two
394 weeks after the amendments have been distributed. A majority of the eligible University faculty
395 voting shall be necessary for approval.

396 Section 3. Upon approval by the University Faculty, proposed amendments shall be
397 submitted by the University President to the Board of Regents for final approval. Amendments
398 to the Faculty Senate Constitution require Board of Regents approval to become effective.

399

400 **ARTICLE NINE: SPECIAL RULES OF ORDER**

401 Section 1. Special Rules of Order are intended and designed to enhance the operational
402 effectiveness of the Faculty Senate. Special Rules of Order supersede Robert's Rules in the
403 conduct of Faculty Senate Business. Special Rules of Order are attached to this Constitution
404 and will be maintained with the constitution but are not a part of the constitution itself and may
405 be changed following the procedures below. These Special Rules will be available to the ~~Chair~~
406 President at every Faculty Senate meeting.

407 Section 2. A senator may submit a proposed Special Rule of Order in writing to the ~~Chair~~
408 President. It is placed on the agenda and handled according to the normal rules for motions.

409 Section 3. Approval, amendment, removal or suspension of a Special Rule of Order
410 requires a two-thirds majority of Senators voting.

411 Section 4. During periodic revisions of the Faculty Senate Constitution, the Special Rules
412 of Order may be also be amended or revised and presented to the Faculty Senate with the
413 revised Constitution for approval as a whole.

414 **ARTICLE TEN: EFFECTIVE DATE**

415 This Constitution becomes effective immediately upon ratification by the University faculty
416 and the Morehead State University Board of Regents. Transition into amended sections of this

417 constitution shall follow the procedures outlined in Article Eleven: Transition.

418 **ARTICLE ELEVEN: TRANSITION**

419 Section 1. All duly elected senators shall continue in office until the normal
420 expiration of their term.

421 Section 2. Election of departmental representation to the Faculty Senate shall
422 proceed in the manner directed by the constitution in effect as of March 1.

423 Section 3. Implementation of amended sections of this constitution shall begin with the
424 start of the next academic year following the approval of this document.

425 **ARTICLE TWELVE: SEVERABILITY**

426 The invalidation of any portion of this Constitution shall not affect the validity of any other
427 portion of the Constitution.

428

429 **FACULTY SENATE SPECIAL RULES OF ORDER**

430 **~~2/17/2011~~ 11/29/18**

431 1. Regular meetings of the Faculty Senate shall be called to order by the ~~Chair~~ President at 3:45
432 PM on the first and third Thursday of each month during the regular academic year. Any
433 Thursday within a given month that the University is not officially in session will not be
434 considered in calculating meeting dates.

435 2. Two regular summer meetings of the Faculty Senate ~~shall~~ may be called to order at
436 3:45PM, as necessary, on the third Thursday of June and July. Only those faculty who are
437 teaching during the Summer session of the meeting's date may be called to attend.

438 3. A motion to recommend changes to University policy or to change Senate rules shall not be
439 voted on at the meeting at which it is moved. When such a motion is made and seconded, there
440 shall be a "first reading" at which the mover will explain the motion and answer questions by
441 Senators about the motion. During a first reading, no debate on or amendment of the motion
442 shall be in order. The Executive Council shall place the motion on the agenda of a subsequent
443 meeting for "second reading", at which debate of and amendments to the motion are in order.

444 4. Friendly amendments that are accepted by the moving party are allowed.

445 5. The ~~Chair~~ President of the Faculty Senate, with the consent of the Executive Council,
446 may include an open chair segment on meeting agendas.

447 6. Each meeting of the Faculty Senate shall adjourn no later than 110 minutes after the meeting
448 is called to order.

449 7. The ~~Chair~~ President of the Faculty Senate may nominate a Senator to serve as parliamentarian
450 in order to clarify procedural questions as they arise. The nominee for parliamentarian must be
451 approved by a majority of Senators voting.

452 8. In order to seek recognition, a Senator shall not stand, but instead shall raise his or her
453 hand.

454 9. ~~The Secretary of the Faculty Senate, with the consent of the Faculty Senate Chair, The~~
455 Governance Committee Chair or designee may amend University Standing and Advisory
456 Committee descriptions to ensure that positions and bodies mentioned in those descriptions are

457 referred to by their current, correct names. Minor editorial corrections may also be made.
458 10. At least 48 hours before each meeting, the ~~Chair~~ President shall send to the Senators the
459 agenda for that meeting and all minutes, motions, and other documents scheduled on that
460 agenda for discussion or approval.

1 **FACULTY SENATE CONSTITUTION**
2 **Morehead State University**

3 **10/17/19**

4 **PREAMBLE:**

5 The faculty of Morehead State University supports a system of shared governance in decision-making
6 which promotes mutual understanding and coordination of efforts among faculty, staff, administrators, and
7 students as they strive to meet the university's mission.

8 The Faculty Senate, an elected representative body of the University faculty, serves to express
9 the faculty voice and functions as the primary mechanism for faculty participation in university
10 governance. The Faculty Senate is established with the belief that members of the University
11 faculty should participate in the formulation of policies affecting the faculty and the academic
12 life of the institution. The Senate provides a vehicle through which such collective intelligence
13 can be directed toward promoting the well-being of the University. The decisions of the Faculty
14 Senate will be made in good faith and after careful deliberation.

15 **ARTICLE ONE: NAME**

16 The name of the organization herein described shall be the Faculty Senate of Morehead State
17 University, hereinafter called the Faculty Senate.

18 **ARTICLE TWO: MEMBERSHIP**

19 Section 1. The membership of the Faculty Senate shall consist of two senators from each
20 academic department elected by the faculty of that department, two senators representing the
21 Professional Librarians elected by professional librarians, and one senator from the Military
22 Science Department. The existence of academic departments for determination of senators shall
23 be decided as of March 1 for the following academic year.

24 Section 2. Election of Senators from the academic departments shall be completed
25 between March 15th and August 15th. Senators shall take office at the first Fall meeting of the
26 Faculty Senate.

27 Section 3. Faculty who are eligible to vote in the election of representatives to the Faculty
28 Senate shall be defined as “full-time standing” or “full-time fixed” faculty (PG- 3). Faculty who
29 may be elected as senators shall have “full-time standing” appointments (PG-3), shall have
30 teaching/scholarship as a primary responsibility, shall have been employed by the University as
31 “full-time standing” faculty for at least one full academic year. One of the two senators from
32 each department must be tenured, unless the department has no eligible tenured faculty when
33 electing a senator. Department chairs/associate deans may not vote and may not be elected to
34 the Senate. Curriculum Coordinators may vote and serve on the Senate provided that their
35 departmental duties do not include the administrative evaluation of faculty. Librarians who have
36 academic status, excluding the Dean of Library Services, shall be eligible to vote in the election
37 of representatives to the Faculty Senate and may be elected as Senators. Faculty in the

Military Science Department, who are not Morehead State University employees, shall be exempt from the appointment requirements.

Section 4. Terms of Office shall be two years and begin August 15. These terms shall be staggered for each department and for the senate as a whole.

Section 5. The Faculty Senate administrative assistant maintains attendance records at Faculty Senate meetings. The Faculty Senate subcommittee chairs maintain attendance records for subcommittee meetings. Senators missing three consecutive or a total of five regular Faculty Senate/subcommittee meetings during the academic year are subject to removal from the Faculty Senate, pending action of the Executive Council. Subcommittee chairs should present promptly to Executive Council any delinquencies. A Senator has ten days after receiving a termination letter to appeal, in writing, to the Executive Council of the Senate if he/she feels there are extenuating circumstances for the absences. The Executive Council at their next meeting will determine whether any absences should be waived and whether membership in the Senate shall be terminated. The decision of the Executive Council shall be final. Absence from summer meetings or special called meetings will not be considered in the total year's absences. Any unexpired term shall be filled by special election from the same constituency.

Section 6. A senator, who by reason of regularly assigned University responsibilities or other approved leave will be unable to attend the Faculty Senate meetings for up to one semester, shall give written notice to the Faculty Senate President. Another person from the same constituency will be elected as a temporary replacement.

Section 7. The University President, Provost, the Faculty Regent, the Chair of the Staff Congress, and the President of the Student Government Association shall serve as nonvoting ex-officio members of the Faculty Senate.

ARTICLE THREE: RESPONSIBILITIES AND POWERS

Section 1. The Faculty Senate, the official representative body of the University faculty, will report and make written recommendations to the University President and the faculty.

Section 2. The Faculty Senate will recommend formulation or modification of policies and regulations concerning academic excellence, academic freedom, professional ethics and faculty welfare. The Faculty Senate may review all initiatives and actions included in, but not limited to, the following areas:

- (a) Academic policies and procedures
- (a) University governance
- (b) Faculty rights and responsibilities
- (c) Faculty compensation and benefits
- (d) Financial affairs
- (e) All University Standing and Advisory committee responsibilities and membership

Section 3. The Faculty Senate shall serve as the appointing body for faculty membership of all University Standing and Advisory Committees that deal with the areas outlined in ARTICLE THREE, Section 2, except where membership on a committee is required by law or University policy to be appointed by the University President.

- (a) The Faculty Senate, in consultation with other University groups and personnel, shall determine the responsibilities and composition of those University Standing and Advisory Committees which have faculty representation and shall produce a written description of

these committees.

(b) University Standing and Advisory Committees shall report to the Faculty Senate, a University Administrative officer or both, as stated in the description of the Committee.

(c) Faculty members of University Standing and Advisory Committees shall be elected by the Faculty Senate, unless exempted by the description of the committee.

Section 4. The Faculty Senate, acting alone or in consultation with other individuals or groups, may establish an ad hoc committee, commission, task force, or other similar group.

Section 5. The Faculty Senate shall collect, receive, analyze and store appropriate information necessary to discharge its responsibilities; specifically, but not limited to:

(a) Minutes and reports from all University committees dealing with issues within the purview of the Faculty Senate.

(b) Appropriate information from all University academic and administrative agencies.

Section 6. The faculty shall be provided the opportunity to participate in the evaluation of academic administrators consistent with the Board of Regents' Bylaws.

ARTICLE FOUR: OFFICERS

Section 1. The officers of the Faculty Senate shall be the: (1) President, (2) President-Elect, (3) Communications Officer, and (4) all members of the Executive Council.

Section 2. The Faculty Senate President

The Faculty Senate President shall be the presiding officer of the Faculty Senate and shall serve a one-year term. He/she shall serve as an at-large senator for one year, who does not represent a specific department during his/her term of service as President. The President's academic department shall elect a one-year replacement to represent the department during the President's term of service. The Faculty Senate President shall vote only in the case of ties. The President - elect of the previous Faculty Senate shall become the President of the next faculty Senate at its first regular meeting of the fall semester.

Section 3. Duties of the President:

(a) Provide leadership to the Faculty Senate

(b) Preside over the Faculty Senate

(c) Preside over the Executive Council

(d) Serve as liaison with the University administration

(e) Review Board of Regents agenda, attend Board of Regents meetings, and provide feedback as appropriate to Faculty Senate

(f) Serve on the University President's Leadership Council

(g) Serve on Provost's Council

(h) Attend by invitation on Dean's Council

(i) Meet with the Provost monthly and additionally as needed

(j) Meet with the University President twice per semester and additionally as needed

(k) Serve on committees as required or otherwise necessary

- (l) Attend scheduled Coalition of Senate and Faculty Leadership for Higher Education (COSFL) meetings

Section 4. The President -elect of the previous Faculty Senate shall become the President of the next Faculty Senate at its first regular meeting of the fall semester.

Section 5. Duties of the President -elect:

- (a) Assume the duties of the chair when the chair is unable to do so
- (b) Serve on committees as required or otherwise necessary
- (c) Attend scheduled meetings of State of Kentucky Coalition of Senate and Faculty Leadership for Higher Education (COSFL) meetings

Section 6. The Executive Council shall consist of the Faculty Senate President who shall serve as the Chair of the Executive Council, Communications Officer, and members elected by the Faculty Senate. Faculty Senate subcommittee chairs shall be appointed by the Faculty Senate Chair from members of the Executive Council. The Faculty Senate President shall appoint a Communications Officer from the membership of the Faculty Senate. The Communications Officer is not a voting member of the Executive Council. Executive Council members shall serve a one-year term.

Section 7. The Executive Council shall:

- (a) Meet periodically with the Provost and the University President
- (b) Serve as the liaison between the Faculty Senate and other University personnel or groups
- (c) Establish the agenda for Faculty Senate meetings
- (d) Serve in a fiduciary capacity
- (e) Plan Faculty Senate activities

Section 8. Election of the Executive Council shall take place at the first regular meeting of the fall semester according to the following guidelines. All voting shall be by secret ballot and shall be monitored by the previous year's Governance Committee.

- (a) Senators from each college shall meet in caucus and nominate up to two senators from that college for the Executive Council slate. Librarians shall caucus with College of Education in odd-numbered years and School of Business and Technology in even-numbered years.
- (b) All senators present and voting shall vote for one candidate from each college. The senator from each college receiving a majority of the votes cast shall be elected to the Executive Council.

Section 9. Election of Senate President -Elect

The President-Elect shall be elected by the Faculty Senate from the senators elected to the Executive Council. Election Procedure: The President-Elect shall be elected by a majority of the senators present and voting. If no senator receives a majority of votes on the first ballot for President-Elect, additional ballots shall be cast for the two senators receiving the most votes (including ties) until one senator receives the majority. No person who has served as President of

the Faculty Senate shall be eligible to serve as President- elect within 4 years of his/her service as President.

Section 10. A Communications Officer will be appointed by the Faculty Senate Chair. The Communications Officer will be a non-voting member of the Executive Council.

The duties are as follows:

- (a) Update the Faculty Senate Website
- (b) Produce a Faculty Senate Communications Report after each meeting and disseminate it to faculty in a timely manner.
- (c) Solicit faculty response on matters of concern to the Faculty Senate
- (d) Provide information through the protocol established by the University for the release of official communications to external groups such as boards, commissions, or legislators at the direction of the Faculty Senate
- (e) Serve in a public relations role to the faculty and university community
- (f) Attend Staff Congress meetings and report to that body on matters of concern to the Faculty Senate

Section 11. Should any vacancy occur in the Executive Council during the academic year, the vacancy shall be filled by a special election according to the following guidelines; each college must have at least one representative on the Executive Council. All voting shall be by secret ballot and the election shall be monitored and conducted by the Governance Committee. Nominations for the Executive Council member shall come from the floor. The new Executive Council member shall be elected by a simple majority of the senators present and voting. If no senator receives a majority of the votes on the first ballot for this position, additional ballots shall be cast for the two senators receiving the most votes (including ties) until one senator receives the majority.

If the vacancy in the Executive Council is that of the Faculty Senate President, then the President-Elect shall serve as President for the remainder of the term. That individual may then serve as President in the term to which that individual was duly elected. If the vacancy existing that of President-Elect, then an election shall be held to fill the vacancy on the Executive Council and subsequently a President-Elect shall be elected using the procedures of Section 9. If the President-elect vacancy is created by the election of the election of the President-Elect to Presidency, the vacancy on the Executive Council shall be filled and then one of the members shall be elected President-Elect Pro Tempore using the procedures in Section 9. That position shall expire at the First Faculty Senate meeting of the next academic year and regular officer selection procedures shall resume.

ARTICLE FIVE: COMMITTEES

Section 1. The function of Faculty Senate Committees is to prepare materials for presentation to the Faculty Senate. Each of these committees shall gather data and make studies, advise, and make recommendations to the Faculty Senate in the form of written or oral reports. Each Faculty Senate Committee shall report to Executive Council its agenda, any related Standing committee communications and/or subcommittee meetings. Each Faculty Senate Committee shall state its report as approved by Executive Council at Senate meetings. The Faculty Senate administrative assistant shall record reports according to accepted rules of order. The Faculty Senate has four subcommittees: Academic Issues, Evaluation, Faculty Welfare and Concerns, and Governance.

Section 2. The Governance committee from previous year Faculty Senate shall solicit via written form Senators' preferences for membership on Faculty Senate subcommittees at the first fall meeting. The Executive Council shall appoint senators to the Faculty Senate subcommittees. At least one senator from each college should be on each Faculty Senate subcommittee.

Section 3. Subcommittees (Sections 4-8 below) of the Faculty Senate:

(a) Should schedule at least one regular meeting a month during the regular academic year. Meetings shall be held at times when all members are available to attend. It is acceptable to meet on Thursdays during same Faculty Senate time period. A quorum shall be a majority of the membership of the committee. A quorum is required in order to conduct subcommittee business.

(b) Each subcommittee shall elect a vice-chair of the committee who shall be responsible for keeping minutes and recording absences in the minutes. The minutes shall be forwarded to the subcommittee chair. These minutes shall be maintained within committee. Official actions of subcommittees occur at Faculty Senate meetings. In the absence of the chair, the vice-chair shall also assume the responsibilities of the chair.

(c) Senators missing three consecutive or a total of five regular subcommittee meetings or Faculty Senate meetings during the academic year are subject to removal from the Faculty Senate, pending action of the Executive Council. A Senator has ten days after receiving a termination letter to appeal, in writing, to the Executive Council of the Senate if he/she feels there are extenuating circumstances for the absences. The Executive Council at their next meeting will determine whether any absences should be waived and whether membership in the Senate shall be terminated. Absence from summer meetings or special called meetings will not be considered in the total year's absences.

Section 4. The Governance Committee is concerned with University and Advisory committees, University governance, and faculty representation. It has specific concerns with, but is not limited to, the following areas:

- (a) Structure, membership, and responsibilities of University Standing and Advisory Committees
- (b) Structure of the Division of Academic Affairs
- (c) Oversight of the election of Faculty Senators (See ARTICLE TWO, Sections 1, 2, and 3)
- (d) Oversight of any special elections required by the Senate
- (e) Nomination of faculty members for all University Standing and Advisory committees that have faculty representation
- (f) Oversight of the Faculty Regent election according to procedure established by the Senate and state law
- (g) Oversight of the election of senators to the Executive Council (To be conducted by the remaining members of the previous year's Governance Committee. See ARTICLE FOUR, Section 6.) If less than three members from the previous Governance Committee are available, then additional senators will be appointed by the Senate-President as needed to conduct the election of the Executive Council.

Section 5. The Academic Issues Committee is concerned with policies, regulations, and other issues that affect faculty and instructional effectiveness. Specific areas of concern include:

- (a) Admission
- (b) Registration
- (c) Academic integrity
- (d) Classroom conditions
- (e) Evaluation of instructional effectiveness
- (f) Graduation requirements
- (g) General education
- (h) Special academic programs, e. g., Honors Program, provisional studies, Regional Campus Programs, etc.
- (i) Academic calendar issues
- (j) Student regulations
- (k) The Committee Chair is a voting member of the General Education Council and regularly reports to Faculty Senate about GEC actions

Section 6. The Faculty Welfare and Concerns Committee is concerned with policies, regulations and practices that affect faculty status, working conditions, promotion, evaluation, benefits and compensation. Specific areas of concern include:

- (a) Faculty recruitment and qualifications
- (b) Tenure and promotion
- (c) Workload, overload and compensation
- (d) Procedures to ensure academic freedom and resolve faculty grievances
- (e) Faculty development
- (f) Retrenchment
- (g) Sabbatical and Educational leaves of absence
- (h) University finances affecting faculty and institutional effectiveness
- (i) The processes of selection, retention, and reaffirmation of academic administrators
- (j) The Committee Chair is a member of the Employee Benefits Committee and regularly reports to Faculty Senate about EBC actions

Section 7. The Evaluation Committee is concerned with the evaluation of faculty and administrative personnel. Its specific concerns include:

- (a) Periodic reviews of department, College, and University plans for faculty evaluation and performance-based salary adjustments
- (b) Review the promotion and tenure plans for consistency with the appropriate policies and provide feedback to the appropriate Promotion and Tenure Committees
- (c) Participate in formulating tools and processes for the assessment of academic administrators in conjunction with Human Resources
- (d) Formulation and review of policies concerning the use of assessment results
- (e) Conducting assessment of Faculty Senate effectiveness

(f) Assess alignment of Strategic Plan by reviewing open access student data posted from Institutional Research

(g) Chair of this committee shall receive from Provost UAR revisions prior to posting of final revisions. Chair of this committee shall discuss revision with Executive Council prior to posting of final revisions.

Section 8. Faculty Senate Ad Hoc Committees

(a) The Executive Council, with the consent of the Faculty Senate, may recommend the formation of Faculty Senate Ad Hoc Committees to study, report and recommend action on short-term and specific issues. These committees shall not exist beyond the term of the Faculty Senate that authorizes their formation.

(b) Faculty Senators, other faculty, students, staff, and administrative personnel may serve on Ad Hoc Committees at the discretion of the Faculty Senate.

(c) Members are appointed to a Faculty Senate Ad Hoc Committee by the President, with the consent of the Faculty Senate.

(d) Ad Hoc Committees shall report to the Faculty Senate as required by the Executive Council.

ARTICLE SIX: MEETINGS

Section 1. All meetings of the Faculty Senate shall be open to the public.

Section 2. All meetings shall be conducted according to the Modern Edition of Robert's Rules of Order unless specifically preempted by the Faculty Senate Constitution, or any Special Rules of Order which the Faculty Senate may adopt.

Section 3. Regular meetings of the Faculty Senate shall be called twice a month, except for abbreviated months, during the regular academic year and once during each summer session if required. The Faculty Senate President, with the consent of the Executive Council and advance written notice to all senators, may call a special meeting or reschedule a meeting, if necessary. A majority of the Executive Council or one-third of the senators may call a special meeting by written petition to the Faculty Senate President.

Section 4. A quorum for all Faculty Senate meetings is a majority of the membership, except during the summer, when quorum is one-third (1/3) of the Faculty Senate membership. Only faculty who are teaching on campus during the Summer session including the meeting's date are required to attend; other senators who are available can attend and vote as usual. Attendance shall be taken at all Faculty Senate meetings and absences recorded in the minutes.

Section 5. The Order of Business shall follow the agenda as set by the Executive Council. Items to be included on the published agenda must be submitted in writing to the Executive Council at least 72 hours in advance of the meeting.

Section 6. Faculty Senate approval for recommendations shall require a simple majority of members voting. A senator may designate another senator as a proxy for the purpose of casting votes on specific issues, but such designation must be in writing and must be submitted to the President before voting occurs. Unofficial substitution is not permitted.

Section 7. Records, excluding those covered by relevant privacy acts but including meeting agendas, minutes, correspondence and committee reports, shall be deposited in the Camden-Carroll Library and Faculty Senate office by the President of the Faculty Senate. Proposed agendas and minutes of the Faculty Senate meetings shall be distributed to Faculty Senators and honorary members of the Senate. The President may disseminate Faculty Senate records as deemed appropriate, relevant, or necessary.

ARTICLE SEVEN: UNIVERSITY SUPPORT

Section 1. The President shall receive six credit hours of either reassigned time in regular teaching load or a stipend equivalent to adjunct pay for two courses during each semester of service. The stipend or reassigned time shall be paid from an escrow account of the Office of the Provost and Vice President for Academic Affairs. The choice of either stipend or reassigned time is at the discretion of the Faculty Senate President. Additionally, the President shall receive the full amount of compensation for a three-credit course, based on the applicable formula, for Senate responsibilities during the summer. The President-elect may negotiate reassigned time and compensation during the spring and summer semesters based on the expectations for Faculty Senate initiatives.

Section 2. The University shall provide adequate secretarial assistance for the Faculty Senate. The Faculty Senate secretary will record the official minutes for each senate meeting and send the minutes to the Camden-Carroll Library to be archived.

Section 3. A reasonable annual operating budget shall be published/provided to all faculty and provided to the Faculty Senate.

Section 4. Office space and appropriate equipment for the Faculty Senate President, secretary and Faculty Senate files shall be provided. This should include a conference room suitable for committee meetings.

ARTICLE EIGHT: AMENDMENTS TO THE CONSTITUTION

Section 1. Amendments to this Constitution may be proposed by a Senator, Faculty Senate Committee, or by a petition signed by at least twenty-five members of the University faculty. The proposed amendment shall be filed with the President of the Faculty Senate. Amendments require approval by a two-thirds majority of the Senators voting.

Section 2. Copies of proposed amendments shall be distributed to all University faculty through their Senators. Ballots for voting shall be distributed by secure and confidential methods to all members of the University faculty who are eligible to vote as defined in ARTICLE 2, Section 3. Ballots shall be counted after the published deadline, which shall be at least two weeks after the amendments have been distributed. A majority of the eligible University faculty voting shall be necessary for approval.

Section 3. Upon approval by the University Faculty, proposed amendments shall be submitted by the University President to the Board of Regents for final approval. Amendments to the Faculty Senate Constitution require Board of Regents approval to become effective.

ARTICLE NINE: SPECIAL RULES OF ORDER

Section 1. Special Rules of Order are intended and designed to enhance the operational effectiveness of the Faculty Senate. Special Rules of Order supersede Robert's Rules in the

conduct of Faculty Senate Business. Special Rules of Order are attached to this Constitution and will be maintained with the constitution but are not a part of the constitution itself and may be changed following the procedures below. These Special Rules will be available to the President at every Faculty Senate meeting.

Section 2. A senator may submit a proposed Special Rule of Order in writing to the President. It is placed on the agenda and handled according to the normal rules for motions.

Section 3. Approval, amendment, removal or suspension of a Special Rule of Order requires a two-thirds majority of Senators voting.

Section 4. During periodic revisions of the Faculty Senate Constitution, the Special Rules of Order may be also be amended or revised and presented to the Faculty Senate with the revised Constitution for approval as a whole.

ARTICLE TEN: EFFECTIVE DATE

This Constitution becomes effective immediately upon ratification by the University faculty and the Morehead State University Board of Regents. Transition into amended sections of this constitution shall follow the procedures outlined in Article Eleven: Transition.

ARTICLE ELEVEN: TRANSITION

Section 1. All duly elected senators shall continue in office until the normal expiration of their term.

Section 2. Election of departmental representation to the Faculty Senate shall proceed in the manner directed by the constitution in effect as of March 1.

Section 3. Implementation of amended sections of this constitution shall begin with the start of the next academic year following the approval of this document.

ARTICLE TWELVE: SEVERABILITY

The invalidation of any portion of this Constitution shall not affect the validity of any other portion of the Constitution.

FACULTY SENATE SPECIAL RULES OF ORDER

11/29/18

1. Regular meetings of the Faculty Senate shall be called to order by the President at 3:45 PM on the first and third Thursday of each month during the regular academic year. Any Thursday within a given month that the University is not officially in session will not be considered in calculating meeting dates.
2. Two regular summer meetings of the Faculty Senate may be called to order at 3:45PM, as necessary, on the third Thursday of June and July. Only those faculty who are teaching during the Summer session of the meeting's date may be called to attend.
3. A motion to recommend changes to University policy or to change Senate rules shall not be voted on at the meeting at which it is moved. When such a motion is made and seconded, there shall be a "first reading" at which the mover will explain the motion and answer questions by Senators about the motion. During a first reading, no debate on or amendment of the motion shall be in order. The Executive Council shall place the motion on the agenda of a subsequent meeting for "second reading", at which debate of and amendments to the motion are in order.

4. Friendly amendments that are accepted by the moving party are allowed.
5. The President of the Faculty Senate, with the consent of the Executive Council, may include an open chair segment on meeting agendas.
6. Each meeting of the Faculty Senate shall adjourn no later than 110 minutes after the meeting is called to order.
7. The President of the Faculty Senate may nominate a Senator to serve as parliamentarian in order to clarify procedural questions as they arise. The nominee for parliamentarian must be approved by a majority of Senators voting.
8. In order to seek recognition, a Senator shall not stand, but instead shall raise his or her hand.
9. The Governance Committee Chair or designee may amend University Standing and Advisory Committee descriptions to ensure that positions and bodies mentioned in those descriptions are referred to by their current, correct names. Minor editorial corrections may also be made.
10. At least 48 hours before each meeting, the President shall send to the Senators the agenda for that meeting and all minutes, motions, and other documents scheduled on that agenda for discussion or approval.

**APPROVE CERTIFICATE
IN RESEARCH AND ANALYSIS**

**BOR (VII-A-7)
June 18, 2020**

Recommendation:

That the Board of Regents approve the proposed Certificate in Research and Analysis.

Background:

A new 15-hour certificate in Research and Analytical Skills will provide students with training in research methodology, data collection, descriptive and advanced statistical data analysis, spatial analysis, and data communication skills -- all of which are skills that are in high demand by employers. In addition, students will learn to use industry-standard software for online survey design and collection, and data and spatial analysis techniques. The Certificate in Research and Analytical Skills can be completed in one academic year, and utilizes existing courses. Desired implementation for the certificate program is Fall 2020.

**APPROVE GRANTING
OF EMERITUS STATUS**

**BOR (VII-A-8)
June 18, 2020**

Recommendation:

That the Board of Regents approve the granting of Emeritus Status to the following:

John Modaff, professor of speech communication
Terry G. Elliott, associate professor of accounting
Michael Harford, professor of management
Layne Neeper, associate dean and professor of English
Ric Caric, professor of international and interdisciplinary studies
L. Curtis Hammond, associate professor of music-horn
Rebecca Katz, professor of criminology
Latonya Hesterberg, professor of social work
Monica Magner, professor of health and physical education

Background:

In accordance with PAc-3 and UAR 116.04, the faculty members listed above were recommended for emeritus status by their peers and immediate supervisors to the Provost. The President, based upon recommendations from the Provost, submits his recommendations to the Board of Regents. The emeritus status will become effective upon the date of retirement.

**APPROVE ONE-TIME EXCEPTION
TO TENURE POLICY PAc-27**

**BOR (VII-A-9)
June 18, 2020**

Recommendation:

That the Board of Regents approve a one-time exception to the tenure policy PAc-27.

Background:

Due to the COVID-19 situation and possible negative effects of the pandemic on faculty productivity, Academic Affairs Leadership is recommending a one-time exception to the tenure policy stated in the PAc-27 (Tenure and Reappointment Review). More specifically, Section 3 of PAc-27 states that “tenure-track faculty members must be reviewed for the awarding of tenure no later than the sixth year of the probationary period.” Academic Affairs Leadership recommends that tenure-track faculty members scheduled to submit tenure portfolios during the 2020-2021 academic year be provided the option to delay submission of their tenure portfolios by one year. The option of submitting tenure portfolios in either the 2020-2021 or 2021-2022 academic year would be a one-time exception to the PAc-27 policy, would apply only to tenure-track faculty members scheduled to submit tenure portfolios in 2020-2021, and is supported by the Provost, incoming Provost, Deans of each college, and Faculty Senate, as evidenced by the accompanying document and signatures.

**ACCEPT THIRD QUARTER
FINANCIAL REPORT AND
AMEND OPERATING BUDGET**

**BOR (VII-B-1)
June 18, 2020**

Recommendation:

That the Board of Regents accept the financial statements and amend the operating budget for the third quarter of the fiscal year that will end June 30, 2020.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of March 31, 2020, the third quarter of the fiscal year ending June 30, 2020. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Morehead State University
Management's Discussion and Analysis
Third Quarter Financial Statements
March 31, 2020**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the nine months that ended on March 31, 2020. The statements and this discussion and analysis have been prepared by Accounting and Financial Services staff.

Using These Financial Statements

This report consists of two basic financial statements. The Statements of Net Position include information about the assets, liabilities, deferred inflows/outflows, and net position of the entire University. The Statements of Revenues, Expenditures and Changes in Net Position provide information about the unrestricted current funds revenues, expenditures and transfers of the University. The statements are prepared on an accrual basis and reflect the results of all transactions that affect the financial status of Morehead State University. These financial statements have not been prepared in full accordance with *Government Accounting Standards Board Statement 35* (GASB 35). Interim statements are prepared using a fund approach to facilitate budget comparisons and management decisions. Year-end statements are prepared in the GASB 35 format.

Financial Highlights

Morehead State University's financial picture remains stable through the third quarter of the 2019-2020 fiscal year. During the period July 1, 2019 through March 31, 2020, the University operated with a surplus of revenues over expenditures and transfers in the amount of \$20,493,824. This level of operating surplus is expected at this time, since most of the billings for the Spring 2020 semester are reflected in the tuition and fees revenue and only expenditures through March 31, 2020 are reflected. As the fiscal year proceeds, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

Significant trends and variances for the nine months are summarized as follows:

- ▶ Total revenues decreased approximately \$3.1 million from last year to \$121 million. The decrease primarily relates to reductions in tuition and housing revenue due to declines in undergraduate and graduate enrollment.
- ▶ The percent of actual total revenue to budget was 85.28% at March 31, 2020 and 83.22% at March 31, 2019. This percentage would be expected at this time, since most of the billings for the Spring 2020 semester are reflected in revenue.
- ▶ Total expenses were approximately \$100.8 million at March 31, 2020 and \$104.5 million at March 31, 2019. The \$3.7 million decrease is due to reductions in operating expense budgets from all divisions as a result of declines in tuition and fee revenue and state appropriation revenue. Resources continue to be aligned to support instruction and student services to strengthen the University's financial position in the state's Performance Based Funding Model.
- ▶ Net change in net position was approximately \$20 million at March 31, 2020 and 2019. As the fiscal year proceeds, the variance will continue to decrease and should reflect a more appropriate operating surplus or deficit.

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenditures & Changes in Net Position
For the Nine Months Ended March 31, 2020 and 2019

	2019-2020			2018-2019		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
Revenues						
Educational and General						
Tuition and Fees	\$64,981,944	\$63,968,478	98.44%	\$67,605,693	\$66,523,862	98.40%
State Appropriations	38,466,800	30,773,400	80.00%	38,852,400	31,081,900	80.00%
Indirect Cost Reimbursement	815,000	567,629	69.65%	820,000	475,893	58.04%
Sales & Services Ed Activities	2,082,887	2,431,984	116.76%	2,039,783	2,266,750	111.13%
Other Sources	4,187,236	4,340,429	103.66%	4,222,891	4,154,986	98.39%
Budgeted Fund Balance-E&G	9,020,125	-	0.00%	9,974,772	-	0.00%
Total Educational and General	\$119,553,992	\$102,081,920	85.39%	\$123,515,539	\$104,503,391	84.61%
Auxiliary Enterprises						
Housing	\$15,138,300	\$14,823,639	97.92%	\$15,189,964	\$15,281,720	100.60%
University Store	3,724,000	3,166,504	85.03%	5,360,800	3,389,295	63.22%
Food Services	771,047	567,368	73.58%	716,500	561,589	78.38%
Other	1,060,000	615,699	58.08%	1,125,995	642,417	57.05%
Budgeted Fund Balance-Auxiliary	1,944,000	-	0.00%	3,540,000	-	0.00%
Total Auxiliary Enterprises	\$22,637,347	\$19,173,210	84.70%	\$25,933,259	\$19,875,021	76.64%
Total Revenues	\$142,191,339	\$121,255,130	85.28%	\$149,448,798	\$124,378,412	83.22%

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenditures & Changes in Net Position
For the Nine Months Ended March 31, 2020 and 2019

	2019-2020			2018-2019		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
Expenditures and Transfers by Division						
Educational & General						
President & Administration	\$1,949,490	\$1,467,093	75.26%	\$2,103,539	\$1,390,950	66.12%
University Advancement	2,411,279	1,776,806	73.69%	2,502,196	1,779,741	71.13%
Administration & Fiscal Services	17,381,802	15,948,193	91.75%	18,169,031	15,807,209	87.00%
Student Affairs	16,084,295	13,001,786	80.84%	17,348,002	13,656,000	78.72%
Academic Affairs	49,058,818	33,386,862	68.05%	51,173,634	34,538,672	67.49%
Other	36,589,811	23,863,571	65.22%	37,156,467	24,463,615	65.84%
Total Educational & General	\$123,475,495	\$89,444,311	72.44%	\$128,452,869	\$91,636,187	71.34%
Auxiliary Enterprises						
Housing	\$12,460,890	\$7,218,766	57.93%	\$11,677,881	\$6,143,929	52.61%
University Store	2,944,689	2,388,044	81.10%	4,526,591	3,213,760	71.00%
Food Services	194,974	143,173	73.43%	202,396	146,062	72.17%
Other	3,115,291	1,567,012	50.30%	4,589,061	3,360,822	73.24%
Total Auxiliary Enterprises	\$18,715,844	\$11,316,995	60.47%	\$20,995,929	\$12,864,573	61.27%
Total Expenditures and Transfers by Division	\$142,191,339	\$100,761,306	70.86%	\$149,448,798	\$104,500,760	69.92%
Net Change in Net Position		\$20,493,824			\$19,877,652	

Morehead State University
Statement of Net Position
March 31, 2020 and 2019

	2020	2019
Current assets:		
Cash and cash equivalents	\$47,444,139	\$34,349,076
Accounts, grants and loans receivable, net	\$8,104,726	\$15,844,277
Prepaid interest	\$16,083	\$16,083
Inventories	\$1,955,825	\$2,094,135
Other current assets	\$82,540	\$192,189
Total current assets	\$57,603,313	\$52,495,760
Noncurrent assets:		
Accounts, grants and loans receivable, net	\$2,408,925	\$3,508,159
Prepaid interest	\$128,663	\$144,745
Prepaid lease	\$3,236,509	\$3,370,709
Investments	\$13,577,360	\$13,652,134
Capital assets, net	\$254,622,615	\$264,715,137
Total noncurrent assets	\$273,974,072	\$285,390,884
Total Assets	\$331,577,385	\$337,886,644
Deferred Outflows of Resources:		
Pensions	\$25,595,846	\$38,283,821
OPEB	\$2,997,853	\$3,720,183
Total deferred outflows of resources	\$28,593,699	\$42,004,004
Total assets and deferred outflows	\$360,171,084	\$379,890,648
Liabilities, Deferred Inflows and Net Position		
Current liabilities:		
Accounts payable and accrued liabilities	\$5,328,271	\$5,709,421
Unearned revenue	\$1,731,906	\$5,097,144
Bonds, notes and capital lease obligations, current portion	\$5,441,807	\$6,193,331
Total current liabilities	\$12,501,984	\$16,999,896
Long-term liabilities:		
Bonds, notes and capital lease obligations, noncurrent portion	\$79,854,774	\$84,038,652
Advances from federal government for student loans	\$2,554,354	\$3,405,264
Unearned revenue	\$290,235	\$290,235
Net pension liability	\$126,215,896	\$183,736,890
Net OPEB liability	\$27,878,680	\$31,623,052
Total long-term liabilities	\$236,793,939	\$303,094,093
Total Liabilities	\$249,295,923	\$320,093,989
Deferred Inflows of Resources:		
Deferred bond reoffering premium	\$1,857,933	\$2,044,806
Pensions	\$90,495,047	\$66,508,954
OPEB	\$3,991,902	\$563,591
Deferred gain on disposal	\$1,286,860	\$1,358,352
Total deferred inflows of resources	\$97,631,742	\$70,475,703
Net Position:		
Net investment in capital assets	\$167,612,847	\$172,599,176
Restricted:		
Expendable	\$5,513,545	\$5,883,154
Nonexpendable	\$11,392,815	\$11,498,578
Unrestricted	(\$171,275,788)	(\$200,659,952)
Total net position	\$13,243,419	(\$10,679,044)
Total liabilities, deferred inflows and net position	\$360,171,084	\$379,890,648

See Attached Notes To Statements of Net Position

Morehead State University
Notes to the Statements of Net Position
March 31, 2020 and 2019

1. The Statements of Net Position include the unrestricted current funds, restricted current funds, endowment funds, loan funds, and plant funds of the University. Agency funds held for others are not included.
2. Cash and cash equivalents increased \$13 million primarily due to decreases in expenditures as a result of operating expense budget reductions.
3. Accounts, grants, and loans receivable are shown net of allowance for uncollectible student accounts of \$2,266,674 at March 31, 2020 and \$2,430,359 at March 31, 2019. Also, included in this category is \$3.9 million in receivables from federal and state agencies at March 31, 2020 and \$8.1 million at March 31, 2019. The decrease in receivables from federal and state agencies is primarily related to the timing of when capital appropriations were received for the student services facility renovation/expansion project and due to timing of advance registration each year.
4. Other current assets include financial commitments from the MSU Foundation for campus construction and renovation projects.
5. Noncurrent accounts, grants and loans receivable represent balances owed to the University from borrowers who have participated in the Federal Perkins Loan Program.
6. Capital assets, net decreased approximately \$10 million from the previous year primarily due to depreciation expense. The decrease was offset by expenses reported as construction in progress for the renovation/expansion of ADUC that were capitalized and moved to capital asset categories. Accumulated depreciation on buildings and equipment was \$214,637,350 at March 31, 2020 and \$202,391,059 at March 31, 2019.
7. Deferred outflows of resources include the amount of pension and OPEB contributions paid to KTRS and KERS from July 1, 2018 through June 30, 2019. These amounts were paid subsequent to the June 30, 2018 measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2020. Deferred outflows also include amounts related to changes in assumptions used in the calculations by the actuaries.
8. Accounts payable and accrued liabilities include amounts due to vendors and amounts due for withheld and matching portions of payroll taxes and estimated claims payable, but not paid until after the Statements of Net Position date.
9. Unearned revenue from federal and state grants represent amounts received but not expended at the Statements of Net Position date. Unearned revenue also includes tuition billed on or before March 31 for future terms.
10. Bonds and capital lease obligations include the current and long-term portions of amounts borrowed for the purchase of plant assets. On April 26, 2019, the University entered into a lease agreement with Dell Financial Services for infrastructure equipment in the amount of \$607,835. The University also made principal payments on outstanding debt in the amount of \$5.4 million and amortized \$145,000 in Bond Reoffering Premiums.
11. Net pension and OPEB liability is due to the implementation of GASB 68 and GASB 75, which required Morehead State University to record its proportionate share of the Commonwealth of Kentucky's net pension and net OPEB liability.
12. Deferred inflows of resources include bond premiums from the issuance of the 2014 Series A and B and 2016 Series A General Receipts Bonds. Also, included in this category are deferred inflows from changes in assumptions and changes in proportionate share of contributions related to GASB 68 and 75.

MOREHEAD STATE UNIVERSITY
Unrestricted Current Funds
Budget Amendments
For the Period January 1, 2020 to March 31, 2020

Description	Opening Budget As of 1/1/2020	Adjustments	Amended Budget As of 3/31/2020
Revenues and Other Additions			
Tuition and Fees	\$ 64,905,397	\$ 76,547	\$ 64,981,944
Government Appropriations	38,466,800	-	38,466,800
Indirect Cost Reimbursement	815,000	-	815,000
Sales and Services of Ed. Activities	1,892,877	190,010	2,082,887
Other Sources	4,041,113	146,123	4,187,236
Budgeted Fund Balance - E&G	9,020,125	-	9,020,125
Auxiliary Enterprises	20,682,300	11,047	20,693,347
Budgeted Fund Balance - AUX	1,944,000	-	1,944,000
Total Revenues and Other Additions	<u>\$ 141,767,612</u>	<u>\$ 423,727</u>	<u>\$ 142,191,339</u>
Expenditure Authorizations by Division			
Educational & General			
President & Administration	\$ 2,089,429	\$ (139,939)	\$ 1,949,490
University Advancement	2,447,121	(35,842)	2,411,279
Administration & Fiscal Services	17,844,528	(462,726)	17,381,802
Student Affairs	16,177,459	(93,164)	16,084,295
Academic Affairs	49,632,544	(573,726)	49,058,818
Debt Service & Mandatory Transfers	3,656,486	-	3,656,486
Other	30,708,372	2,224,953	32,933,325
Total Educational & General	<u>\$ 122,555,939</u>	<u>\$ 919,556</u>	<u>\$ 123,475,495</u>
Auxiliary Enterprises			
Administration & Fiscal Services	\$ 11,430,331	\$ (326,600)	\$ 11,103,731
Student Affairs	813,057	(23,991)	789,066
Debt Service	5,311,077	-	5,311,077
Other	1,657,208	(145,238)	1,511,970
Total Auxiliary Enterprises	<u>\$ 19,211,673</u>	<u>\$ (495,829)</u>	<u>\$ 18,715,844</u>
Total Expenditure Authorizations	<u>\$ 141,767,612</u>	<u>\$ 423,727</u>	<u>\$ 142,191,339</u>

MOREHEAD STATE UNIVERSITY
Unrestricted Current Funds
Budget Amendments
For the Period January 1, 2020 to March 31, 2020
Notes of Significant Adjustments to Revenue and Other Additions

Sales and Services of Educational Activities

Unbudgeted revenue allocated during the third quarter totaled \$190,010

- Eagle Excellence Fund (EEF) support from the MSU Foundation totaled \$90,652
- Other miscellaneous revenue allocations totaled \$99,358
 - \$62,462 Academic Affairs
 - \$27,950 Student Affairs
 - \$8,838 Administration & Fiscal Services
 - \$108 University Advancement

Other Sources

Unbudgeted revenue allocated during the third quarter totaled \$146,123

- Unbudgeted support from the MSU Foundation totaled \$55,780
 - \$20,459 Academic Affairs
 - \$31,802 University Advancement
 - \$2,500 Administration & Fiscal Services
 - \$1,019 Student Affairs
- Endowment income allocations primarily to Academic Affairs totaled \$28,748
- Other miscellaneous revenue totaled \$61,595
 - \$30,000 Administration & Fiscal Services
 - \$18,000 Auxiliary-Student Affairs
 - \$7,429 Academic Affairs
 - \$3,922 Student Affairs
 - \$2,160 Auxiliary-Administration & Fiscal Services
 - \$84 President

MOREHEAD STATE UNIVERSITY
Budget Amendments Greater Than \$200,000
For the Period January 1, 2020 to March 31, 2020

From: <u>Revenue and Other Additions</u>	To: <u>Division/ Budget Unit</u>	<u>Amount</u>	<u>Description</u>
----------------------------------------------------	------------------------------------------------	---------------	--------------------

None.

MOREHEAD STATE UNIVERSITY
Capital Outlay Status Report
Agency Funds
For the Period of January 1, 2020 to March 31, 2020

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
I. Equipment Purchases \$200,000 or Greater			
None			
II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$1,000,000 or Greater			
Water Treatment Plant Sediment Basin	\$ 1,600,000		In Planning

**APPROVE 2020-2021 OPERATING BUDGET,
FEE SCHEDULE AND PERSONNEL ROSTER**

**BOR (VII-B-2)
June 18, 2020**

Recommendation:

That the Board of Regents approve the recommended 2020/2021 Operating Budget, which totals \$135,393,000, the 2020/2021 Fee Schedule, and the 2020/2021 Personnel Roster.

Background:

The 2020/2021 Operating Budget for Morehead State University presents a financial plan for the year and outlines our priorities, resources and planned use of unrestricted operating funds. The recommended budget totals \$135.4 million and was developed in consideration of the following factors:

- Strategic goals of the University and the Commonwealth
- Fiscally conservative approach
- Performance Based Funding Model
- Projected enrollment
- Affordability for students
- Uncertainty of pension costs
- Uncertainty and disruption of the COVID-19 pandemic
- Economic climate – need for flexibility in changing times and possible state funding reductions

The budget reflects the continued commitment to advance the University's mission by focusing on the goals and objectives as defined in *Come SOAR With Us, Morehead State University Vision & Strategic Plan 2018-2022*. The budget preparation process was inclusive of campus input and representation from various constituency groups.

Analysis – Operating Budget:

Educational and General Revenue:

Educational and General Funds (E&G) represent 84.0 percent of the total unrestricted operating budget and are the primary source of funds for the instructional mission and operational support of the University. The primary sources of the E&G budget include tuition and fee revenue of \$59.5 million (52.3 percent) and state appropriation for operating of \$38.3 million (33.7 percent). The total reflects a decrease in tuition and fee revenue of \$5.4 million (8.3 percent) and \$133,900 (0.3 percent) in state operating appropriation from the current year budget.

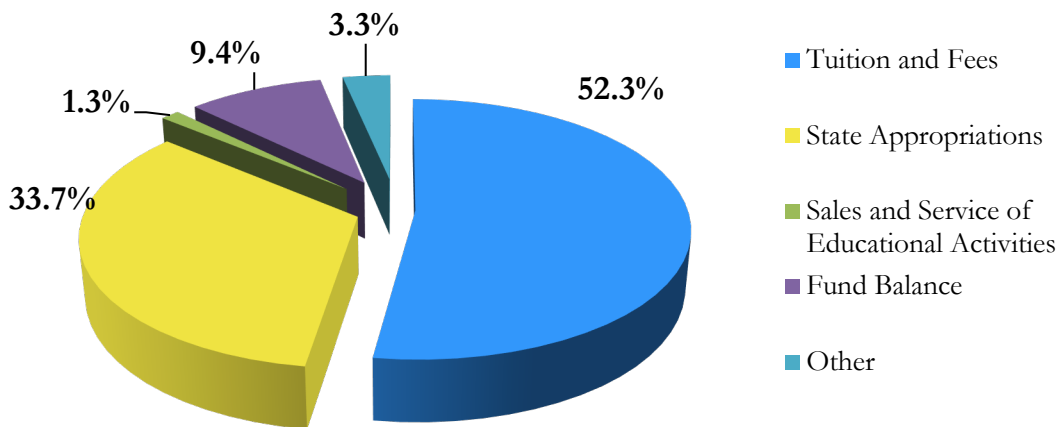
The enrollment projection for 2020/2021 takes into account multiple factors including graduations, historical student progression toward degree, retention, and external factors for select student populations. Additionally, the projection for new undergraduate students is set at a conservative level to account for the possible decrease in students due to the pandemic or economic factors.

The net decrease of \$133,900 in state operating appropriation is a result of the following offsetting factors:

- \$712,900 decrease from 2 percent stop-loss provision in the state’s performance based funding model that prevents any institution from losing more than 2 percent of state funding as a result of implementing the funding formula outlined in the model
- \$329,000 increase for the Craft Academy for Excellence in Science and Mathematics to support fourteen additional students
- \$250,000 non-recurring increase in 2020/2021 for the Space Science Center to install a twelve meter satellite tracking antenna for research and student training (NASA JPL gifted the antenna to MSU. The funding from the state is for the installation and site preparation.)

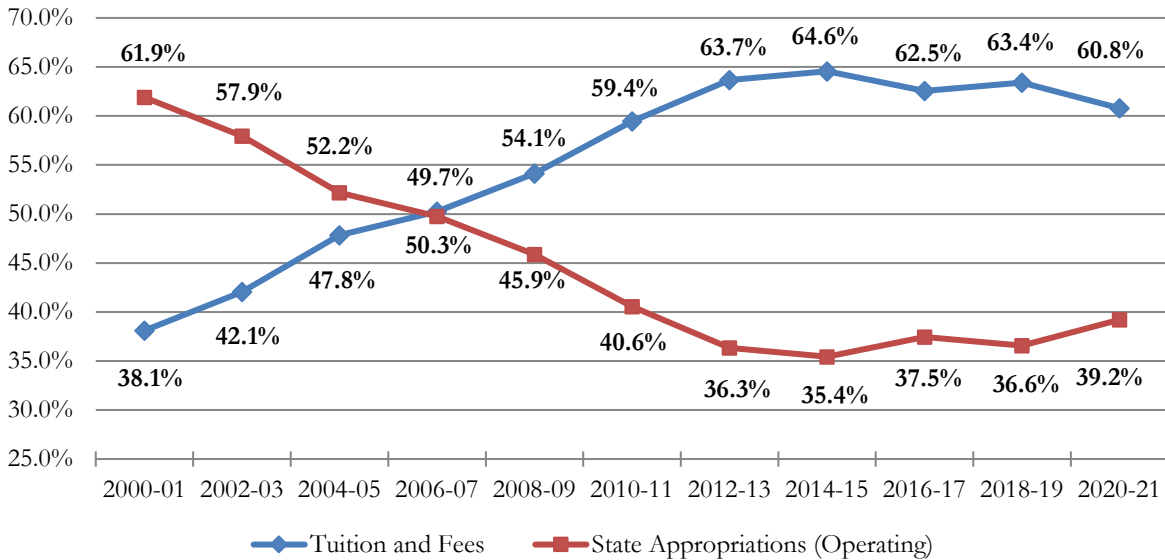
The following chart summarizes 2020/2021 budgeted unrestricted E&G revenue by major revenue category.

Educational & General Revenue 2020/2021 Operating Budget



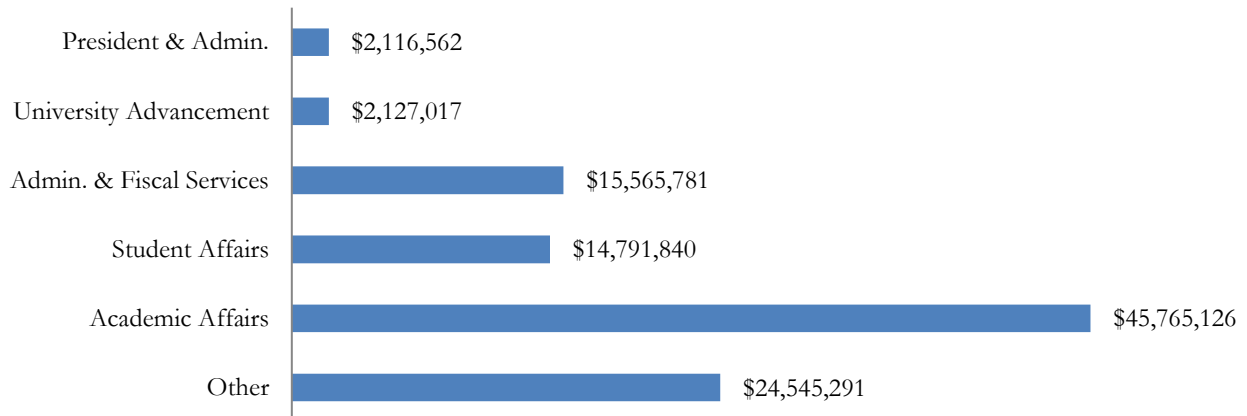
The 2020/2021 E&G Operating Budget reflects a continuation of the multi-year trend of the institution's dependency on tuition and fee revenue as state support has declined. The following chart illustrates the shift of funding responsibility since the early 2000s from the state to students and families.

Student Share vs. State Share



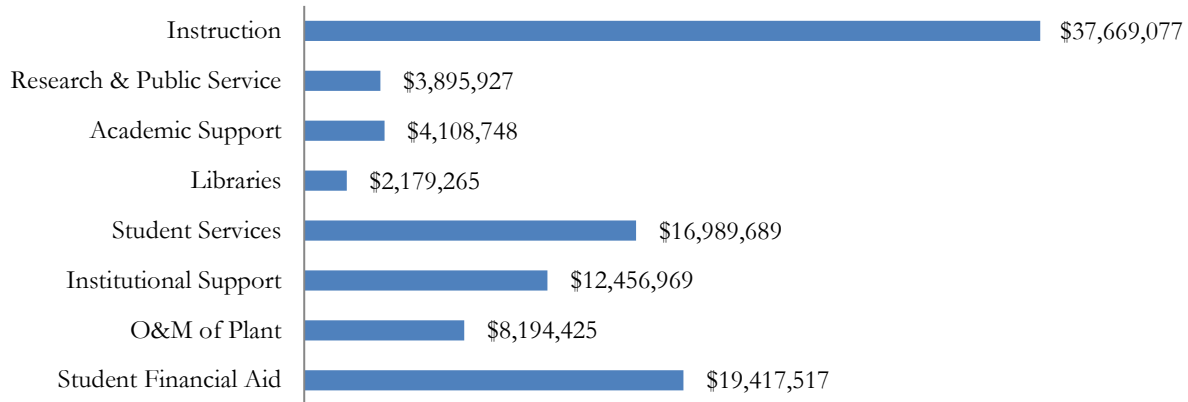
The following chart summarizes the 2020/2021 budgeted unrestricted E&G expenditures by organizational area. President and Administration includes President's Office, Board of Regents, Planning, Performance & Effectiveness, Testing, Diversity, Community & Government Relations, Internal Audits, and University Earn to Learn. Other includes Student Financial Aid, Other Instruction, Faculty & Staff Benefits, and Undistributed Institutional Support.

2020/2021 E&G Operating Budget by University Division



The following chart summarizes the 2020/2021 budgeted unrestricted E&G expenditures by functional category.

2020/2021 E&G Operating Budget by Functional Category



Student Financial Aid:

The University demonstrates a continued commitment to affordability by including \$19.4 million (18.5 percent of E&G expenditures) in the 2020/2021 Operating Budget for student financial aid awards. Additionally, \$1.8 million is budgeted across all divisions in student wages accounts dedicated solely for student employment.

Fund Balance Allocation:

Fund Balance reserves are generally budgeted within the unrestricted operating budget to address strategic needs of a non-recurring nature such as capital projects, investments in property and equipment, and carry forward of prior year budget allocations. Fund balance allocations in the 2020/2021 Operating Budget include \$1.9 million carry forward of 2019/2020 budget encumbrances for ongoing renovation and asset preservation projects, \$1 million carry forward of operating expense budgets, \$70,000 for engineering fees associated with the Water Sediment Basin project; \$477,262 contingency for instructional support; \$1.6 million for healthcare self-insurance reserve, \$5.4 million for E&G budget reserve (5 percent of E&G recurring expenditure budget), and \$789,000 for Auxiliary budget reserve (5 percent of auxiliary recurring expenditure budget).

Additionally, the 2020/2021 Operating Budget includes \$3.2 million fund balance allocation necessary to replace anticipated revenue losses resulting from the unprecedented COVID-19 health pandemic. During the 2020/2021 fiscal year, the President will take actions to minimize the reliance on the use of this fund balance allocation.

Auxiliary Enterprises:

Auxiliary Funds are generated by enterprises that are essentially self-supporting through charging fees to students and others external to the institution. Auxiliary enterprises generate approximately 13.1 percent of the University’s operating revenues and include services for student housing, dining and food services, Document Services, University Store, and Eagle Trace Golf Course.

Source and Use of Funds:

The following chart aligns the various sources of funds with the University’s use of funds to illustrate where University resources originate and what they support.

Funds	Source of Funds	Use of Funds
Recurring E&G Revenues	<ul style="list-style-type: none"> ▪ State Appropriation ▪ Tuition and Mandatory Fees ▪ Course and Program Fees ▪ Athletic Revenues ▪ Transfers ▪ Student Service Fees 	<ul style="list-style-type: none"> ▪ Instruction ▪ Public Service ▪ Administrative Support ▪ Student Financial Aid ▪ Instructional Support ▪ Student Services ▪ Operation & Maintenance of E&G Facilities ▪ Research
Fund Balance	Savings and reserves from prior years	<ul style="list-style-type: none"> ▪ Capital Projects ▪ Non-recurring Strategic Investments ▪ Budget Reserves ▪ Non-recurring Revenue Losses
Auxiliary Enterprise Revenues	<ul style="list-style-type: none"> ▪ Rental of Housing Facilities ▪ Dining & Food Services ▪ University Store ▪ Eagle Trace Golf Course ▪ Document Printing Services 	<i>Self-supporting auxiliary units pay their expenses and receive no taxpayer or tuition support.</i>

Analysis – Fee Schedule:

A comprehensive review of the University’s fee schedule is conducted annually and recommended changes are presented to the Board for approval. The recommended 2020/2021 Fee Schedule is presented on pages C-1 through C-28 of the Operating Budget.

Tuition and Mandatory Fees:

On April 24, 2020, the Council on Postsecondary Education (CPE) voted to forgo setting a tuition increase parameter in 2020/2021 for resident undergraduate students at public colleges and universities. The decision provides universities and KCTCS maximum flexibility to respond to student needs and manage institutional resources during the COVID-19 pandemic. Final tuition and mandatory fee rates are scheduled to be approved by CPE on June 19, 2020.

Although the flexibility in the tuition increase parameter established by CPE would allow MSU to increase base tuition, the University’s Commitment to the Commonwealth launched on April 10, 2020 included freezing tuition and fees at the current year rates. This dedication to affordability for our students and families is the fundamental principle of that commitment. Even with difficult budget constraints and uncertainty in the coming fiscal year, MSU remains steadfast in providing affordable access to high quality academic programs. Our tuition and fee rates in 2020/2021 will remain near the lowest in the state among public 4-year postsecondary education institutions.

A summary of changes in recommended resident undergraduate tuition and mandatory fees (listed separately) is listed below.

Per Semester Rates	Fall 2019	Fall 2020	Increase
Tuition			
Resident Undergraduate Base Tuition (12-18 hours)	\$4,485	\$4,485	\$0
Mandatory Fees			
Student Recreation & Wellness Fee	\$100	\$100	\$0
Facility Fee	\$60	\$60	\$0
Total Tuition & Mandatory Fees	\$4,645	\$4,645	\$0

The proposed rate schedule listed below is within the tuition parameters and non-resident student tuition and fee policy set by the Council on Postsecondary Education for 2020/2021.

Tuition and Mandatory Fee Schedule Effective Fall Semester 2020		
Tuition	Undergraduate Full-Time Rate (12-18 Credit Hours)	Per Credit Hour Rate
Undergraduate		
Resident	\$4,485	\$374
Non-Resident (Domestic)	\$6,778	\$565
International	\$11,365	\$948
Graduate		
Resident		\$570
Volgenau College of Education (600-level)		\$374
Non-Resident (Domestic)		\$570
International		\$570
<i>Notes:</i>		
1. <i>Full-time status is achieved for undergraduate students when enrolled in at least 12 credit hours per semester.</i>		
2. <i>Undergraduate students enrolled in more than 18 credit hours will be charged the Full-Time Rate plus the additional Per Credit Hour Rate for each credit hour above 18.</i>		
3. <i>The Full-Time Rate does not apply to graduate students. All graduate students are charged on a per credit hour basis.</i>		
4. <i>Resident graduate students enrolled in 600-level courses offered by the Volgenau College of Education with course prefixes EDAH, EDEC, EDEL, EDF, EDGC, EDIL, EDMG, EDSE, EDSL, EDSP, EDTC, EDTL, EDUC, and IECE will be assessed tuition at the same per credit hour rate as undergraduate resident students.</i>		
5. <i>Per credit hour rates also apply to students enrolled in a summer or winter session.</i>		
6. <i>All students will be assessed a \$9 per credit hour student recreation and wellness center mandatory fee with a maximum charge of \$100 per academic term.</i>		
7. <i>All students will be assessed a \$5 per credit hour facility fee with a maximum charge of \$60 per academic term.</i>		
8. <i>Non-resident (domestic) and International undergraduate students enrolled exclusively in internet courses and/or enrolled exclusively at a regional campus center will be assessed tuition and fees at the undergraduate resident rate. Academic courses delivered with at least 50% of the instruction online are categorized as internet courses.</i>		
9. <i>Students enrolled in internet courses will be assessed tuition at the applicable rate and will be assessed a \$15 per credit hour course fee.</i>		

Student Housing:

Housing rental rates are established to remain competitive with other state universities and the local housing market with similar amenities. To keep MSU housing as an affordable option for our students, there are no rental rate increases recommended for 2020/2021. However, there are offsetting adjustments to the rates of three residence halls resulting from changes in designated break housing. Fields Hall and West Mignon Hall are currently designated for “break housing” that remain open during University closed periods (Thanksgiving Break, Winter Break, and Spring Break). In 2020/2021, these two residence halls will not be designated for break housing, therefore rental rates are being lowered. Conversely, Alumni Tower will be designated for break housing and the rate is being increased. The average residence hall rate recommended in the 2020/2021 Operating Budget is \$2,670 per semester.

Analysis – Personnel Roster:

Salary and Benefits:

Due to budget limitations facing the University with continued reductions in state appropriation, enrollment challenges, rising fixed costs, unknown pension cost increases, and economic uncertainty resulting from the coronavirus pandemic, there is no annual base salary increase recommended for faculty and staff in the 2020/2021 Operating Budget. Salary increases associated with faculty promotion and tenure policies, education attainment policies, position reclassification or other policy or employment agreements have been provided and are included in the 2020/2021 Operating Budget recommendation at a cost of \$87,905.

The 2019/2020 Operating Budget included funding for the anticipated mandatory increase from 49.47 to 83.43 percent for the employer contribution rate for non-hazardous duty positions in the Kentucky Retirement System (KERS). However, with passage of House Bill 1 during the 2019 Special Session and House Bill 352 during the 2020 Regular Session, the employer contribution rate was kept at 49.47 percent for fiscal years 2020 and 2021 for quasi-governmental agencies. The 2020/2021 Operating Budget includes a decrease of \$1.2 million in employee benefit accounts from reducing the budgeted contribution rate from 83.43 back to 49.47 percent. The employer contribution rate for hazardous duty positions in KERS will decrease from the current rate of 36.85 to 36.00 percent in 2020/2021.

A significant expense in the University’s budget is the cost of the employee insurance programs. The 2020/2021 Operating Budget includes \$6.9 million for the cost of the health insurance program, \$90,023 for the life insurance program, and \$637,134 for other employee-related insurance coverage. The health insurance budget allocation per full-time position increased by \$120 (1.4 percent) in 2020/2021.

The 2020/2021 Operating Budget includes \$625,000 for the cost of the MSU faculty and staff tuition waiver program.

The 2020/2021 Personnel Roster contains a listing of the recommended authorized positions as of July 1, 2020. Funding for each position listed in the roster has been included in the proposed 2020/2021 Operating Budget. A total of 864 positions are recommended for 2020/2021 with an estimated 829 positions contracted to be filled as of July 1, 2020. Total personnel expenditures represent 48.3 percent of the total expenditure budget.

Guided by *Come SOAR With Us, Morehead State University Vision & Strategic Plan 2018-2022*, a model was implemented in 2018/2019 to fractionalize workloads of staff positions to utilize expertise and reallocate resources in support of the core university mission. In 2019/2020, the model was revised to reduce the number of fractionalized workloads. The 2020/2021 Personnel Roster includes 27 fractionalized staff positions with an instructional assignment to teach an agreed upon number of credit hours in 2020/2021. Additionally, there are 35 positions with joint appointments with regular work assignments reflected in two separate budget units.

The personnel roster is organized by division, with exempt (salary) and non-exempt (hourly) positions listed separately. The following information is shown for each position:

- Position ID number
- Employee currently holding the position
- Position title
- Appointment status if not a regular, full-time standing appointment
- Recommended salary or wage at the start of the 2020/2021 employment period
- Employment months for exempt employees

Alignment of Planning and Budgeting:

The following list highlights several areas where resources are aligned in the 2020/2021 Operating Budget to support *Come SOAR With Us, Morehead State University Vision & Strategic Plan 2018-2022*. Certain budget initiatives support multiple goals in the strategic plan and are listed in each of the respective areas.

Student Success

- Implemented tuition discount program for KCTCS full-time employees enrolled in Ed.D program
- Continued support for student recruitment program contract (marketing & recruitment, recruitment list purchases, predictive analytics)
- Priority criteria for under-represented minority and low income students in distribution of University Earn to Learn student wages
- Continued support for University Earn to Learn student wages
- Increased support for Quality Enhancement Program (QEP) focused on high-impact learning practices

- Reallocated funds to support QEP Internship Program
- Aligned Undergraduate Fellowship Program to be part of QEP
- Recurring support for instruction of enhanced courses
- Continued support for student peer coaches, tutors, and career counseling
- Continued support for Mental Health Counselors
- Continued support for student diversity initiatives and programming
- Continued support for self-service module (course scheduling, financial management, etc.)

Outcomes (Performance Based Funding)

- Increased funding for QEP focused on high-impact learning practices to increase retention and progression rates
- Continuation of tuition discount program for KCTCS full-time employees to increase graduate and transfer student enrollment at affordable rate
- Continued support for technology for data analytics and performance metrics
- Budgeted revenue from lease of Laughlin Building
- Continuation of fractionalized workload model for staff with instructional assignment
- Continued funding for institutional matching requirement of SEOG (need-based federal student financial aid)
- Continued support for merit-based scholarships for gifted student high school participants (i.e. Craft Academy and Governor's Scholars Program)
- Remain competitive in cost of attendance by freezing tuition and housing rates
- Lowered tuition rate for resident graduate students enrolled in 600-level courses offered by Volgenau College of Education
- Realigned resources to support instruction and student services
- Managed pension costs

Academic Excellence

- Continued support for Faculty Center for Teaching & Learning
- Continued support for instructional recruitment
- Increased faculty and staff salaries as defined by policy (i.e. promotion and tenure, educational attainment)
- Increased support for Quality Enhancement Program (QEP) focused on high-impact learning practices
- Reallocated funds to support QEP Internship Program
- Aligned Undergraduate Fellowship Program to be part of QEP
- Continued support for Summer Success Academy
- Continued support for Honors Program
- Continued support for instructional equipment
- Continued support for classroom and computer lab technology
- Increased funding for cost increases of software that supports academic programs
- Increased funding for F&A cost recovery distribution formula to include the PI/PD of the external grant that generated the F&A reimbursement

Rankings, Reputation & Regional Responsiveness

- Increased percentage of Educational and General expenditure budget allocated to Instruction to improve position in rankings
- Implemented tuition discount program for KCTCS full-time employees enrolled in Ed.D Program
- Lowered tuition rate for resident graduate students enrolled in 600-level courses offered by Volgenau College of Education
- Continued support for alumni relations, fund raising, communications & marketing to promote MSU's reputation and increase private giving
- Continued support for economic development grant matching
- Continued support for community relations
- Continued support for student outreach programs (i.e. Governor's Scholars Program and Rogers Explorers)
- Continued support for Regional Campus Centers
- Lease of Laughlin Building to City of Morehead for community recreation activities
- Continued support for service learning that provides community service opportunities for students

Budget Adoption Resolution:

The parameters outlining the administration's management responsibilities related to the 2020/2021 Operating Budget and periodic reporting requirements to the Board of Regents are specified in the following Budget Adoption Resolution.

Morehead State University
Board of Regents
Resolution
Budget Adoption
2020-2021

BE IT RESOLVED, that upon due consideration and upon recommendation of the President, the following budget authorizations, totaling \$135,393,000 are approved for Morehead State University from unrestricted current funds, for the fiscal year beginning July 1, 2020, and ending June 30, 2021, subject to the realization and receipt of revenues totaling a like amount. Expenditure of funds from restricted sources such as state, federal or private gifts, grants, contracts or appropriations are authorized, subject to the realization of funds.

In the event current fund revenues now estimated should not be realized to equal \$135,393,000, the President shall take appropriate action to reduce budget authorizations to amounts sufficient to ensure that expenditures do not exceed available revenues. The President shall report to the Board in advance any major deviations from the approved operating budget. The President may make other adjustments to the budget subject to the following:

In the event actual revenues exceed estimated revenues, the President may authorize an increase in the unrestricted current funds expenditure budget in an amount not greater than five percent of the Board's authorized expenditure level. The Board may ratify increases and reauthorize expenditure levels within the five percent cap during a regular or special Board meeting. Increases greater than five percent of the authorized expenditure budget must have prior approval of the Board.

The President may authorize and approve internal operating budget adjustments as the President determines such adjustments to be in the best interest of the University. Except, if adjustments to any one of the four divisions (i.e. Academic Affairs, Administration & Fiscal Services, Student Affairs, and University Advancement), increase the total operating expenditure authorization of a division by more than seven percent, then it must have prior approval of the Board. The Board may ratify increases and reauthorize expenditure levels within the seven percent limitations during a regular or special Board meeting.

Any equipment item with a purchase price of \$200,000 or greater must have the prior approval of the Board of Regents, be contained in the Biennial Legislative Appropriations Act as required by KRS 45.750, and be reported to the Board as part of the quarterly financial report when purchased.

Any capital construction project, information technology system, or land acquisition of \$1,000,000 or greater must have the prior approval of the Board of Regents, be contained in the Biennial Legislative Appropriations Act in accordance with KRS 45.750, and be reported to the Board

as part of the quarterly financial report when planned for the current fiscal year.

The Quarterly Financial Report shall contain a report that reflects the opening budget for the quarter and budget amendments during the quarter for each major category of revenue and expenditure. This report shall provide the necessary detail for amending the budget as permitted by this resolution.

In the incurrence of financial obligations and the expenditure and disbursement of University funds resulting from this authorization, all units and individuals within the University shall observe and adhere to applicable laws, regulations, and policies of the Commonwealth of Kentucky and Morehead State University which govern the expenditure of funds. Heads of the various budget units shall not authorize nor incur financial obligations in excess of the budget authorization for that budgetary unit. Upon approval of the budget, the President is directed to have printed a detail line item operating unit budget to guide and control the expenditures as authorized.

REPORT ON PERSONAL SERVICE CONTRACTS

**BOR (VII-C-1)
June 18, 2020**

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$10,000 between December 5, 2019, and March 5, 2020.

PERSONAL SERVICE CONTRACTS
December 5, 2019 through May 18, 2020

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Dean Dorton Allen Ford PLLC	Preliminary Audit Services	3/1/20	6/30/20	\$ 12,500	RFP

REPORT ON A/E PERSONAL SERVICE CONTRACTS

**BOR (VII-C-1)
June 18, 2020**

The attached list of design projects through the Architectural and Engineering personal service contracts represents all such design projects between December 5, 2019, and May 18, 2020.

Prepared by: Kim Oatman

ARCHITECTURAL & ENGINEERING PERSONAL SERVICE CONTRACTS**December 5, 2019 through March 5, 2020**

Individual/Firm	Design Project Description	Design Project Beginning Date	Design Project End Date	Design Project Amount	Paid to Date
Civil Design, Inc.	Nunn Hall Structural	10/8/19	In Progress	\$9,065.60	\$0.00
CMTA	Alumni Tower Chiller	11/20/19	In Progress	\$ 46,000	\$0.00
Cornerstone Engineering, Inc.	Camden-Carroll Library Canopy	9/9/19	10/17/19	\$6,040.17	\$6,040.17
EOP Architects, PSC	CHER Radiography Lab	10/1/19	In Progress	\$22,575	\$0.00

Prepared by: Kim Oatman



Morehead State University is committed to providing equal educational opportunities to all persons regardless of race, color, national origin, age, religion, sex, sexual orientation, gender identity, gender expression, disabled veterans, recently separated veterans, other protected veterans, and armed forces service medal veterans, or disability in its educational programs, services, activities, employment policies, and admission of students to any program of study. In this regard the University conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. This includes: Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Executive Orders 11246 and 11375, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and Kentucky Revised Statutes 207.130 to 207.240; Chapter 344 and other applicable statutes. Vocational educational programs at Morehead State University supported by federal funds include industrial education, vocational agriculture, business education, and the associate degree program in nursing. Any inquiries should be addressed to: Affirmative Action Officer, Morehead State University, 301 Howell-McDowell Administration Building, Morehead, KY 40351, 606-783-2097.