The following are unofficial notes taken by a faculty member, a guest at the Board of Regents Meeting. These notes do not constitute official minutes of the meeting.

BOR Committee Meeting 1/19/2017

Academic Affairs Committee: Farris (focus on mission - reviews): minutes – approved. Executive Summary Report (Jackson) – SACs reaffirmation, 3 external accreditations (MUS, PUA – missing faculty for self-study, NUR – DNP self-study completed for submission) EF – who is a part, how does that look? Continuous cycle of improvement. KB – challenges? CJ – NUR documentation of continuous improvement and cycle of assessment. Academic Program reorganization – Direct Reports to VPAA, College of Arts and Sciences – College Dean, Divisional Chairs for BSS (+Criminal Justice), Biological and Technical Sciences, and Division of the Humanities. Move CJE to CAS, COS to Sciences. Endowed chairs for part of Dean structures? Yes, Dean and Endowed Chairs. Pay difference between directors and chairs? College of Professional Studies units have licensures. CJ – pay scale is different. EF – why Dean and chairs in CAS, Dean and directors in CPS? CJ no difference, suggestion. President – schools have directors, divisions have chairs. Schools are paid more – normally usually happens. KB – had this discussion last time. Board asked for definitions, differences, and comparisons at similar institutions. To help with clarity. Position descriptions. What are the differences, career ladders, and compensation. President – need to look at skill in CPS. If is a point of contention, I do not think it should be. KB – fair to employees. EF – I do not see where we asked for the information, but I think it would be good for us to see it. Committee would like to have Dr. Jackson to bring back, titles, compensations, job descriptions. Will have an impact since we do not have another meeting until April. Will it impact budget? KB – we do not have enough information at this point. EM – foundation is covering the endowed chairs, Dean and chairs? A Dean is 150,000, and endowed chair is free. CJ – no requirements were set forth for endowed chairs. Scholarly lecture series to bring it. EM – endowed chair is specialized, to take on a broader role is different expectation. DG – revising faculty handbook, job descriptions and titles, how are we on that process? CJ – working on going through and make sure is comparable. Scholar as a part of the campus community, to found the dean structure. To bring in scholars from their respective fields. Pursue external funds to support scholar series, supplemental package for travel and recruiting. EM – is it indefinitely? CJ – part of the endowment. President – Dr. McFayden you are hitting on something important, endowed chairs are expected to bring in funds and grants, needs to explained in the faculty handbook. EM – definition by academia. President – shape matching funds. EF – requesting CJ to bring back, reorganization of academic programs, do need reorganize academic affairs department, what is missing to make a decision is definition of terms, financial impact, expenses now with current structure, data on people who will be effected, need more rigor in programs, four pillar programs, low enrollment and research that jobs in those areas are not going to continue – consider teaching out those programs. Be cost effective and build great program. DNP with focus on aging. President: 3 big areas to build out, health sciences, school of education, business and PUA; agriculture, food sciences. Also forensic psychology is a great program to go, with criminalistics and the sciences. Need to do immediately to grow these programs. EF – we have people with 1-2 people in them are not graduating many out of those, needs to be considered in the analysis. College of Education can be more relevant, in discussions with superintendents. Anything else you need from this board to move forward with reorganization? CJ – ok with Dean structure? Can I move the departments where I need them to go. Student regent? What was problem with dean structure? CJ – have to deal with all chairs, and cannot lead, rather than dealing

with 3 administrators and the everyday administration. President: think about future, design top notch programs that will be able to attach students, and 21st century structure that we can build upon. We'll have to forward fund anything we do. Discussion should be around what creates the best opportunity for growth. KB- July 2015 BOR meeting, KSU be students' 1st choice. Better rigor, more competitive programs, lets create a structure that creates a better structure and increasing performance of the institution. EM – what to look at the data. Will foundation support a dean structure attached to endowed chair. CJ – what about program structures? Regent Jensen: we have to spend money to keep university active and engaged. Is this what others are done? EF – Mary Pat Wohlford, please come to the table, Registry. MPW – reorganization process, history of involvement, some programs will never cover their costs, COS, PSY, sciences and such will and some. Worked with IR to finalize plan, all didn't agree. Need to move quickly on this tasks. Identified task in October, it is now January. Need definitions, crafted in such a way that provost has small number of reports, who are accountable. Registry wrote explanatory paper and cost analysis for the org chart, (BOR hasn't seen), reported to President and Cabinet members. Easiest to work with academic affairs. Work was in isolation. Still content that was developed and proposed, needs to be shared with those who need it. Need for rapid convergence. EF – you have done it, and this is the recommendation that you made. MPW – yes. Not the end step. Didn't write definitions for chairs. Missing step was vetting all the work we did. Would have been wonderful to meet with the faculty overall, with the senate, the provost, and seek agreement. Doesn't mean we will all agree. That's the nature of higher ed. Beauty is to listen to students' perspectives, we be in trouble if we don't. Focus becomes on discontent. Suggest that we found those documents, share them quickly, and engage in robust conversations. Regent Barfield – org chart presented, did registry sign off on it? MPW – don't have a copy. KB – is it the same? CJ – only changes is CJE and COS. Not as title heavy, administration heavy, and one that is consistent other institutions. CJ – 90% is registry. MB – what is registry's current work? MPW – ends in January. CJ – Dean's council, and direct report meeting. Right now have direct reports, and all academic chairs. Dean's 50% course release, Chair's 25% course release. President – I thought what the registry had been vetted, I was just coming on. Cost $300,000 to build out school of education. EF – do you have what you need to move forward? CJ – approval to move academic programs reorganization, not the dean structure. Motion – moved, seconded, approved. KB – want Registry information to BOR immediately, to put budget forward. President – needs lively discussion around this. EF – not personal, all business. Move the ball down the court. Short synopsis of next items,

CJ - Tenure and Promotion – April deadline to revise by July meeting. Educational support, 2+2 program (N= 18) most in band 77.78% at 2.0 and above, 44.44% 2.5 and above. Thorobred improvement program to help those. KB = are we recruiting like that again? President – it was a pilot. Recruiting those to fit to our full admissions requirements. Not recruiting for that program. KB – criticism of how much it cost us to educate students, how much has this cost us for these students? Happy they are doing well. How much does it cost us? Faculty student 11:1, including staff 27:1. It cost KSU more money to educate a student than any other institution in the state. EF – goes back to our culture that was created, moving forward needs to change. Our students have more challenges. Need to continue to have that discussion. Increasing enrollment and funding, be strategic, can't have it both ways. Early alerts? CJ – EAB faculty members submit alerts. EF – are they consistent across campus? CJ – yes. Been very helpful. Our faculty responded better than EAB staff have ever experienced. President – restricted and unrestricted budgets. Spurious numbers if count land grant. Jackson and Wheeler do comparison of 2+2 with full admits and bring back. We have to complete to get the small pool of students who meet our admission standards

with other institutions. KB – access and completion is our mission. If we take students who have lots of needs, we need to meet those needs as our students leave with debt and doesn't help them, we have not done that in the past. Reinstitute UNV 102. KB – faculty person? CJ – no, faculty teaching as overload. KB – talk about that off line. CJ – UNV 102 as service learning, syllabus in appendix. EF – page 26, transfer after 30 hours. Do we have any way of finding out why students are transferring? Very important to know. Performance funding, graduation is very important. CJ – Wheeler to compare in the clearing house. Revised withdrawal forms to create data in real time. EM – it's financial aid. Student regent – many reasons. Financial, social, career needs. President – unrealized expectations, natural reasons in junior and senior years. Need to be proactive. Should be calling everyone to find out why. We have a much larger transfer out, and a huge drop rate. Tells story about culture and climate. EM – information should go all the way down to the chairs. CJ – retention liaisons are working on that, high touch, will get information to chairs. EF – too late to wait for another institution to ask for transfer. CJ – model we are trying with model with faculty mentor, success coach, and advisors. President – get data, and build early warning system. EF – disability and accommodations, increase in students with, page 23, "when needed and reasonable" are their specific federal guidelines? DDT what is being done? CJ – increased test time, readers, self-identify. President – there are guidelines. EM – first thing that is reviewed in syllabus. CJ – approve graduates from December and August 2016. Motion, moved, seconded, passed.

BOR full meeting 1/20/17

Approved October minutes, approval of meeting dates, special meetings for budget in June 16th and 17th- approved

Update on Presidential Search – Regent L. review process history. Meeting next week. 2 timelines. 67 applications. Committee workshop and presentation in January. Pleased with progress. Discuss finalist on 1/25.

Academic affairs committee – approved minutes, updates from Dr. Jackson, SACs reaffirmation. Music and Nursing self-studies are done. Request delay in PUA self-study to hire faculty. Reorganization chart – Deans return, 3 divisions CAS, CJE with POS under BSS. Endowed chairs as deans. Descriptions of directors and chairs, salary differences, impact on students, and cost. Teach out and consolidate low performing areas. Build out areas. Dean issue tabled. Wohlford trainings until June. 3 for, 2 opposed reorganization plan without dean. 2+2 cost comparison requested. Motion to Confer degrees, and academic program reorganization. – approved

Audit committee: action item – Presidential travel expense policy. Motion, approved. Review financial statement. External auditors. Motion – approved

Business affairs committee: re-engineering project 18 months, prior findings, grant accounting for drawn downs. More complete list of grants. Appreciate efforts. Auxiliaries to RFP – food services multi-year contract. Fair labor standards act – all exempt employees to have a minimum salaries. Action items – human resources handbook, revised supplier diversity statement – approved.

External Relations committee: no action items, no quorum, updates on alumni, Chaney Brick project. Updated media coverage report, updated website cost, media credentialing by April meeting. Requested deliverables, very good. Portfolio development – move internal to equity, look into moving that 3%.

Student Affairs: N = 1600 enrollment - 16% above last year's numbers. How are we following up with incompletes? Concerned that process is manual. Infrastructure issues. Behind. Enrollment deposit – action item ($100). Passed. Financial aid – updating student packets. Live by march in oracle. No action items. Career, professional development center, Ms. Marcum brought on to assist in activities. Please with Ms. Gilmer's presentation of goals of the center. Residence Life – spring convocation and activities schedule and data collected for learning outcomes and interest in future programs. Need more links with media personnel to publicize. Student housing and handbook. Code of conduct. Fees for breaking housing contract. Tabled during committee to be fully vetted. Housing application fee ($310 new students) ($60 continuing students, property insurance fee). Apartment lease idea. Raise continuing ($100). Upkeep of facilitates. How are we going to sustain system? Exemption fee (residency status not being enforced - $1600) for first year students required, if not following procedure. Auditing purposes. EM – how impact online students? How do you ensure you are not billing online students? Exemption form by certain date. Need to inform students now. Cancellation fee ($100). Need further conversation of all fee schedule. EM – do budget fees carry over across budget years? Don't know. EM – fees help sustain. It's not a sustainability plan. President – although housing is an aux., fees go straight to housing and is subsidized out of ENG. How do we get the housing we need to attract students? Monies coming in does not meet need in housing. AUX is paying maintenance to address issues. Action items (4) – student housing application increase fees, cancellation fee, housing contract default fee, contract term charge. Motion – Student Regent – 3 ok, 1 no. Approved. Residence life handbook and code of conduct (get us information earlier, we are volunteers). Provisional action – policies regarding Title IX compliance for full approval in April. Code of conduct. Substantive changes. Zero tolerance included in handbook. Section 1. EF – how is may, zero tolerance? Independent judicial review? VPSA to review decision without appeal being filed. Student court hears low level infractions. AVPSA is appeals officer. Hazing policy needs to be included in student handbook. KRS 164.175 conform? Motion – approved. EF – page 3, #17 gambling in resident life handbook, what about other property?

Technology update: one component onboarded. Human resources, applicants and new hires. New site for online applications: http://kysu.edu/administration-governance/finance-business/human-resources/employment/ . Campus solution for student piece (fall 2017). Remaining pieces are being redeveloped.

Title III update: spending highlights, career and professional development center renovations, library technology upgrading – architectural updating, some are sustain, some are one time investments. Commonwealth college, Dr. Thomas advising and retention liaisons. President – need to increase funding for advising. Facilities $300,000, trouble moving forward. President – movement is happening with approvals. SAFRA grant was expended on time. Activities that can support – for capacity building, new programs, strengthen programs, accreditation, renovate or construct buildings, professional development and training in academic and non-academic areas. Business affairs and enrollment management. Endowment (20%) match immediate. QEP. Support mission and goals and align with Strategic plan. EM – copy of all positions funded by Title III, needed. Not fair to those employees. KB – tying to strategic planning. President – tided to process and plan. Are those transactional items leading in the direction and are we getting that? How can we build infrastructural capacity? We have facilities in

bad need. Need to enhance those to build upon strategic plan. Need total assessment based on criteria. On new form, must identified how activity tied to strategic plan.

President's report: Strategic updates – program accreditation status to help build AACSB Business school accreditation. Quarterly updates. Dr. Tom Erekson (Dean EKU business and technology, business WIU). Additional faculty and salary cost. Business plan to be brought back at April meeting.

Registry – Baldrige Educational Criteria for Performance Excellence. Developed by NIST. National and state process award. Systems perspective. Scoring rubrics. Campus Cultural and Leadership Surveys forthcoming. Benchmark against past performance and aspirational HBCUs. Campus dashboards to document trends. Gilmer quarterly report, achieved. Equal total enrollment from last year 2/14/16. Will be in dashboard. Action item: Title IX. Provisional approval to be in compliance with law. Approved. SACS/COC reaffirmation 2019: records keeping/shredding/storage movement. 3.11 physical resources citation, 3.3 institutional effectiveness citation. 10 most cited principles – faculty competency, QEP, institutional effectiveness. EM – Dr. Thomas is so methodic, thank you, you really work hard. EF – timeline on portal? President, we are going to give you regular updates. Focused on continued improvement and accreditation.

Closed session.