



- Violence Against Women Act (VAWA) Brochure

**Human Resources Update**

**Dir. Human Res. Courtney Hixon**

*Personnel Policies and Procedures Manual ó New Section IV P ó Parental Leave*

**Board of Regents Self-Ass0 Gs-11(1)1(a)(n)-3s -6P)1(1)(do-rc(4) )-8(o)(d)-B202 Tpd)-5te)JTJETQ000009**





is asking the Legislature to change the law, as have many predecessors, and the General Assembly recognizes the gap the distinction between public and private devices leaves in the Open Records Act and the potential ease for a governance officer to conduct governmental business on devices not subject to public inspection. The inverse world would require all text messages a governmental officer sends and receives on any device to become a public record simply by being in their possession. The statute as it currently exists does not provide for a middle ground. The Attorney General knows that the conduct of business has changed over the last 30 years the last time the Legislature meaningfully addressed the definition of public records. Private devices were ruled as not being subject to the Open Records Act and the Legislature knows the Attorney General believes that and when they subsequently modified the Open Records Act and did not change what the Attorney General



health information (PH

situation. Moving f



Coordinators and publish the address, phone number and email for those individuals and provide campus-wide training and access to written policies, procedures and campus resources. Training should include definitions, ways to report, reference to campus policies and resources and a discussion of sexual harassment and grievance procedures and campus educational sessions/training.

- Ø Sexual harassment represents inappropriate conduct on the basis of sex. Such behavior typically falls into three categories – severe, pervasive and objectively offensive. The threshold for students related to sexual harassment shifted in May 2020 and includes all three categories. The definition of sexual harassment as it applies to students is now unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectionably offensive it effectively denies a person equal access to an educational program or activity. The harassment behavior must meet all three conditions in order to be considered sexual harassment. If one of the conditions is not met that does not mean it should not be reported but the allegation will be addressed under another student conduct policy. There are two types of sexual harassment. The first is quid-pro-quo, meaning this for that, and the commission of such conduct can be made explicitly or implicitly. The second type is the hostile classroom or work environment and the behavior must effectively affect their performance. Sexual harassment allegations against an employee can be severe or pervasive or objectively offensive. The impacted party is entitled to a fair and impartial process but IDEA does not represent either party. The involved parties can have an advocate present on their behalf but IDEA cannot serve as that advocate.
- Ø Confirmation was provided that the universal design concept presented with regard to reasonable accommodations is also being discussed with regard to online learning. Faculty Development

previously been presented to the Board. All were in agreement that it was time to bring a new housing project to campus.

- Ø A planned project scope was developed which resulted in a three-phase approach.
- Ø Renderings were provided showing the new landscape once completed. This work will be undertaken with RISE through a Public-Private Partnership arrangement. The P3 arrangement is based on the concept that the University will be partnering with public entities to assist with financing and bringing the project together.
- Ø As RISE undertook work to identify a third party to assist with this project, key drivers were part of the process that a third party was required to bring to the table. These included national expertise; efficiencies from a design and construction standpoint; economies of scale; risk sharing as far as delivery, budget and schedule and the ability to move at a fairly faster pace than is customary. A great deal of time was spent developing a project structure that represented the right fit for Murray State.
- Ø RISE has been engaged with the Murray State project since the beginning of April 2022 and has been on campus every two weeks at a minimum for a three to four-hour meeting to work through key issues at that particular time. This process began with conceptual design and associated assumptions such as design and cost to ensure a comprehensive overview of the full project.
- Ø The scope includes building two residence halls constructed north of current Hart Hall, as well as constructing a new dining facility to replace Winslow Dining Hall. Each residence hall will have approximately 300 beds to replace 538 beds in Hart Hall and 324 beds in Springer II/old Franklin. Just because facilities have capacity that does not mean they meet the functionality needed for student recruitment and retention today. The desire is to construct four-story buildings with common spaces, kitchen and study areas. Developing a thoughtful layout for these facilities represented a key part of the process so living communities could be developed to further engage students in smaller cohorts. This type of planning also makes it easier to incorporate the residential college concept. Plans are to offer a mix of room types two-bedroom suites (two double bedrooms sharing one bathroom), four-bedroom suites (four private bedrooms sharing two bathrooms and a common living area), as well as ADA rooms. Confirmation was provided that parking would be replaced (approximately 256 spots) on a 1:1 basis. Once this work has been completed, razing Hart residence hall and Spring II/old Franklin is planned. Th

before they will provide final pricing. A determination is being made on how best to engage this market. Construction documents are due on Monday, representing a 95 percent completed set of documents, and these will go through the state for permitting purposes. The construction team will work with the national and regional markets to determine best value options for this project.

- Ø A Request for Proposal (RFP) for a 501(c)(3) non-for-profit organization was issued in summer 2022. The 501(c)(3) will

was commended for his foresight in this regard. Confirmation was provided that work in the Curris Center began this week. Vice Chair Owens commended the administration for bringing in a local contractor Ray Black and Son as part of this process. They have a great deal of experience and are a credible company.

#### Overview of Tuition and Scholarship Models

Dr. Robertson and Ms. White highlighted the following:

- Ø It is believed that the changes which have been made to the tuition and scholarship models will further enhance



Delegation of Authority Item #11 also requires the Board to be notified of all Personal Services Contracts between \$10,000 and \$50,000 before they are submitted to the Legislative Research Commission (LRC). Upon review, individual Board members may request that these be held for approval at the next Board meeting. The edit suggested is that the Delegation item be amended

## **Adjournment**

The Board of Regents adjourned for lunch at 12 noon.

possess these skills. The QA Commons focuses on essential employability qualities for students



that involve perception and minimizing credits to degree. There are still several unknowns in terms of how this model will work, including how many students will be assigned to a Professional Advisor. This will depend on how many staff are willing to serve as Professional Advisors. It is also known that if first-time freshman retention is increased by 1 percent it can increase revenue by \$100,000. This also translates through all areas of the academic experience for a student and the associated funding impact. A model showing the division of labor for this initiative was provided and outlined. The model will be tailored to each specific academic area in terms of the role of both advisors based on what works best for students.

The first-year pilot program is currently being implemented and began with hiring the Coordinator for First-Year Academic Advising. Another Professional Advisor has also been hired and work is continuing on building the coalition for advising excellence that will involve constituencies from across campus, including students, and one pilot area will be selected for implementation of the proposed model. The first orientation session for that pilot area will be





provided to the Board for review. Racers Empower: Healthy Minds, Healthy Campus continues in partnership with the College of Education and Human Services to offer monthly programming and Pet Therapy. A Counselor has been added to the Counseling Center on campus and additional interns have been hired to help the Counselors. The University has also partnered with KentuckyCare which has provided an additional CounselCare



year but this does not mean institutional efforts toward diversity and inclusion sit in abeyance and confirmation was provided that

indicated the University needs to continue to craft its own narrative in this arena. Appreciation was expressed to all for their good work relative to diversity efforts.

### **Athletics**

President Jackson introduced the new Director of Athletics Nico Yantko who received a round of applause. A week after Mr. Yantko was hired by Murray State he was recognized nationally by The Athletic

for student-athletes. Within this space, they cannot encourage pay-to-play but there will be a framework in place to allow some fulfillment reciprocated with compensation. For Murray State, there is interest within the community to begin this dialogue but there are also additional avenues available which will allow Coaches to have success in directing resources to student-athletes. There are ways to maximize the pathways forward in areas such as cost of attendance in order to transform these resources directly for the benefit of these young athletes without involving the NIL space. These collectives are out there and will continue to exist for the foreseeable future for all college athletic programs. These alliances do not report to the University but the institution must ensure they adhere to the ground rules it has established to protect student-athletes and staff.

#### Additional Athletics Updates

Mr. Yantko reported that all fall sports are currently underway. The first home competition for





- Ø She recently traveled to Mayfield, Kentucky, to celebrate the 105<sup>th</sup> birthday of Imogene Monroe, a Murray State alumna, who was a long-time teacher at Mayfield High School. She was one of few women in the Math Club at Murray State in 1937 and served as Secretary/Treasurer. These are the types of relationships the Office of Alumni Relations fosters.
- Ø The mission of the Office of Alumni Relations is to connect, celebrate and engage alumni through communication, activities and events that foster lifelong relationships and support the mission and Strategic Plan of Murray State. The purpose of the office is to coordinate the efforts of alumni on behalf of Murray State, serve as a liaison between the University and its alumni constituency and enable graduates to maintain a close bond with their Alma Mater. By nature of who Racers are, alumni already have the Thoroughbred spirit and passion for their Alma Mater. The Office of Alumni Relations, where appropriate, will try to steer that passion in a direction that will lead Murray State to success as an institution and provide opportunities for life-changing experiences for current and future students.
- Ø The MSU Alumni Association (MSUAA) is supported by the Office of Alumni Relations and is governed by a 19-member Board of Governors which includes many former Student Government Association Presidents. There are three full-time staff in the Office of Alumni Relations Mrs. McGinnis, Associate Director of Alumni Relations Katie Walker and Executive Assistant Joyce Whitney, in addition to numerous student workers. Current membership on the Board of Governors includes alumni in the immediate region but also from across the United States. The MSUAA includes over 80,000 living alumni throughout the globe and approximately one-half of these alumni live in Kentucky which means one-half do not. This illustrates the importance of virtual initiatives which are employed, in addition to local events. Active membership is vital to the success of the Alumni Association with annual and lifetime membership options. Approximately 25 percent of the Alumni Relations budget comes from alumni memberships in the MSUAA which is vital to programming and maintaining relationships with alumni.
- Ø As part of the new strategic planning process, initiatives the Office of Alumni Relations is working toward include recruitment, revenue, engagement and affinity. The office also collaborates across campus in any way needed and a listing of major events was provided.
- Ø In Fiscal Year 2022, the Office of Alumni Relations broke a membership revenue record with over \$37,000 raised. Over the past five years, there has been a 57 percent increase in MSUAA membership. Confirmation was provided that there are more annual memberships than lifetime memberships in the Racer Alumni Association because the annual option has been in place longer.
- Ø The newly-initiated Raising Racers Legacy Program has over 800 children enrolled and was outlined.
- Ø A new Podcast has been initiated and additional initiatives looking ahead were outlined, including digital engagements over a one-year period. A new mentoring partnership with Career Services was also outlined. Confirmation was provided that technology is an essential part of this process because that is how new alumni are already engaging in the world.
- Ø This year in 2022, and all were encouraged to attend. The centennial book *The Finest Place We Know* has also been published and will be available October 18.

Appreciation was expressed to the Board for all they do to support the mission of these three units on campus. Confirmation was provided that discussions have occurred among members of the Board of Governors regarding the role of graduate alumni as part of overall Office of Alumni Relations efforts.

### **Other Business/Adjournment**

Chair Tharpe expressed appreciation to Secretary Hunt for all her hard work in organizing Board meetings and for what she does for individual Regents. She may be the hardest working woman in higher education and the Board appreciates all she does to keep them informed and the


