

**KENTUCKY STATE UNIVERSITY BOARD OF REGENTS
SPECIAL CALLED MEETING**

**Friday, September 16, 2022
11:00 a.m. EDT**

**Board of Regents Room
Julian M. Carroll Academic Services Building, 2nd Floor
400 East Main Street
Frankfort, Kentucky 40601
(Primary Physical Location)**

MINUTES

I. Call to Order

The Board's Chair, Regent Gerald Patton, called the meeting to order at 11:03 a.m.

II. Chair Patton called the roll:

Regent Herman Walston, EdD	Present
Regent Michael Adams, Jr.	Present
Regent Tammi Dukes	Present
Regent Edward Fields	Present
Regent Ernie Fletcher, MD	Not Present
Regent Edward Hatchett, Esq.	Present
Regent Jason Moseley	Present
Regent Charles Moyer, PhD	Not Present
Regent Robert Ramsey, Sr.	Present
Regent Savion Briggs	Not Present
Regent Gerald Patton, PhD	Present

Eight Regents were present during roll call; a quorum was therefore established.

Regent Fletcher and Regent Moyer joined the meeting after the roll was called.

III. Approval of the Agenda

MOTION by Regent Dukes:

Move the Board to approve the agenda of the September 16, 2022, Special Called Meeting.
The motion was seconded by Regent Walston and passed without dissent.

IV. Action Items

A. Approval to Enter into an Agreement With an External Auditor

Chair Patton asked Dr. Gerald Shields, Vice President for Finance & Administration and CFO, to present this agenda item.

Regent Ramsey inquired why Crowe did not perform an audit for FY 2021. Regent Walston asked if Crowe was paid during that time period.

Regent Hatchett asked Dr. Shields how likely it was that KSU would be able to find an external auditor to step in.

Regent Fletcher asked Regent Dukes, Audit Committee Chair, for the status of Audit Committee meetings. Regent Dukes replied that she had been asked to refrain from holding meetings while the current auditors were performing the internal audit but that committee meetings would resume following the completion of that process.

MOTION by Regent Dukes:

Move the Board to approve entry into an agreement with an external auditor.

The motion was seconded by Regent Fields and passed without dissent.

B. Approval of Pending Personnel Actions

Chair Patton asked Dr. Shields to present this agenda item. Dr. Shields turned the presentation over to Ms. Candace Raglin, Director of Human Resources.

Regent Hatchett inquired whether someone in administration could describe the process that is undertaken when determining how to justify a position at the University.

Regent Fletcher noted that the salaries presented appeared to be low and wondered how the outcome of a future compensation study might impact these salaries. Additionally, Regent Fletcher questioned the possibility of HR returning to the Board at some point in the future to request altered salaries based on the findings of such a study.

Regent Walston asked why seemingly similar positions offered different salaries and questioned why approval was being sought for the top end of salary ranges rather than somewhere in the middle of the salary range.

As a follow-up to Regent Fletcher's comments, Chair Patton asked if Ms. Raglin could state whether the proposed salary ranges were competitive with those of comparable institutions in the state of Kentucky.

Chair Patton also asked if the University was interested in moving toward the high end of competitive salary ranges in order to attract quality candidates. Ms. Raglin responded affirmatively, stating that this is a goal of the Management Improvement Plan.

Regent Fields asked Interim President Johnson if there was a strategy or plan in place to provide additional help to some of the greatly understaffed areas within the University.

Regent Walston requested an increase in administrative support services for academic departments.

Regent Moyer queried why most of the positions sought for approval did not offer salary ranges. Regent Moyer further noted that a hiring officer's ability to operate within a salary range versus offering a set salary amount may provide increased negotiating opportunities in attracting desirable job candidates.

Regent Hatchett commented on a tension existing in higher education between offering the most economical instruction possible while fulfilling a duty to expose students to highly talented and

educated faculty. Noting the large list of adjunct faculty whose positions the Board was being asked to approve, Regent Hatchett queried how the Board would ensure that KSU students would receive the best instruction possible while remaining economical regarding costs.

Regent Fletcher asked President Johnson if the personnel requests presented gave him the flexibility and authorization to take any steps needed to increase staffing to a level that would allow him to move KSU forward.

MOTION by Regent Fletcher:

Move the Board to approve the personnel actions, with the understanding that management and the President have the flexibility within the aggregate budget indicated to adjust salaries in order to attract quality candidates.

Chair Patton called for a discussion of Regent Fletcher's motion. Hearing none, he asked for a second. The motion, as expressed by Regent Fletcher, was seconded by Regent Fields and passed without dissent.

V. Closed Session

Prior to the Board entering into closed session, Regent Fletcher shared his observations regarding his tour of KSU's campus and facilities. President Johnson, Chair Patton, and Dr. Daarel Burnette, Interim Chief of Staff, echoed Regent Fletcher's comments and sentiments.

MOTION by Regent Walston:

Move the Board to enter closed session to discuss pending litigation pursuant to KRS 61.810(1)(c). The motion was seconded by Regent Moyer and passed without dissent.

VI. Open Session

Chair Patton stated that the Board completed its review of pending litigation matters.

Chair Patton then requested a motion to approve the settlement of Franklin Circuit Court case No. 19-CI-135.

MOTION by Regent Hatchett:

Move the Board to approve the settlement agreement.

The motion was seconded by Regent Walston and passed without dissent.

VII. Closing Remarks

Chair Patton gave his closing remarks.

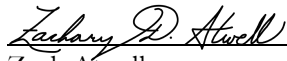
VIII. Adjournment

MOTION by Regent Fletcher:

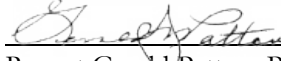
Move the Board to adjourn the meeting.

The motion was seconded by Regent Walston and passed without dissent.

Submitted by:



Zach Atwell
Secretary, Board of Regents
Kentucky State University



Regent Gerald Patton, PhD
Chair, Board of Regents
Kentucky State University

Approved with no corrections

Approved with corrections