

**BOARD OF REGENTS**  
*for*  
**KENTUCKY STATE UNIVERSITY**



**Regular Meeting of the Board of Regents**

Thursday, June 6, 2019

1 p.m.

2nd Floor Julian M. Carroll  
Academic Service Building  
Frankfort, Kentucky 40601

# KENTUCKY STATE UNIVERSITY

## MISSION STATEMENT

Kentucky State University is a public, comprehensive, historically black land-grant university committed to advancing the Commonwealth of Kentucky, enhancing society, and impacting individuals by providing quality teaching with a foundation in liberal studies, scholarly research, and public service to enable productive lives within the diverse global economy.

# KENTUCKY STATE UNIVERSITY

## VISION STATEMENT

Kentucky State University prepares today's students as global citizens, lifelong learners and problem solvers. To accomplish this, Kentucky State University must challenge itself and its students to be the best. It must recognize its strengths, expand and excel. Notwithstanding, it must also welcome change and quality improvement. By doing so, KSU will gain widespread recognition as one of the region's strongest universities. As a university of distinction, Kentucky State University will create an environment where:

- Students are first.
- Diversity is valued, understood and respected.
- Diverse, motivated and talented students, staff and faculty are actively recruited and retained.
- An intellectual environment conducive to leadership in teaching, research and community service is encouraged and supported.
- Effective teaching is promoted both inside and outside the classroom.
- Students are taught how to obtain, evaluate and use information.
- Learning is lifelong.
- Effective and efficient fiscal management by the administration is the norm.
- Collegiality is the norm, not the exception.
- Each person is a change agent.
- Excellence starts with me.



# KENTUCKY STATE UNIVERSITY

## CORE VALUES

Through the core values, we- the faculty, staff, administration and students of Kentucky State University – communicate to all our stakeholders and constituents the way in which we choose to do business. The following values that we hold are essential to achieving the University’s mission:

### **Student Centered Philosophy**

In everything we do, our students come first. We strive to create an environment that values the unique backgrounds, perspectives and talents of all our students and provide them with the academic, leadership and social tools to help them grow as responsible, knowledgeable and creative global citizens. We encourage attitudes and behaviors that lead to a desire to learn, a commitment to goals and respect for the dignity of others. Ultimately, we encourage attitudes and behaviors that build success.

### **Excellence and Innovation**

We believe in student’s potential to learn and to connect what they learn inside and outside the classroom to solving problems for productive changes. We strive to offer excellent academic programs; to encourage exploration and discovery through providing outstanding instruction, technology and facilities; and to ignite a curiosity toward the world and a passion for lifelong learning. We seek to reward the pursuit and achievement of excellence and innovation in an environment where freedom of thought and expression are valued. We want all members of our campus community to leave a mark through their creativity, curiosity, discovery, exploration and ingenuity.

### **Ethical Conduct**

We encourage the sharing of information in an open and responsible manner while maintaining the highest ethical and moral standards. The standards are reflected in our commitment to accountability and to personal responsibility for our choices and actions. We encourage respect for the dignity, diversity and right of individuals. We welcome all students who commit themselves to learning, knowing that students and faculty with diverse perspective enhance our classroom experience.

### **Social Responsibility**

We share responsibility for each other and are committed to providing opportunities for the participation in the economic, political and cultural life of our local, state, regional, national and global communities. We are sensitive to our surrounding community; therefore, we recognize the value of integrating classroom learning with the community experience. Our commitment is to provide leadership and to establish partnerships for addressing community and workforce needs and to make a positive difference in the city of Frankfort, the Commonwealth of Kentucky and the world.

# KENTUCKY STATE UNIVERSITY INSTITUTIONAL OFFICERS

**Dr. M. Christopher Brown II**  
*Eighteenth President*

**Dr. Lucian Yates III**  
*Interim Provost and Vice President for Academic and Student Affairs*

**Mr. Douglas R. Allen II**  
*Executive Vice President for Finance and Administration / CFO*

**Ms. Clara Ross Stamps**  
*Senior Vice President for Brand Identity and University Relations*

**Ms. Wendy Kobler**  
*Vice President for Institutional Advancement*

**Ms. Lisa Lang**  
*General Counsel and Records Custodian*

**Ms. Etienne Thomas**  
*Director of Intercollegiate Athletics*

# KENTUCKY STATE UNIVERSITY BOARD MEMBERS

Mr. Ron Banks (2023)

Ms. Mindy Barfield, Esq. (2021)

Dr. Karen W. Bearden (2019)

Dr. Elaine Farris (2020), *Chairperson*

Mr. Derrick Gilmore, MS (2019), *Staff Regent*

Mr. Paul C. Harnice, Esq. (2022)

Mr. Dalton Jantzen, MS (2022)

Dr. Elgie McFayden (2019), *Faculty Regent*

Dr. Syamala H.K. Reddy (2021)

Mr. Roger Reynolds (2024)

Mr. Micheal Weaver (2019), *Student Regent*

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# KENTUCKY STATE UNIVERSITY ELECTED BOARD OFFICERS

Dr. Elaine Farris, *Chairperson*

Mr. Dalton Jantzen, *Vice Chairperson*

Dr. M. Christopher Brown II, *Secretary*

Vacant, *Treasurer*



# KENTUCKY STATE UNIVERSITY

## BOARD COMMITTEES

### ACADEMIC AFFAIRS

Regent Dalton Jantzen, *Chair*  
Regent Ron Banks  
Regent Mindy Barfield  
Regent Elaine Farris  
Regent Elgie McFayden

### BRAND IDENTITY AND UNIVERSITY RELATIONS

Regent Roger Reynolds, *Chair*  
Regent Ron Banks  
Regent Dalton Jantzen  
Regent Elgie McFayden  
Regent Michael Weaver

### INSTITUTIONAL ADVANCEMENT

Regent Ron Banks, *Chair*  
Regent Karen Bearden  
Regent Derrick Gilmore  
Regent Syamala Reddy  
Regent Roger Reynolds

### FINANCE AND ADMINISTRATION

Regent Mindy Barfield, *Chair*  
Regent Elaine Farris  
Regent Derrick Gilmore  
Regent Dalton Jantzen  
Regent Roger Reynolds

### STUDENT ENGAGEMENT AND SUCCESS

Regent Elaine Farris, *Chair*  
Regent Karen Bearden  
Regent Dalton Jantzen  
Regent Paul Harnice  
Regent Michael Weaver

### GOVERNANCE

Regent Paul Harnice, *Chair*  
Regent Elaine Farris  
Regent Derrick Gilmore  
Regent Syamala Reddy

### EXECUTIVE

Regent Elaine Farris, *Chair*  
Regent Ron Banks  
Regent Mindy Barfield  
Regent Paul Harnice  
Regent Dalton Jantzen  
Regent Roger Reynolds  
Regent Karen Bearden, *Past Chair*

**KENTUCKY STATE UNIVERSITY BOARD OF REGENTS**

**Quarterly Meeting of the Board of Regents**

**Thursday, June 6, 2019, 1:00 p.m.**

Board of Regents Room  
2<sup>nd</sup> Floor Julian M. Carroll Academic Services Building  
Frankfort, Kentucky 40601

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**MEETING AGENDA**

- |  |  |
|--|--|
| <b>1. Call to Order</b>  | Regent Elaine Farris,<br>Chair, Board of Regents               |
| <b>2. Roll Call</b>  | President M. Christopher Brown II<br>Board Secretary           |
| <b>3. Adoption of the Agenda</b>   | Regent Elaine Farris   |
| <b>4. Opening Remarks</b>  | Regent Elaine Farris   |
| <b>5. Approval of Minutes</b><br><i>* Minutes of the March 7, 2019<br/>Quarterly Meeting of the Board of Regents</i>   | Regent Elaine Farris   |
| <b>6. Campus Stakeholder Presentations (3 minutes each)</b><br>A. Faculty Senate Updates<br>B. Staff Senate Updates<br>C. Student Government Updates   | Dr. Joe Moffett<br>Mr. Travis Haskins<br>Regent Michael Weaver |
| <b>7. President's Quarterly Report</b>   | President M. Christopher Brown II                              |
| <b>8. Consent Agenda</b><br>a. <i>Approval of Addendum to Presidential Contract</i><br>b. <i>Approval of Title III Agreement</i><br>c. <i>Approval of Women's Basketball Coach Employment Agreement</i><br>d. <i>Authorization to Award Posthumous Degree to<br/>Mr. Robert S. Jones</i> | Regent Elaine Farris   |

## 9. Discussion Agenda

### A. Academic Affairs

Regent Dalton Jantzen

#### 1. Action Items

- a. *Approval of Camag Scientific, Inc. Special Equipment*
- b. *Approval of Candidates for Faculty Promotion*
- c. *Approval of Candidates for Faculty Tenure*

#### 2. Information Items

- a. *Maymester Update*
- b. *Reduction in the Liberal Studies Core*
- c. *Southern Association of Colleges and Schools Commission on Colleges Update*

### B. Brand Identity and University Relations

Regent Roger Reynolds

#### 1. Information Items

- a. *Quarterly Media and Brand Identity Report*
- b. *Thorobreds of the Month Update*
- c. *University Graphics Standards Update*

### C. Finance and Administration

Regent Mindy Barfield

#### 1. Action Items

- a. *Approval of National Bus Sales Leasing Contract*
- b. *Approval of CRM Residential Hall Construction Planning*
- c. *Approval of FY 2019-20 Budget Revision*
- d. *Approval of Line of Credit Authorization*
- e. *Approval of Memorandum of Agreement with the Kentucky Council on Postsecondary Education*

#### 2. Information Items

- a. *6-year Capital Plan*
- b. *Annual Staff Calendar*
- c. *Endowment RFP*
- d. *Food Service Update*
- e. *Financial Services/Banking RFP*
- f. *Quarterly Budget Update*
- g. *Quarterly Facilities Update*

### D. Governance

Regent Paul Harnice

#### 1. Information Items

- a. *Board Self-Evaluation Results*
- b. *Presidential Evaluation Update*

### E. Institutional Advancement

Regent Ron Banks

#### 1. Action Item

- a. *Approval of Ashley Rountree and Associates Consulting Contract*

### F. Student Engagement and Success

Regent Elaine Farris

#### 1. Action Item

- a. *Approval to hire Vice President for Student Engagement and Campus Life*



2. Information Item
  - a. *Update on 2019-2020 Admissions/Enrollment*
  - b. *Update on the Exum Center*
  - c. *Update on Student Handbook Revision*

**G. Other Business**

1. Action Items moved from Consent Agenda
2. Special Presentation for Retiring Board of Regent Members

**10. Closed Session**

Regent Elaine Farris

- A. Pending Litigation (KRS 61.810 (1)(c))
- B. Individual Personnel Matters (KRS 61.810 (1)(f))

**11. Closing Remarks**

Regent Elaine Farris

**12. Adjournment**

Regent Elaine Farris

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**Kentucky State University Board of Regents**

**2019 Quarterly Meeting Dates**

September 5-6, 2019

December 5-6, 2019

**Board Retreat**

September 4-5, 2019

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

**Thursday, March 7, 2019  
1:00 p.m.**

Board of Regents Room  
2<sup>nd</sup> Floor Julian M. Carroll Academic Services Building  
Frankfort, Kentucky 40601

**MINUTES**

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**I. Call to Order**

Chairperson Elaine Farris, Ed.D. called the meeting to order at 1:00 p.m.

**II. Roll Call**

President M. Christopher Brown II, Ph.D. conducted roll call:

Regent Ron Banks	Present
Regent Mindy Barfield, Esq.	Present
Regent Karen Bearden, Ph.D.	Absent
Regent Michael Weaver, Jr.	Present
Regent Elaine Farris, Ed.D.	Present
Regent Derrick Gilmore	Absent
Regent Paul Harnice, Esq.	Present
Regent Dalton Jantzen	Present
Regent Elgie McFayden, Ph.D.	Present
Regent Syamala H. K. Reddy, M.D.	Present
Regent Roger Reynolds	Present

Nine (9) Regents were in attendance; a quorum was established.

**III. Adoption of the Agenda**

**MOTION** by Regent McFayden:

Move the Board to adopt the agenda for the March 7<sup>th</sup> Board Meeting.  
Seconded by Regent Weaver and passed without dissent.

**IV. Opening Remarks**

Chairperson Farris gave her opening remarks.

*Regent Harnice recognized that Regent Mindy Barfield arrived.*

**V. Approval of Minutes**

**MOTION** by Regent Reynolds:

Move the Board to approve the Minutes of the December 6, 2018 Quarterly Meeting of the Board of Regents with a correction under Academic Affairs, Item B to read “confer degrees” instead of “transfer degrees” and approve the Minutes of the February 6, 2019 Special Called Meeting of the Board of Regents.

Seconded by Regent McFayden and passed without dissent.

**VI. President’s Quarterly Report**

President Brown presented his Quarterly Report.

**VII. Consent Agenda**

- A. Approval of Federally Funded Land Grant Construction Projects
- B. Approval to Designate Hillcrest Manor as Hillcrest University Center
- C. Approval of Resolution to Confer Earned Academic Degrees

**MOTION** by Regent Weaver:

Move the Board to approve the Consent Agenda Items.

Seconded by Regent McFayden and passed without dissent.

**VIII. Discussion Agenda**

**A. Academic Affairs**

1. Action Item

- a. Approval of Honorary Degree Candidate

**MOTION** by Regent Farris:

Move the Board to approve the award of an Honorary Doctorate of Humane Letters to Dr. Gwendolyn Boyd.

Seconded by Regent Reynolds and passed without dissent.

2. Information Items

Dr. Joseph H. Silver, President of Silver & Associates, gave an update on the Southern Association of Colleges and Schools Commission on Colleges’ upcoming visit to KSU. Dr. Lucian Yates, Interim Provost and Vice President for Academic Affairs, updated the Board of Regents on Academic Innovations and Initiatives.

**B. Brand Identity and University Relations**

Ms. Clara Ross Stamps, Senior Vice President of Brand Identity and University Relations, provided updates on the Alumni Relations Survey, the campus website, the Quarterly Media and Brand Identity Report, and the Thorobreds of the Month.



## C. Finance and Administration

### 1. Action Items

- a. Approve Master Plan Scope Increase

**MOTION** by Regent Harnice:

Move the Board to approve the Scope Increase for the Campus Master Plan Project.

Seconded by Regent McFayden and passed without dissent

- b. Approve Public-Private Partnership Provider

**MOTION** by Regent Farris:

Move the Board to approve CRM and EOP, consistent with the RFP Process approved by the State, as KSU's P3 Providers and to enter into contract negotiations.

Seconded by Regent Reddy and passed without dissent

- c. Authorization to Sign Bank of America Financing Agreement

**MOTION** by Regent Harnice:

Move the Board to delegate final approval of the financing agreement for the Energy Performance Savings Contract to the Board Chairperson with the caveat that the final version be emailed to the Board prior to execution.

Seconded by Regent Farris and passed without dissent

- d. Approve Bookstore Provider

**MOTION** by Regent Weaver:

Move the Board to approve Follett as the new bookstore provider.

Seconded by Regent Reynolds and passed without dissent.

- e. Approve Construction of the Quattro Cavalli

**MOTION** by Regent McFayden:

Move the Board to approve construction of the Quattro Cavalli.

Seconded by Regent Farris and passed without dissent.

- f. Approve Memorandum of Agreement with the Kentucky Council on Postsecondary Education

**MOTION** by Regent Weaver:

Move the Board to approve the Memorandum of Agreement with the Kentucky Council on Postsecondary Education.

Seconded by Regent McFayden and passed without dissent

- g. Approve Sextant Contract Increase

**MOTION** by Regent McFayden:  
Move the Board to approve the Sextant contract increase.  
Seconded by Regent Reddy and passed without dissent

- 2. Information Items

Douglas R. Allen II, CFO and Vice President of Finance and Business Affairs, gave an update on the 2019 Spring Enrollment Data, the Audit Findings Corrective Action Plan, the Quarterly Budget Update, and Quarterly Review of Campus Facilities and Priorities.

**D. Governance**

- 1. Action Item

- a. Approval of Bell & Trice Enterprises Agreement

**MOTION** by Regent Barfield:  
Move the Board to approve the contract of Bell & Trice Enterprises to include a provision regarding the disclosure of confidential information subject to the Kentucky Open Records Act.  
Seconded by Regent McFayden and passed without dissent

- 2. Information Items

Discussion regarding the Board Self-Evaluation was deferred until the June 2019 Quarterly Meeting. Ms. Rachele Johnson, Director of Government Relations, presented an update on the 2019 Legislative Agenda.

**E. Institutional Advancement**

- 1. Action Items

- a. Approval of Revised Administrative Structure

**MOTION** by Regent Barfield:  
Move the Board to approve the Revised Administrative Structure.  
Seconded by Regent McFayden and passed without dissent

- b. Approval of Memorandum of Understanding with the Kentucky State University Foundation

**MOTION** by Regent Barfield:  
Move the Board to approve the Memorandum of Understanding with the Kentucky State University Foundation.  
Seconded by Regent McFayden and passed without dissent

2. Information Item

Ms. Wendy Kobler, Vice President of Institutional Advancement, and Dr. Kirk Pomper, Director of Land Grant Programs, gave an update on Ongoing Development Activities

**F. Student Engagement and Success**

Dr. Brown gave an update on the Exum Center.

**IX. Closed Session**

**MOTION** by Regent Barfield:

Move to go into Closed Session to discuss pending litigation and personnel matters pursuant to KRS 61.810 (1)(c) and KRS 61.810 (1)(f), respectively.  
Seconded by Regent McFayden and passed without dissent.

**X. Open Session**

**MOTION** by Regent McFayden:

Move the Board to reconvene in General Session.  
Seconded by Regent Reddy and passed without dissent

**XI. Campus Stakeholder Presentations**

Dr. Joe Moffett presented the Faculty Senate Updates; Regent Michael Weaver presented the Student Government Updates; Mr. Travis Haskins presented the Staff Senate updates.

**XII. Adjournment**

**MOTION** by Regent McFayden:

Move the Board to adjourn at 5:05 p.m.  
Seconded by Regent Jantzen and passed without dissent.

Submitted by:

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Dr. M. Christopher Brown II, Board Secretary  
Kentucky State University  
Board of Regents

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Dr. Elaine Farris, Chair  
Kentucky State University  
Board of Regents

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections





## **PRESIDENT'S QUARTERLY REPORT**

- June 2019 -

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### **PEOPLE**

- Ms. Gail Abrams-Aungst, Director of Auxiliaries
- Mr. Paul Cable, Director of Capital Planning and Facilities Management
- Dr. Scott Wicker, U.S. Department of State Jefferson Science Fellowship

### **PERFORMANCE**

- Freshman Dell Laptop Initiative – First-time Full-time Zero Balance
- Hanover Research – Retention and Persistence Analysis
- University College 2.0 – The Importance of Intrusive Advising
- Upward Bound Student Acceptance

### **PHYSICAL PLANT**

- Campus Coal Smokestack Demolition
- Douglas & Langford easement project concluding (Summer 2019)

### **PLANNING**

- SB 153 – Postsecondary Education Performance Fund for distribution through the Council on Postsecondary Education (working group must be established for triennial evaluation)
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) decision December 10, 2019
- Strategic Plan Updates and Revisions Task Force – proposed August 2019 launch

### **POLICIES**

- Higher Education Opportunity Act of 2010 – Textbook Information
- KSU Policy and Procedures Cataloging Initiative
- Staff Handbook Revision/Overhaul – State Agency Crosswalk

## **PROCESSES**

- Interfolio – Faculty Profiles, Reviews, and Dossiers
- Managerial Performance Assessments (revision – SACSCOC)
- Salary Bandwidth and Scale Initiative

## **PROFITS**

- Follett Campus Bookstore Transition
- Restricted Departmental Purchasing Card Usage – Effective July 1, 2019
- State Authorization Reciprocity Agreement (SARA) Initiative Approval

## **PROJECTS**

- Application to COPLAC – Council of Public Liberal Arts Colleges ([www.coplac.org](http://www.coplac.org))
- Faculty and Student Handbook Revisions (e.g., Emotional Support Animals, Tenure criteria)
- Green Ribbon Commission on Academic Prioritization and Budget Alignment 2.0 – Chaired by Dr. Patricia Higgins and Co-Chaired by Dr. Beverly Schneller
- Honor Society Chartering Initiative – Omicron Delta Kappa: The National Leadership Honor Society (1914)
- Morehead State University Doctoral Cohort in Adult and Higher Education Leadership

## **PUBLICATIONS**

- How to Run a College: A Practical Guide for Trustees, Faculty, Administrators, and Policymakers (Johns Hopkins University Press, 2018)

## **PUBLIC EVENTS**

- August 12<sup>th</sup> – Fall Encampment (8:00 am)
- August 15<sup>th</sup> – Freshmen Assembly (6:00 pm)

## **POTPOURRI**

- Annual Board Retreat Save-the-Date and Location Poll
- 2019 Governor’s Symposium on Postsecondary Education Trusteeship



**United States Department of State**

*Washington, D.C. 20520*

April 6, 2019

Mr. Scott A. Wicker  
School of Natural Sciences  
Kentucky State University  
Frankfort, KY 40601  
Scott.wicker@kysu.edu

Dear Mr. Wicker,

Congratulations on your tentative selection!

You have been tentatively selected for an Excepted Service, full-time, Jefferson Science Fellowship appointment with the **Bureau of East Asian and Pacific Affairs, Office of Multilateral Affairs**, U.S. Department of State. This position is a Management Analyst, ED-0343-00 and is located in Washington, D.C. Salary and benefits for this period will be paid by your University. The Jefferson Science Fellowship permits the Department to bring in tenured science, engineering and medical experts as consultants for a temporary, one-year appointment.

You are to be congratulated since you and the other Jefferson Science Fellows in your cohort were chosen from a large number of professors nationwide who are highly accomplished in the fields of science and engineering. The Jefferson Science Fellows program is managed by the Office of Science and Technology Adviser to the Secretary of State (STAS). The STAS Office looks forward to your arrival.

This tentative offer is conditional, subject to, among other things, review of your suitability, ability to obtain applicable clearances, and continued availability and funding of the position. The Department reserves the right to rescind tentative offers of employment. As such, please do not make any major life changes based on this tentative offer such as resigning from your current employer or relocating. Additionally, you may be subjected to random drug-testing under this appointment.

Candidates must undergo a thorough background investigation to determine eligibility and suitability for appointment to the U.S. Department of State. The investigation may include, but is not limited to, investigating your work history, criminal history, and financial history. This position requires a Top Secret level security clearance. Your fellowship appointment cannot begin until you have successfully obtained the required security clearance.

The Department reserves the right to rescind tentative offers of employment if your background investigation is not completed or security clearance is not obtained within a

reasonable period of time, which is generally six months from the date the security investigation officially starts.

You are encouraged to complete the Electronic Questionnaires for Investigation Processing (e-QIP) within fourteen calendar days. The Department reserves the right to rescind tentative offers of employment if your e-QIP application is not completed within thirty calendar days from the date you are notified that e-QIP is accessible for completion. Therefore, it is critical that you promptly respond to all correspondence related to the background investigation or security clearance and that you submit all requested information as soon as possible.

It is important to understand the interim and full security clearance requirement for employment with the U.S. Department of State. If you are granted an interim clearance, you may elect to enter on duty pending the adjudication of your full security clearance. On your first day of work with the Department, you will be required to sign a statement of understanding (SOU) that outlines the security clearance conditions of employment. Receipt of an interim security clearance does not guarantee that a full security clearance will be granted. The Department reserves the right to withdraw a conditional offer of employment if a candidate does not receive a full security clearance within a reasonable amount of time.

When you have met all of the requirements explained above, we will contact you to confirm the Department's final offer of employment and discuss an appropriate date to report to duty.

Please be advised that on your first day of employment, you will be instructed to complete a Department of Homeland Security *Form I-9, OMB No. 1615-0047, Employment Eligibility Verification* and provide all required documentation in order for your HR Service Provider to confirm your eligibility to work in the United States. The Department utilizes E-Verify to compare information from the Form I-9 to data from U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. The Department reserves the right to terminate employment if your HR Service Provider is unable to confirm your eligibility to work in the United States.

If you have any employment questions, please do not hesitate to contact us at HRSS-Fellowships@state.gov

Sincerely,



LaToya Lester  
HR Specialist  
Bureau of Human Resources  
HR/SS/PRP/P/AP





# ACADEMIC PROGRAM GROWTH SECOND REPORT

**PRESIDENTIAL GREEN RIBBON COMMISSION  
ON ACADEMIC PRIORITIZATION AND BUDGET ALIGNMENT**

Dr. Patricia Higgins, Chair

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MAY 2019

# Omicron Delta Kappa



*By the Authority of the Bylaws of  
The Omicron Delta Kappa Society  
its Board of Directors hereby grants this  
temporary Charter for a Circle at*

**Kentucky State University**

*Frankfort, Kentucky*

**this Twenty-second day of April, 2019**



National President

Executive Director

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**KENTUCKY STATE UNIVERSITY**  
**and**  
**MOREHEAD STATE UNIVERSITY**

This Memorandum of Understanding (MOU) is entered into, by and between Kentucky State University (KSU) and Morehead State University (MSU).

In order to transition from the prior state postsecondary education tuition waiver program and continue the support of faculty and staff development, the undersigned have agreed to the following:

For semesters and sessions beginning after Spring Semester 2019 and ending before August 1, 2022, any employee of Morehead State University or Kentucky State University shall be eligible to participate in a tuition discount program as described below.

KSU full-time employees accepted, enrolled, and attending MSU's Doctor of Education Program (Ed.D.) shall receive a 35% tuition discount for any graduate course, as well as any 800-level course within their approved doctoral program. KSU full-time employees attending MSU shall also receive a 35% tuition discount on master's program courses. Said KSU employees shall be responsible for the full cost of any applicable fees, which could include mandatory fees, program fees, or course/lab fees. Each semester, each course may be monitored to make sure that applicable revenue is present to cover the cost of instruction of a course. There shall be no cap on the number of credits allowable per year.

This program may be modified or discontinued at any time before August 1, 2022 by agreement of both of the parties.

**Having seen and agreed:**

\_\_\_\_\_  
M. Christopher Brown II, President  
Kentucky State University

\_\_\_\_\_  
Date

\_\_\_\_\_  
Joseph (Jay) A. Morgan, President  
Morehead State University

\_\_\_\_\_  
Date



# 2019 Governor's Symposium on Postsecondary Education Trusteeship



**SAVE THE DATE**

September 16-17, 2019

Louisville Marriott East  
1903 Embassy Square Blvd  
Louisville, KY 40299

For more information and lodging arrangements, visit [www.cpe.ky.gov/news/events](http://www.cpe.ky.gov/news/events)



SAVE<sup>the</sup>  
DATE

BOARD OF  
REGENTS  
Annual Retreat  
2019

Questions? [REGENTS@KYSU.EDU](mailto:REGENTS@KYSU.EDU)

kysu.edu  
SEPTEMBER  
4-5  
LOCATION: TBD

KENTUCKY STATE UNIVERSITY

@KYSTATEU  
f t i  
#KSUForward

# **KSU BOARD Retreat 2019 Selection**

*\*Please select one of the locations below*

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- **Harold R. Benson Research and Demonstration Farm**

Location: Frankfort, Kentucky

- **The Kentucky Castle**

Location: Versailles, Kentucky

- **Kentucky History Museum**

Location: Frankfort, Kentucky

- **Old State Capitol**

Location: Frankfort, Kentucky



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of Addendum to Presidential Contract  
FROM: General Counsel  
ACTION ITEM: Yes

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**BACKGROUND:** On or about April 12, 2017, KSU and Dr. Brown entered into an employment agreement, effective May 15, 2017.

The term of the contract was subsequently amended to a four (4) year term, effective upon approval at the July 19, 2018 Board Meeting.

Upon further review of the contract, KSU and Dr. Brown identified additional clarifications to the contract. The attached addendum clarifies relevant portions of the contract.

**SUMMARY OF PROGRAMS/ACTIVITIES:** The addendum clarifies that President Brown is eligible for salary adjustments whenever faculty and/or staff are eligible for salary adjustments; that President Brown is not required to reside in housing selected by the University; and that any merit incentive earned shall be paid in December of the same year.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2] Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [4] Enhance the Impact of External Relations and Development.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

Goal [5] Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria. Goals, Objectives, Timelines for Deployment and Results, and Responsibilities

COMMITTEE/PROGRAM ACTION: Not Applicable

PROGRAM IMPLICATIONS: The University as a whole will benefit from the approval of the addendum.

FISCAL IMPLICATIONS: Not Applicable

ATTACHMENTS: The Addendum to the Presidential Contract

RECOMMENDATION: Approve

**ADDENDUM TO EMPLOYMENT AGREEMENT**

This ADDENDUM is made to the Employment Agreement previously amended and restated on the 6th day of December in the year 2018 between KENTUCKY STATE UNIVERSITY ("KSU") and M. CHRISTOPHER BROWN II, Ph.D. ("Dr. Brown").

**RECITALS:**

WHEREAS, ARTICLE IV, SECTION 4.1 provides that Dr. Brown shall receive an annual salary and shall be eligible for increases in salary during the term of the agreement;

WHEREAS, the parties wish to clarify and revise Section 4.1, and it is therefore, mutually understood and agreed upon by and between the undersigned parties that Article IV, Section 4.1 shall now read:

In consideration for the terms and conditions of this Agreement, KSU shall pay Dr. Brown an annual salary of Two Hundred and Seventy Thousand Dollars (\$270,000.00), not including those fringe benefits that Dr. Brown is required or entitled to take pursuant to state law or university policy, which shall be payable in semi-monthly installments in accordance with the KSU payroll cycle. Dr. Brown shall be eligible for increases in salary during the Term of this Agreement at such times and in such amounts, if any, as determined by the Board through its sole and absolute discretion. During the Term of this Agreement, Dr. Brown's Base Salary may be increased, but not decreased. Additionally, Dr. Brown shall be eligible for salary adjustments whenever faculty and/or staff are eligible for salary adjustments. Dr. Brown agrees that all compensation from KSU is subject to normal deductions and withholdings for local, state, and federal taxes, and for retirement or other benefits to which Dr. Brown is entitled or which he voluntarily elects, subject to the terms and conditions of Article IV of this Agreement. However, in accordance with Section 4.3 all Fringe Benefits will be paid by KSU.

WHEREAS, in ARTICLE IV, SECTION 4.7 the parties wish to strike from the provision:

KSU requires, for the sole benefit and convenience of the University in having the functions of the Office of President efficiently discharged, and as a condition of his employment as President of the University, that Dr. Brown reside in housing selected by the University, and provided by, or arranged by, the University. Hence, as a condition of employment as President and for the University's convenience, Dr. Brown shall be required to reside in the campus building designated as Hillcrest.

WHEREAS, ARTICLE IV, SECTION 4.10 (d) provides that the merit incentive bonus shall be paid no later than August 31<sup>st</sup> of the same year;

WHEREAS, the parties wish to revise Section 4.10 (d) and it is therefore, mutually understood and agreed upon by and between the undersigned parties that Article IV, Section 4.1 (d) shall now read:

The Merit Incentive bonus for any fiscal year of the University ending on June 30 shall be paid in the month of December of the same year.

All other terms and conditions are to remain in full force and effect.

**RATIFICATION AND EXECUTION**

Upon signature by you and the approval and ratification by the Board of Regents at a public meeting, the Addendum shall become legally binding in accordance with its terms. Upon approval and ratification by the Board of Regents at a public meeting, this Addendum shall not be legally binding.

**EXECUTED as an Instrument under seal as of the \_\_\_\_ day of \_\_\_\_\_ in the year 2019:**

\_\_\_\_\_  
M. Christopher Brown II, Ph.D.  
Employee  
For: Dr. Brown

\_\_\_\_\_  
Elaine Farris, Ed.D.  
Chair, Board of Regents  
For: Kentucky State University



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of Title III Agreement  
FROM: Finance and Business  
ACTION ITEM: Yes

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**BACKGROUND:** Title III – Part B of the Higher Education Act (“Title III”) provides financial assistance to Historically Black Colleges and Universities (HBCU) to establish and/or strengthen resource development capacity at the University. As an HBCU, Kentucky State University applies for and receives funding through this program to further its mission and strategic goals.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Dr. Marshall Grigsby will conduct a comprehensive evaluation of Kentucky State University’s Title III program. Dr. Grigsby’s services will include an on-site visit and review, a written report stating the findings of the on-site visit, and an offer of consulting services following the initial site visit and report.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2] Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [5] Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

**COMMITTEE/PROGRAM ACTION:** Not Applicable

**PROGRAM IMPLICATIONS:** This contract will improve Kentucky State University’s Title III program by providing a clear report identifying the areas of improvement needed in





# KENTUCKY STATE UNIVERSITY

## Board of Regents

the Title III program. Understanding the areas of needed improvement will allow the University to enhance and increase the efficiency and effectiveness of the Title III program.

**FISCAL IMPLICATIONS:** The contract shall not exceed \$52,000.00. The contract will assist in strengthening the University's Title III program and increase the financial efficiency of the program.

**ATTACHMENTS:** Dr. Marshall Grigsby's Contract

**RECOMMENDATION:** Approve

**PERSONAL SERVICE CONTRACT FOR  
CONSULTANT SERVICES**

**BETWEEN**

**KENTUCKY STATE UNIVERSITY  
AND  
DR. MARSHALL C. GRIGSBY**

\_\_\_\_\_  
\_\_\_\_\_  
**PSC 19-\_\_\_\_\_**

This Personal Service Contract (PSC) contract is entered into, by and between the Commonwealth of Kentucky, Kentucky State University ("KSU) and Dr. Marshall C. Grigsby ("the Contractor") to establish a contract for the Title III program evaluation. The initial PSC is effective from the date of approval by the Government Contract Review Committee through June 30, 2019, with a one (1) year optional renewal period.

This PSC is effective from the date of approval by the Government Contract Review Committee through June 30, 2019, with a one (1) year optional renewal period.

INITIAL CONTRACT: – the date of approval by the Government Contract Review Committee through 06/30/2019

KSU and Contractor agree to the following:

**I. Scope of Contract**

The Scope of Work will be completed in 2 phases.

**Phase 1**

Grigsby and Associates will conduct a Summative External Evaluation of Kentucky State University's FY 2017-2018 and FY 2018-2019 Title III HBCU and SAFRA Programs. The Evaluation will be performed by a two-person team, led by Dr. Marshall C. Grigsby. The evaluation team will conduct a site visit to the Kentucky State University (KSU) as a part of its evaluation protocols.

The Evaluation team will review all Title III Activities for the FY 2017-2018 and FY 2018-2019 grant cycles (including all submitted reports and other documentation), and make a determination as to the completion of all Activities and Performance Indicators; adequacy of resources available for the Activities; identification of problems encountered and recommendations for further enhancement of Activity implementation.

As a part of the on-campus site visit, the evaluation team will conduct an initial briefing with the Title III Director and all Activity Directors. A written draft report of the External Evaluation will be submitted to the Title III Director within 30 business days of the on-site campus visit. After receiving the Title III Director's response to the draft report, five bound copies of the Final External Evaluation report will be sent to the Title III Director within 5 business days.

## Phase 2

Upon completion of Phase 1, Grigsby and Associates will conduct a review of the previous three years of the Kentucky State University Title III program (FY 2014-2015 through FY 2016-17) to assess the impact of Title III funding on KSU during that period. In addition, Grigsby and Associates will assist with the implementation of recommended programmatic and activity changes stemming from the Phase I Report. Also, Grigsby and Associates will assist with the implementation of appropriate documentation and reporting procedures necessary to sustain an effective and efficient Title III program. Grigsby and Associates will also conduct a workshop with Title III Activity Directors and other designated personnel on the necessary changes identified in Phase I and Phase 2.

## **II. Contract Components and Order of Precedence**

KSU's acceptance of the Contractor's offer, indicated by the issuance of a Contract Award shall create a valid contract between the Parties consisting of the following:

- This written agreement and any subsequent written amendments to this agreement.

In the event of any conflict between or among the provisions contained in the contract, the order of precedence shall be as enumerated above.

## **III. Negotiated Items - Not Applicable**

## **IV. Pricing**

This contract shall have a "not to exceed" amount of \$52,000. The cost for the services described above are as follows:

- \$15,000 plus expenses\* to conduct a University site visit and provide an external evaluation report (including recommendations for change). One-half payment (\$7,500) due at the conclusion of the on-site visit and the remainder (\$7,500) due upon delivery of the Final External Evaluation reports.
- \$3,000.00 per month for implementation of consulting services from the conclusion and delivery of the Final External Evaluation report through the remainder of the contract and any renewal period, plus expenses\* (would be invoiced monthly). Expenses include airfare, lodging, ground transportation, and meals while on-site.
- Expenses- Travel expenses associated with the aforementioned deliverables shall be reimbursed in accordance with KSU's policy. The relevant portion of the policy, Allowable Travel Cost is attached to this contract.

## **V. Invoicing**

### **Services:**

Contractor shall complete services as described and outlined in Scope of Services and pursuant contract.

\$7,500.00 due at the conclusion of the on-site visit and upon receipt of invoice.

\$7,500.00 due upon delivery of the Final External Evaluation report and upon receipt of invoice.

Upon receipt of the Final External Evaluation Report and disbursement of final payment in the amount of \$7,500 (\$15,000 total for Phase 1 and 2), Contractor shall invoice monthly for any services performed following the final external evaluation report and through the remainder of the contract period. The monthly fee for the remainder of the contract shall be \$3,000.00 per month from the conclusion of Phase 2 through the remainder of the contract and any renewal period.

Payment for services will be made upon receipt of an approved invoice and PSC Invoice form and the payment terms are net thirty (30) days.

Invoices for services must include an original or electronic signature, as well as the following information: the contract number, the dates of service, the total number of hours worked, a description of services provided, and the total amount due.

### **Travel:**

Travel, if authorized, shall be billed in the following manner: Travel expenses associated with the aforementioned deliverables shall be reimbursed in accordance with KSU's policy. The relevant portion of the policy, Allowable Travel Cost is attached to this contract.

## **VI. Terms and Conditions**

### **06.10 Beginning of Work**

The initial term of this personal service contract is effective and binding upon the date of approval by the Government Contract Review Committee.

### **06.20 Contract**

This personal service contract, including the components referenced in Section 06.20, shall represent the entire agreement between the parties. Prior negotiations, representations, or agreements, either written or oral, between the parties hereto relating to the subject matter hereof shall be of no effect upon this Contract.

### **06.03 Contract Term and Renewal Option**

The initial term of the contract shall be from the date of approval by the Government Contract Review Committee through June 30, 2019. The contract shall have an optional renewal period for one year, through June 30, 2020 upon written agreement, signed by both parties.

### **06.40 Changes and Modifications to the Contract**

No modification or change of any provision in the Contract shall be made, or construed to have been made, unless such modification is mutually agreed to in writing by the Contractor and KSU, and incorporated as a written amendment by the KSU prior to the effective date of such modification or change. Modification shall be subject to prior approval from the Kentucky State Procurement Department, Legal Counsel, Kentucky Board of Regents, and the LRC Government Contract Review Committee. Memoranda of Understanding, written clarification, and/or other correspondence shall not be construed as amendments to the Contract.

### **06.50 Notices**

Unless otherwise instructed, all notices, consents, and other communications required and/or permitted by the Contract shall be in writing. After the award of the Contract, all communications of a contractual or legal nature shall be made to Kentucky State University Legal Counsel.

### **06.06 Personal Service Contract (PSC) Standard Terms and Conditions**

**Whereas**, the first party, KSU, has concluded that either state personnel are not available to perform said function, or it would not be feasible to utilize state personnel to perform said function; and

**Whereas**, the second party, the Contractor, is available and qualified to perform such function; and

**Whereas**, for the abovementioned reasons, KSU desires to avail itself of the services of the second party;

**NOW THEREFORE**, the following terms and conditions are applicable to this contract:

#### **Effective Date:**

This contract is effective on October 29, 2018, upon approval from the LRC Government Contract Review Committee.

#### **Renewals:**

Upon expiration of the initial term, the contract may be renewed for one (1) year upon written agreement by both parties. Renewal shall be subject to prior approval from the Kentucky State Procurement Department, Legal Counsel, the Kentucky Board of Regents and the LRC Government Contract Review Committee in accordance with KRS 45A.700, and contingent upon available funding.

### **Choice of Law and Forum:**

All questions as to the execution, validity, interpretation, construction, and performance of this contract shall be governed by the laws of KSU. Furthermore, the parties hereto agree that any legal action which is brought on the basis of this contract shall be filed in the Franklin County Circuit Court of the Commonwealth of Kentucky.

### **Cancellation:**

#### **Cancellation for Convenience**

Kentucky State University, Purchasing Division, reserves the right to terminate the resulting contract without cause with a thirty (30) day written notice. Upon receipt by the contractor of a "notice of termination," the contractor shall discontinue all services with respect to the applicable contract. The cost of any agreed upon services provided by the contractor prior to cancellation will be calculated at the agreed upon rate prior to a "notice of termination".

#### **Cancellation for Non-Performance**

##### **Default**

KSU may terminate the resulting contract for non-performance, as determined by the University, for such causes as:

- Failure to provide satisfactory quality of service, including: failure to maintain adequate personnel (whether arising from labor disputes or otherwise); any substantial change in ownership or proprietorship of the contractor which, in the opinion of the University, is not in its best interest; or failure to comply with the terms of this contract.
- Failure to keep or perform (within the time period set forth herein) or violation of any of the covenants, conditions, provisions or agreements herein contained.
- Adjudication as a voluntarily bankrupt, making a transfer in fraud of its creditors, filing a petition under any section from time to time, or under any similar law or statute of the United States or any state thereof, or if an order for relief shall be entered against the Contractor in any proceeding filed by or against contractor thereunder. In the event of any such involuntary bankruptcy proceeding being instituted against the Contractor, the fact of such an involuntary petition being filed shall not be considered an event of default until sixty (60) days after filing of said petition in order that Contractor might, during that sixty (60) day period, have the opportunity to seek dismissal of the involuntary petition or otherwise cure said potential default.
- Making a general assignment for the benefit of its creditors, or taking the benefit of any insolvency act, or if a permanent receiver or trustee in bankruptcy shall be appointed for the Contractor.

**Notification of Default**

The University will provide ten (10) calendar days' written notice of default. Unless arrangements are made to correct the non-performance issues to the University's satisfaction within ten (10) calendar days, the Director of Purchasing may terminate the contract immediately.

**Permits, Licenses, Taxes and Commonwealth Registration:**

The contractor shall procure all necessary permits and licenses and abide by all applicable laws, regulations and ordinances of all federal, state and local governments in which work under this contract is performed.

The contractor must furnish certification of authority to conduct business in the Commonwealth of Kentucky as a condition of contract award. Such registration is obtained from the Secretary of State, who will also provide the certification thereof.

The contractor shall pay any sales, use, personal property and other tax arising out of this contract and the transaction contemplated hereby. Any other taxes levied upon this contract, the transaction or the equipment or services delivered pursuant hereto shall be the responsibility of the contractor.

The contractor will be required to accept liability for payment of all payroll taxes or deductions required by local and federal law including (but not limited to) old age pension, social security or annuities.

**Attorney Fees:**

In the event that either party deems it necessary to take legal action to enforce any provision of the contract and in the event that the University prevails, the contractor agrees to pay all expenses of such action including attorneys' fees and costs at all stages of litigation.

**Indemnification**

The contractor shall indemnify, hold and save harmless the University, its affiliates and subsidiaries and their officers, agents and employees from losses, claims, suits, actions, expenses, damages, costs (including court costs and attorneys' fees of the University's attorneys), all liability of any nature or kind arising out of or relating to the Contractor's response to this RFP or its performance or failure to perform under the contract awarded from this RFP. This clause shall survive termination for as long as necessary to protect the University.

**Funding Out Provision:**

KSU may terminate this contract if funds are not appropriated to the contracting agency or are not otherwise available for the purpose of making payments without incurring any obligation for payment after the date of termination, regardless of the terms of the contract. The University shall provide the Contractor thirty (30) calendar days' written notice of termination of the contract due to lack of available funding.

**Reduction in Contract Worker Hours:**

Not Applicable

**Authorized to do Business in Kentucky:**

Businesses can register with the Secretary of State at <http://www.sos.ky.gov/Pages/default.aspx>.

The Contractor affirms that it is properly authorized under the laws of the Commonwealth of Kentucky to conduct business in this state and will remain in good standing to do business in the Commonwealth of Kentucky for the duration of any contract awarded.

If a foreign entity, the Contractor shall maintain a certification of authority to conduct business in the Commonwealth of Kentucky during the term of this contract. Such registration is obtained from the Secretary of State pursuant to the process outlined below.

**Registration with the Secretary of State by a Foreign Entity:**

Pursuant to KRS 45A.480(1)(b), an agency, department, office, or political subdivision of the Commonwealth of Kentucky shall not award a state contract to a person that is a foreign entity required by KRS 14A.9-010 to obtain a certificate of authority to transact business in the Commonwealth ("certificate") from the Secretary of State under KRS 14A.9-030 unless the person produces the certificate within fourteen (14) days of the bid or proposal opening. Therefore, foreign entities should submit a copy of their certificate with their solicitation response. If the foreign entity is not required to obtain a certificate as provided in KRS 14A.9-010, the foreign entity should identify the applicable exception in its solicitation response. Foreign entity is defined within KRS 14A.1-070.

**For all foreign entities required to obtain a certificate of authority to transact business in the Commonwealth, if a copy of the certificate is not received by the contracting agency within the time frame identified above, the foreign entity's solicitation response shall be deemed non-responsive or the awarded contract shall be cancelled.**

**Invoices for fees:**

The Contractor shall maintain supporting documents to substantiate invoices and shall furnish same if required by state government. The invoice must conform to the method described in this contract.

**Travel expenses, if authorized:**

The Contractor shall be paid for no travel expenses, unless and except as specifically authorized by the specifications of this contract, or authorized in advance and in writing by the University. Either original or certified copies of receipts must be submitted for airline tickets, hotel bills, restaurant charges, rental car charges, and any other miscellaneous expenses.



**Other expenses, if authorized herein:**

The Contractor shall be reimbursed for no other expenses of any kind, unless and except as specifically authorized within the specifications of this contract, or authorized in advance and in writing by KSU.

If the reimbursement of such expenses is authorized, the reimbursement shall be only on an out-of-pocket basis. Request for payment of same shall be processed upon receipt from the Contractor of valid, itemized statements submitted periodically for payment at the time any fees are due. The Contractor shall maintain supporting documents that substantiate every claim for expenses and shall furnish copies of same in support of requests for payment submitted to KSU.

**Purchasing and specifications:**

The Contractor certifies that he/she will not attempt in any manner to influence any specifications to be restrictive in any way or respect nor will he/she attempt in any way to influence any purchasing of services, commodities or equipment by KSU. For the purpose of this paragraph and the following paragraph that pertains to conflict-of-interest laws and principles, "he/she" is construed to mean "they" if more than one person is involved. If a firm, partnership, corporation, or other organization is involved, then "he/she" is construed to mean any person with an interest therein.

**Conflict-of-interest laws and principles:**

The Contractor certifies that he/she is legally entitled to enter into this contract with KSU, and by holding and performing this contract, he/she will not be violating any conflict-of-interest statute (KRS 45A.330-45A.340, 45A.990, 164.390), nor KRS 11A.040 of the executive branch code of ethics relating to the employment of former public servants.

**Access to Records:**

The Contractor, as defined in KRS 45A.030(8) and (10), agrees that the contracting agency, KSU the Auditor of Public Accounts, and the Legislative Research Commission, or their duly authorized representatives, shall have access to any books, documents, papers, records, or other evidence, which are directly pertinent to this contract for the purpose of a financial audit or program review. The Contractor also recognizes that any books, documents, papers, records, or other evidence, received during a financial audit or program review shall be subject to the Kentucky Open Records Act, KRS 61.870 to 61.884. Records and other prequalification information confidentially disclosed as part of the bid process shall not be deemed as directly pertinent to the contract and shall be exempt from disclosure as provided in KRS 61.878(1)(c).

**Protest:**

Pursuant to KRS 45A.285, Kentucky State University General Counsel shall have authority to determine protests and other controversies of actual or prospective vendors in connection with the solicitation or selection for award of a contract.

Any actual or prospective vendor, who is aggrieved in connection with the solicitation or selection for award of a contract, may file protest with the University General Counsel. A protest or notice of other controversy must be filed promptly and, in any event, within two (2) calendar weeks after

such aggrieved person knows or should have known of the facts giving rise thereto. All protests or notices of other controversies must be in writing and shall be addressed to:

**Kentucky State University- General Counsel  
400 E Main Street  
Hume Hall, Suite 103  
Frankfort, KY 40601**

A copy of that decision shall be mailed or otherwise furnished to the aggrieved party and shall state the reasons for the action taken.

The decision by Kentucky State University shall be final and conclusive.

**Social security: (check one)**

\_\_\_\_\_ The parties are cognizant that, pursuant to 42 U.S. Code, section 418, the state is not liable for social security contributions relative to the compensation of the second party for this contract.

\_\_\_\_\_ The parties are cognizant that, pursuant to 42 U.S. Code, section 418, the state is liable for social security contributions relative to the compensation of the second party for this contract.

**Violation of tax and employment laws:**

KRS 45A.485 requires the Contractor and all subcontractors performing work under the contract to reveal to the Commonwealth, prior to the award of a contract, any final determination of a violation by the Contractor within the previous five (5) year period of the provisions of KRS chapters 136, 139, 141, 337, 338, 341, and 342. These statutes relate to the state sales and use tax, corporate and utility tax, income tax, wages and hours laws, occupational safety and health laws, unemployment insurance laws, and workers compensation insurance laws, respectively.

To comply with the provisions of KRS 45A.485, the Contractor and all subcontractors performing work under the contract shall report any such final determination(s) of violation(s) to the Commonwealth by providing the following information regarding the final determination(s): the KRS violated, the date of the final determination, and the state agency which issued the final determination.

KRS 45A.485 also provides that, for the duration of any contract, the Contractor and all subcontractors performing work under the contract shall be in continuous compliance with the provisions of those statutes, which apply to their operations, and that their failure to reveal a final determination, as described above, or failure to comply with the above statutes for the duration of the contract, shall be grounds KSU's cancellation of the contract and their disqualification from eligibility for future state contracts for a period of two (2) years.

**Discrimination:**

This section applies only to contracts disbursing federal funds, in whole or part, when the terms and conditions for receiving those funds mandate its inclusion. Discrimination (because of race,

religion, color, national origin, sex, sexual orientation, gender identity, age, or disability) is prohibited. During the performance of this contract, the Contractor agrees as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, national origin, sex, sexual orientation, gender identity or age. The Contractor further agrees to comply with the provisions of the Americans with Disabilities Act (ADA), Public Law 101-336, and applicable federal regulations relating thereto prohibiting discrimination against otherwise qualified disabled individuals under any program or activity. The Contractor agrees to provide, upon request, needed reasonable accommodations. The Contractor will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, religion, color, national origin, sex, sexual orientation, gender identity, age or disability. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensations; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.
2. In all solicitations or advertisements for employees placed by or on behalf of the Contractor, the Contractor will state that all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age or disability.
3. The Contractor will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding a notice advising the said labor union or workers' representative of the Contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance.
4. The Contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965, as amended, and of the rules, regulations and relevant orders of the Secretary of Labor.
5. The Contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, as amended, and by the rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his/her books, records and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and orders.
6. In the event of the Contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations or orders, this contract may be cancelled, terminated or suspended in whole or in part, and the Contractor may be declared ineligible for further government contracts or federally-assisted construction contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, as amended, and such other sanctions that may be imposed and remedies invoked as provided in or as otherwise provided by law.

7. The Contractor will include the provisions of paragraphs (1) through (7) of section 202 of Executive Order 11246 in every subcontract or purchase order unless exempted by rules, regulations or orders of the Secretary of Labor, issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, as amended, so that such provisions will be binding upon each subcontractor or vendor. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the agency, the Contractor may request the United States to enter into such litigation to protect the interests of the United States.

**VII. Approvals**

This contract is subject to the terms and conditions stated herein. By affixing signatures below, the parties verify that they are authorized to enter into this contract and that they accept and consent to be bound by the terms and conditions stated herein. In addition, the parties agree that (i) electronic approvals may serve as electronic signatures, and (ii) this contract may be executed in any number of counterparts, each of which when executed and delivered shall constitute a duplicate original, but all counterparts together shall constitute a single contract.

**1st Party:**

Signature	Title
Kentucky State University	Date
Printed Name	

**2nd Party:**

Signature	Title
Dr. Marshall C. Grigsby	Date
Printed Name	

**Approved as to form and legality:**

Lisa K. Lang  
General Counsel  
Kentucky State University



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019

SUBJECT: Approval of Head Women's Basketball Coach  
Employment Agreement

FROM: Finance and Administration

ACTION ITEM: YES

**BACKGROUND:** In July 2016, Kentucky State University hired Terrance Slater as the next head coach for the Kentucky State University Women's Basketball Team when the position was vacated. Kentucky State University evaluated the candidates available on a national scale and realized that they had the perfect candidate in position on the existing staff, and made its selection. Kentucky State University offered Terrance Slater letter of employment void of incentives or terms of employment. Kentucky State University now presents this employment agreement to the current offer letter of employment to the Kentucky State Board of Regents for final approval in accordance with the following sections of the Gold Book: The President of Kentucky State University is responsible for recommending to the Kentucky State University Board of Regents the employment of vice-president level and above staff. The Kentucky State University Board of Regents shall consider the President's recommendation and take action on that recommendation:

**Article X:**  
**The President of Kentucky State University**

**Section 10: The President of Kentucky State University reports to the Board of Regents and serves at its pleasure. The powers and duties of the President include the following:**

**Article II:**  
**Powers**

(f) To recommend to the Board the employment of administrative faculty and vice-president level and above staff;

**Section 2: The Board of Regents, in governing the affairs of Kentucky State University shall:**

....

(d) Approve the employment of faculty members at the administrative level, and staff employees at the vice-president level and above, and fix their compensation and tenure of service, on recommendation of the President and prior to any offer of employment, except that the President may conditionally appoint these persons for a ninety day period until the next board meeting;

SUMMARY OF PROGRAMS/ACTIVITIES: N/A

ALIGNMENT WITH STRATEGIC GOALS:

- Goal #1 Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.
- Goal #2 Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.
- Goal #3 Increase the University's Financial Strength and Operational Efficiency

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: \$90,000 plus benefits

ATTACHMENT: Employment Agreement

RECOMMENDATION: Approve the Employment Agreement of the Kentucky State University Head Women's Basketball Coach.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Authorization to Award Posthumous Degree to Mr. Robert S. Jones  
FROM: Academic Affairs  
ACTION ITEM: Yes

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### BACKGROUND:

Robert Scott Jones, Sr., the son of William and Anna Jones was born October 8, 1972. After completing his sophomore year at Bellarmine University, he transferred to Kentucky State University on a baseball scholarship. While at Kentucky State University, Mr. Jones majored in education in hopes of teaching and giving back as a baseball coach. In 1994, Scott pledged Phi Beta Sigma Fraternity where he was on the Code Blue line.

In the late 90's, Scott found out he had another passion and through KSU's police training he was able to attend the police academy at Eastern Kentucky University, where he graduated and then joined the police department at Kentucky State University.

He later was hired at the Police Department in Lawrenceburg, KY. An unexpected injury caused him to give up his love of serving through the police department, however, he reignited his passion for service by taking a position as security at the Lexington Public Library.

Mr. Jones decided he wanted to return to Kentucky State University to complete his degree and was in the process of taking steps to see what he needed to do to finish what he had begun in the early 90's.

Mr. Jones began his studies at Kentucky State University in the fall of 1990, his last term was spring 1998. However, he was unable to fulfill his dream of obtaining his degree due to life and medical complications. He passed on Father's Day June 17, 2018.

SUMMARY OF PROGRAMS/ACTIVITIES: N/A

ALIGNMENT WITH STRATEGIC GOALS: N/A

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

ATTACHMENTS: NONE

RECOMMENDATION: APPROVAL





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of Camag Scientific, Inc. Special Scientific Equipment  
FROM: Academic Affairs  
ACTION ITEM: Yes

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**BACKGROUND:** Dr. Avinash Tope is an Associate Professor of Human Nutrition and Food Safety, and Interim Chair, School of Family and Consumer Sciences. He is also the co-author of a recently awarded United States Department of Agriculture Capacity Building Grant with a principal investigator of Dr. Hideka Kobayashi for a project entitled, Collaborative Evaluation of Saffron (*Crocus Sativa L.*) As A High Value Culinary And Medicinal Niche Crop.

A budget of \$79,902.00 was approved within this award for a High Performance Thin Layer Chromatography unit (HPTLC). HPTLC is a high performance, extremely sensitive, yet very easy to operate analytical chemistry equipment that is widely used in analysis of many food and cosmetic products. The equipment will be used in research projects pertaining to food safety. It comes with unique research features such as automated, software controlled sample applicator, humidity controlled plate developing chamber, a plate reader with UV-scanning spectrophotometer, coupled with a densitometer that enables quantitative studies. A Mass Spectrometer enables a final confirmation of the identified compound, an ability that is very unique to the equipment.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Dr. Tope's federal grant funds will be used to buy the analytical chemistry equipment. In addition to being used for Dr. Tope's work in the grant, the equipment will improve and advance KSU's research capabilities in the area of nutrition and food science.

Board approval is required pursuant to the Gold Book: Bylaws of the Kentucky State University Board of Regents, Article II, Section 2(p). Article II, Section 2(p) of the Gold Book states that the Board shall, "[a]pprove any appropriation, expenditure, disbursement or contract greater than \$50,000..." As such, the equipment request is being presented to the Board for review and approval.

The quoted price of the special purpose equipment from Camag Scientific Inc. is \$70,932.00.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1]- Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2] – Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

**COMMITTEE/PROGRAM ACTION:** Not Applicable

**PROGRAM IMPLICATIONS:** The College of Agriculture, Communities, and the Environment as well as the University as a whole will benefit from the approval.

**FISCAL IMPLICATIONS:** The equipment cost is written into and funded by Dr. Kobayashi's federal grant.

**ATTACHMENTS:** Camag Scientific Inc. quote numbers 6814, 6815, and 7576.

**RECOMMENDATION:** Approve the quotes from Camag Scientific Inc. for the Special Purpose Equipment.

**CAMAG Scientific Inc.**

515 Cornelius Harnett Drive  
Wilmington, NC 28401

Voice: 910-343-1830

Fax: 910-343-1834

Email: [tlc@camag.com](mailto:tlc@camag.com)

# QUOTATION

Quote Number: 7576

Quote Date: Apr 26, 2019

Quote Expires: Aug 26, 2019

Delivery Est. 3 - 5 weeks

Quoted To:
Kentucky State University 100 Chappell Buidling CAFSSSS Frankfort, KY 40601 USA

Customer ID	Ship Via	Shipping Terms	Payment Terms	Sales Rep
K5221	UPS Ground	DAP, pre-pay + add	Prepaid	CASELL

Qty	Item	Description	Unit Price	Amount
1	022.7400	Automatic TLC Sampler (ATS4) for fully automatic application of samples as spots, bands, or rectangles. Includes dosing syringe starter kit	26,902.00	26,902.00
-1	DISCOUNT	Discount when purchased with TLC Scanner 4 and TLC-MS Interface 2	4,073.00	-4,073.00

This quotation is subject to CAMAG's Terms and Conditions, attached  
Quote valid in USA and Canada Only (all equipment 110V)  
Visa and MasterCard accepted with conditions. American Express not accepted.  
\$10 handling fee applies to all collect ground shipments  
\$200 handling fee applies to all collect freight shipments  
All new instruments include a two year warranty

Subtotal	22,829.00
Sales Tax	
S&H	650.00
<b>TOTAL USD</b>	<b>23,479.00</b>

**CAMAG Scientific Inc.**

515 Cornelius Harnett Drive  
Wilmington, NC 28401

Voice: 910-343-1830

Fax: 910-343-1834

Email: [tlc@camag.com](mailto:tlc@camag.com)

# QUOTATION

Quote Number: 6815

Quote Date: Feb 12, 2018

Quote Expires: Mar 14, 2018

Delivery Est. 3 - 5 weeks

Quoted To:
Kentucky State University 100 Chappell Building CAFSSSS Frankfort, KY 40601 USA

Customer ID	Shipping Terms	Payment Terms	Sales Rep
K5221	DAP Destination, pre-pay + add	Prepaid	CASELL

Qty	Item	Description	Unit Price	Amount
1	028.3000csi	visionCATS Basic software with the Scanner Ultimate Package; includes Multi-wavelength Scanning, Spectrum Scanning, and Quantification	7,681.00	7,681.00
1	022.3307	CAMAG TLC plate heater III, 115 V	2,097.00	2,097.00
1	INSTALL	Installation (IQOQ available for \$500 additional)	2,500.00	2,500.00

This quotation is subject to CAMAG's Terms and Conditions, attached  
Quote valid in USA and Canada Only (all equipment 110V)  
Visa and MasterCard accepted up to \$5,000.00. American Express not accepted.  
\$10 handling fee applies to all ground shipments, \$200 for freight shipments  
All instruments include a two year warranty

Subtotal	12,278.00
Sales Tax	
Shipping	
<b>TOTAL USD</b>	<b>12,278.00</b>

**CAMAG Scientific Inc.**515 Cornelius Harnett Drive  
Wilmington, NC 28401

Voice: 910-343-1830

Fax: 910-343-1834

Email: tlc@camag.com

**QUOTATION**

Quote Number: 6814

Quote Date: Feb 12, 2018

Quote Expires: Jun 14, 2018

Delivery Est. 3 - 5 weeks

**Quoted To:**Kentucky State University  
100 Chappell Building  
CAFSSSS  
Frankfort, KY 40601  
USA

Customer ID	Shipping Terms	Payment Terms	Sales Rep
K5221	DAP Destination, pre-pay + add	Prepaid	CASELL

Qty	Item	Description	Unit Price	Amount
1	027.6200	TLC Scanner 4 for scanning by absorbance and fluorescence of objects up to 200x200mm; Wavelength range 190-900nm; D2, W, & Hg vapor light sources	39,375.00	39,375.00
-1	DISCOUNT	Exceptional discount	4,200.00	-4,200.00

This quotation is subject to CAMAG's Terms and Conditions, attached  
 Quote valid in USA and Canada Only (all equipment 110V)  
 Visa and MasterCard accepted up to \$5,000.00. American Express not accepted.  
 \$10 handling fee applies to all ground shipments, \$200 for freight shipments  
 All instruments include a two year warranty

Subtotal	35,175.00
Sales Tax	
Shipping	
<b>TOTAL USD</b>	<b>35,175.00</b>



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019

SUBJECT: Approval of Candidates for Faculty Promotion

FROM: Academic Affairs

ACTION ITEM: YES

**BACKGROUND:** Faculty across the country undergo a rigorous tenure and review process to assess faculty performance in teaching, scholarship and service. Based on that review, the President recommends promotion of faculty members to the governing board. It is incumbent on that governing board to approve the President’s recommendations to ensure retention of quality faculty members.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Dr. Brown and Interim Provost Yates make tenure and/or promotion recommendations below for approval for 2018-19 Academic Year candidates.

1.	Brogan, Dr. Shannon	Professor	College of the Humanities and Social Sciences	Promotion	Existing Faculty Member
2.	Desborde, Dr. Rene	Professor	College of Business and Computational Sciences	Promotion	Existing Faculty Member
3.	Gilliam, Dr. Erin	Associate Professor	College of the Humanities and Social Sciences	Promotion	Existing Faculty Member
4.	Lai, Dr. Alexander	Associate Professor	College of Natural, Applied, and Health Sciences	Promotion	Existing Faculty Member
5.	Ray, Dr. Andrew	Associate Professor	College of Agriculture, Communities and the Environment	Promotion	Existing Faculty Member
6.	Shabazz, Mr. David	Associate Professor	College of the Humanities and Social Sciences	Promotion	Existing Faculty Member

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal 2 – Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

**COMMITTEE/PROGRAM ACTION:** Not Applicable

**PROGRAM IMPLICATIONS:** These appointments are indispensable to the success of KSU in fulfilling its obligations to its students.

**FISCAL IMPLICATIONS:** This action is revenue neutral as tenure and promotion was included as part of the 2019-20 budget.

**ATTACHMENTS:** CVs are attached

**RECOMMENDATION:** The President recommends that the Board grant requests for promotion as detailed above.

# Shannon M. Brogan

## Office:

Kentucky State University  
400 East Main Street  
407D Hathaway Hall  
Frankfort, KY 40601  
(502)597-6314 (Office)  
shannon.brogan@kysu.edu

## Home:

1755 Galbraith Road Apt. 702  
Frankfort, KY 40601  
(740)707-4210 (Mobile)

## Education

<u>Degree</u>	<u>University</u>	<u>Major</u>	<u>Year</u>
PhD	Ohio University	Communication Primary Area: Instructional Secondary Area: Interpersonal	2003
MA	West Virginia University	Communication Studies	1999
BS	Ohio University	Interpersonal Communication Concentration: Human Services	1998

Thesis: Verbal Aggression in Sibling Relationships. Directed by Dr. Robert Barraclough. Completed: June, 1999.

Dissertation: An Analysis of the Relationship Between Messages Regarding Standardized Tests, Locus of Control, Academic Achievement and Student Motivation. Directed by Dr. Candice Thomas-Maddox. Completed: June 2003.

## Employment

Kentucky State University, Frankfort, KY Associate Professor in Speech Communication	2012 – Present
Kentucky State University, Frankfort, KY Interim Chair, Fine Arts	2013 – 2014



Kentucky State University, Frankfort, KY Assistant Professor in Speech Communication	2009 – 2012
Ohio University-Chillicothe, Chillicothe, OH Assistant Professor in Communication Studies	2003 – 2009
Ohio University-Lancaster, Lancaster, OH Adjunct Professor in Communication Studies	2002 – 2003
Denison University, Granville, OH Adjunct Professor in Communication	2002 – 2003
Ohio Dominican University, Columbus, OH Adjunct Professor in Communication	2001 – 2002
Ohio University, Athens, OH Graduate Teaching Assistant in Communication Studies	2000 – 2002
Otterbein College, Columbus, OH Adjunct Professor in Communication	1999 – 2000
West Virginia University, Morgantown, WV Graduate Teaching Assistant in Communication	1998 – 1999

## Teaching Experience

<u>Course</u>	<u>Description</u>
SPE 103	Interpersonal Communication: The verbal and non-verbal aspects of human communication. Emphasis is placed on roles played by self-esteem, perception, trust, conflict, language, values, etc. (Kentucky State University; face-to-face and online)
SPE 200	Public Speaking: Deals with the preparation, delivery, and evaluation of speeches. Emphasis is placed upon the impromptu, and extemporaneous, and the written speech. (Kentucky State University)
SPE 201	Group Discussion and Debate: The theory and practice of small and large group discussion, and formal and informal debate strategies, emphasizing the individual's role within the group and on debate. (Kentucky State University)
SPE 302	Interracial/Intercultural Communication: The study of communication strategies in different cultural and racial groups. (Kentucky State University)

- SPE 304 Oral Interpretation: Designed to equip the student with techniques for effective oral interpretation of such literature as the Bible, the Classics, dramatic literature, and poetry. (Kentucky State University)
- SPE 310 Persuasive Speaking: The study of the rhetorical aspects of speech in persuasive styles. Emphasis is placed on gathering, structuring, and orally presenting persuasive data. (Kentucky State University)
- SPE 315 Voice and Diction: A basic course offered to acquaint the student with the social, physiological, psychological, phonetic and linguistic bases of speech communication. (Kentucky State University)
- SPE 401 Institutional Communication: Designed to acquaint the students with organizational structures and how they develop internal and external communication systems. (Kentucky State University)
- SPE 402 Study of Public Relations Concepts. Students are given the opportunity to practice public relations theory in a variety of activities and organizations. (Kentucky State University)
- COMS 101 Fundamentals of Human Communication: Introductory analysis of oral communication in human relationships with focus on a variety of contexts including dyadic, small group, and public communication experiences. Serves as survey of human communication processes. (Ohio University; Mass lecture--approximately 400 students)
- COMS 103 Fundamentals of Public Speaking: Principles of public speaking, practice in presenting informative and persuasive speeches with emphasis on communication process. (Ohio University)
- COMS 205 Group Discussion: Study of structure and dynamics of small groups, nature and functions of leadership, group participation, problem solving, and decision making; frequent participation in group discussion activities. (Ohio University)
- COMS 206 Communication in Interpersonal Relationships: Provides maximum experience in study of communication in social interaction. Exploration of communication variables, and skill development in message generation in one-to-one informal settings. (Ohio University)
- COMS 215 Argumentative Analysis and Advocacy: Basic principles of argumentative discourse including concepts of presumption, burden of proof, rhetorical forms of reasoning, and evidence. Practice in applying these principles. (Ohio University)

- COMS 301 Empirical Research Applications in Communication: Provides undergraduates with principles and basic skills necessary to criticize research literature; develops minimal proficiencies in structuring designs basic to descriptive and experimental studies, including data collection, analysis, and presentation techniques in communication research. (Ohio University)
- COMS 304 Principles and Techniques of Interviewing: Methods used in two-party, face-to-face oral communicative situations commonly encountered in organizational and professional environments. Intensive practice through role-playing and real-life interviews in and out of class, emphasizing skills involved in giving and getting information, persuasion, and job-employment situations. (Ohio University)
- COMS 342 Communication and Persuasion: Process of communication and attitude change, survey of general theories and typical research, and analysis of contemporary persuasion problems. (Ohio University)
- COMS 403 Advanced Presentations: This course will build on the knowledge and skills developed in COMS 103. Students will learn how to make presentations that require extensive research, longer presentation times, and/or adaptation to diverse audiences. Particular attention will be given to developing competence with presentation technology. (Ohio University)
- COMS 405 Meeting and Conference Planning: Theoretical and methodological approaches to principles of group and conference leadership. Emphasis on leadership methods and skills as they apply to group and conference situations. (Ohio University)
- COMS 420 Gender and Communication: Explores variations in communicative behaviors related to biological sex and psychological gender. Examines female and male communication in intrapersonal, interpersonal small group, public, and organizational settings. (Ohio University)
- COMS 421 Instructional Training and Development in Communication: Provides upper-level undergraduates with opportunity to learn how to design instructional training programs beginning with the needs assessment and continuing through the evaluation phase. Combination of lecture/discussion and student presentations. (Ohio University)
- COMS 422 Communication in the Family: Examination of the communication concepts basic to understanding interaction in the family. Provides a framework for analysis of family communication. Explores communication issues that related to family interaction, including conflict, power, intimacy, and the development of relationships. Presents a model of effective communication in the family. Consideration of verbal and nonverbal communication behaviors. (Ohio University)

- COMS 445    Practicum in Communication: Students assume roles in an internal real-to-life organization and engage in a consulting or training project with actual client. Opportunity to apply theories and skills developed in major. (Ohio University)
- COMS 450    Capstone Seminar in Communication: This course presents a seminar treatment of current or topical interest in communication studies. The topic will vary with instructor expertise and research interests. During the seminar, students will synthesize and integrate concepts from multiple areas of communication. (Ohio University)
- COMS 471    Nonverbal Communication for Teachers and Trainers: Course focuses on the nonverbal behaviors used by students and teachers/trainers, and the impact of those behaviors on student/teacher relationships. Taught in workshop format only during summer session. (Ohio University)
- COMS 477    Communicating with Diverse Students: This course is designed to explore issues relevant to enhancing communication competence and effectiveness between individuals with diverse backgrounds. Specifically, the class will address interactions between people from a variety of backgrounds including gender, age, religious, geographical, ethnic or racial differences. The focus will be on examining the impact of variables such as communication. Students will have the opportunity to explore the underlying patterns that influence their own, as well as others' communication behaviors and discuss strategies to improve understanding of, and appreciation for, differences. (Ohio University)
- COMS 498    Independent Study (1-4, MAX 12): written proposal, perm. May be repeated for credit. (Ohio University)
- PRCM 325J    Professional Communication: Introduction to basic concepts of organizational communication and practice with written communication forms (letters and reports). Brief consideration given to oral communication. (Ohio University)
- BMT 289    Special Topics: (1-5; MAX 5): Advanced projects concerning business technology explored with instructor in teams or one-to-one. (Ohio University)
- BUS 535    Interpersonal Business Communication: This course focuses on organizational communications. The case studies focus on organizational conflicts that impede management effectiveness and explore solutions to these problems. Classical and contemporary organizational theories are examined as background for the applied management material. Concepts covered include the nature and purpose of organizations; challenges facing modern institutions; development of management systems; the functions, strategies, and structures of management; the management of individuals and professional priorities; leadership style analysis; and communication process within groups. (Ohio Dominican University: Graduate Course)

- COMM 101 Public Speaking: This course is designed to help students develop skills for effective oral communication. At a minimum, students will emerge more confident on the public platform. When refined by practice and experience, the critical thinking, composition, and performance skills learned should prove most useful in personal and professional endeavors. (Denison University)
- COM 100 Fundamentals of Public Speaking: Study and practice of the process of oral communication, its nature, background and performance. Realistic practice-speaking situations deal with subject matter of concern in our modern world. (Otterbein College)
- COM 280 Business and Professional Speech: An introduction to oral communication skills with applications to careers in business and professional organizations. Specific skills developed would include: interviewing, group discussion and problem-solving methods, and listening. (Otterbein College)
- COM 106 Nonverbal Communication: An examination of the effects of human nonverbal behavior on human communication. Emphasis on specific nonverbal behavior including touch, time, environmental contexts, physical appearance cues, and social communication cues. (West Virginia University)
- COM 135 Intercultural Communication: Examines similarities and differences between cultures with regard to norms, values, and practices in verbal and nonverbal communication. Emphasis on communication in Latin American, Asian, African, and Middle Eastern cultures. (West Virginia University)

## Books

- Gilles, E. E., Brogan, S. M., & Sipes, K. A. (2016). Skating on thin ice: Diffusing competitiveness in figure-skating friendships. In D. L. Tucker & J. S. Wrench (Eds.), *Casing sport communication* (pp. 79-84). Dubuque, IA: Kendall-Hunt.
- Brogan, S. M., Gilles, E. E., & Gilliam, E. (2016). Going hard in the paint: A case of coach-athlete violence. In D. L. Tucker & J. S. Wrench (Eds.), *Casing sport communication* (pp. 85-90). Dubuque, IA: Kendall-Hunt.
- Heady, D., Gilles, E. E., & Brogan, S. M. (2014). A case of discrimination: Fostering an inclusive work environment. In J. S. Wrench (Ed.), *Casing public relations*. Dubuque, Iowa: Kendall Hunt.
- Jeter-Davis, J., Brogan, S. M., Gilles, E. E., & Heady, D. (2014). Universally safe communication. In J. S. Wrench (Ed.), *Casing public relations*. Dubuque, Iowa: Kendall Hunt.

- Brogan, S. M., Gilles, E. E., & Bowers, J. L. (2013). Don't LOL at my e-mail: Using technology to enhance workplace communications, not destroy workplace communications. In J. S. Wrench (Ed.), *Workplace communication for the 21st century: Tools and strategies that impact the bottom line* (Vol. 1, pp. 271-288). Santa Barbara, CA: ABC-CLIO.
- Gilles, E. E., Brogan, S. M., Jowi, D., & Wrench, J. S. (2013). Marketing for the 21st century: Thinking through current marketing trends that will effectively position your organization. In J. S. Wrench (Ed.), *Workplace communication for the 21st century: Tools and strategies that impact the bottom line* (Vol. 2, pp. 131-150). Santa Barbara, CA: ABC-CLIO.
- Brogan, S. M., Gilles, E. E., & Allen, L. (2012). Mascots gone wild: An exploration of workplace harassment ethics. In J. S. Wrench (Ed.), *Casing organizational communication*. Dubuque, IA: Kendall-Hunt.
- Gilles, E. E., Brogan, S. M., & Smith, M. (2012). A snapshot of ethics: Managing sensitive information. In J. S. Wrench (Ed.), *Casing organizational communication*. Dubuque, IA: Kendall Hunt.
- Wrench, J. S., Brogan, S. M., & McClanahan, A. (2010). Sex addict. In C. Noland, J. Manning & J. MacLennan (Eds.), *Case studies in communication about sex* (pp. 130-145). Newcastle upon Tyne, United Kingdom: Cambridge Scholars Publishing.
- McClanahan, A., Brogan, S., & Wrench, J. S. (2008). *Instructor's manual for Wrench, McCroskey, & Richmond's human communication in everyday life: Explanations and applications*. Boston: Allyn & Bacon.

## Publications

- Brogan, S. M., Gilles, E. E., & Woodard III, T. (2014). Corresponding with the past, writing the future. *Kentucky Journal of Communication*, 33(1), 12-25.
- Wrench, J. S., Brogan, S. M., Wrench, J. D., & McKean, J. R. (2010). The relationship between religious followers' functional and relational goals and perceptions of religious leaders' use of instructional communication. *Human Communication*, 13(4), 281-302.
- Wrench, J. S., Brogan, S. M., Brown, T., & Pennington, C. (2010). Views from the branch: Faculty, staff, and students' perspectives of communication and competition with a main campus. *AURCO Journal*, 16, 191-221.
- Brogan, S. M., Fiore, A., & Wrench, J. S. (2010). Understanding the psychometric properties of the sexual communication style scale. *Human Communication*, 12, 421-445.

- McKean, J. R., Brogan, S. M., & Wrench, J. S. (2009). A cross-cultural comparison of East Asian and American Higher Education criminal justice student learning preferences using the VARK questionnaire. *Journal of Criminal Justice Education*, 20:3, 272-291.
- Wrench, J. S., Brogan, S. M., McCroskey, J. C., & Jowi, D. (2008). Social communication apprehension: The interaction of communication apprehension and social phobia. *Human Communication*, 11, 409-430.
- McKean, J. R., Leadingham, C., & Brogan, S. M. (2007). Complying with higher education background requirements: An interdisciplinary service learning fingerprinting project. *The Lambda Alpha Epsilon Journal*, 14-15.
- Medved, C. E., Brogan, S. M., McClanahan, A. M., Morris, J. F., & Shepherd, G. J. (2006). Family and work socializing communication: Messages, gender, and ideological implications. *Journal of Family Communication*, 6, 161-180.
- Brogan, S. M., Leadingham, C., & McKean, J. (2006). An interdisciplinary service learning approach to facilitate a community project. *Journal of the Association for Regional Campuses of Ohio*, 12, 23-30.
- Avtgis, T. A., & Brogan, S. M. (1999). Quality of organizational relationships as a function of work locus of control. *Communication Research Reports*, 16, 65-71.

## **Professional Presentations**

- Brogan, S., Gilles, E., Foxhall, G., Johnson, S., Taylor, T., & Weaver, M. (2018). *Exploring social justice movements in contemporary media: A student perspective*. Performance panel presented at the annual meeting of the Kentucky Communication Association, Prestonburg, KY.
- Berfas, S., Finck, K., Wrench, J. S., & Brogan, S. M. (2018). *Pregnancy perceptions in the workplace*. Paper presented at the annual meeting of the Kentucky Communication Association, Prestonburg, KY.
- Brogan, S., Ellison, M., Foxhall, G., Taylor, T., & Weaver, M. (2017). *Coffee house: Lights, camera, action!* Performance panel presented at the annual meeting of the Kentucky Communication Association, Carrollton, KY.
- Reynolds Bodenman, J., Brogan, S., Jowi, D., McClanahan, A., Phillips, L. & Shorter, S. (2017). *Scholars roundtable in intercultural communication: Freedom from 'unconscious bias' in the academy: How can intercultural communication competence 'level the playing field?'* Panel presented at the annual meeting of the Eastern Communication Association, Boston, MA.

- Brogan, S. M., & Gilles, E. E. (2016). *We're not going to take it: An analysis of aging stereotype rebellion in Betty White's Off Their Rockers*. Panel presented at the annual meeting of the Kentucky Communication Association, Bowling Green, KY.
- Hart, Z., Sterk, H., Tillson, L., Brogan, S., Parry, P. & La Fleur, G. (2016). *Budget cut after budget cut: A roundtable discussion of how our institutions are facing the challenge of Kentucky's higher education environment*. Panel presented at the annual meeting of the Kentucky Communication Association, Bowling Green, KY.
- Brogan, S. M. & Gilles, E. E. (2016). *Changing American culture: A retrospective of important losses in 2016*. Paper presented at the annual meeting of the Kentucky Communication Association, Bowling Green, KY.
- Brogan, S. M., Hughes, D., Brown, I., & Simmons, E. (2015). *Let's talk about race*. Panel presented at the annual meeting of the Kentucky Communication Association, Burns, TN.
- Brogan, S. M., Sipes, K. A., Gilliam, E., Bass, P., & Gilles, E. E. (2015). *The story of Halloween on the Hilltop: Strategies for a successful campus community event*. Panel presented at the annual meeting of the Kentucky Communication Association, Burns, TN.
- Gilles, E. E., Brogan, S. M., & Thomas, T. (2015). *Stealing celebrity: An analysis of celebrity fascination in The Bling Ring*. Panel presented at the annual meeting of the Popular Culture Association (PCA)/American Culture Association (ACA), New Orleans, LA.
- Brogan, S. M., Prather, S., Sanders, W., & Bass, P. (2014). *Bridging the generation gap: Uniting students and senior citizens through service learning*. Panel presented at the annual meeting of the Kentucky Communication Association, Buckhorn, KY.
- Brogan, S., Gilles, E., Spears, S., & Willis, R. (2014). *Paying it forward: Uniting communities during times of need*. Panel presented at the annual meeting of the Kentucky Communication Association, Buckhorn, KY.
- Brogan, S. M., Gilles, E. E., Woodard III, T., Byrd, L., & Tidwell, W. (2013). *Corresponding with the past, writing the future*. Panel presented at the annual meeting of the Kentucky Communication Association, Burkesville, KY.
- Brogan, S. M. (2013). *How do you teach students to speak well: Using vocabulary to code switch?* Presented at the Leveraged Adolescent Literacy and Learning Initiative, Frankfort, KY.
- Brogan, S. M., Gilles, E. E., Spears, S., Jeter-Davis, J., & Simmons, L. (2013). *A walk to remember: Engaging students through art, communication, and service learning*. Panel presented at the annual meeting of the Kentucky Communication Association, Carrollton, KY. **[Top Reviewed Panel Submission]**



- Gilles, E. E., Sokan, A. E., & Brogan, S. M. (2012). *A tale of two Bettys/examining media portrayals of aging in a multicultural society*. Paper presented at the annual meeting of the SIRAS Conference, Frankfort, KY.
- Wrench, J. S., Brogan, S. M., Fiore, A. M., & McKean, J. (2011). *Consumerist education in America: When ideology impacts the basic purpose of higher education*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA. **[Top Paper Award]**
- Wrench, J. S., Brogan, S. M., Brown, T., & Pennington, C., III. (2010, April). *Views from the branch: Faculty, staff, and students' perspectives of communication and competition with a main campus*. Paper presented at the Eastern Communication Association's Convention, Baltimore, MD.
- Wrench, J., Brogan, S., McCroskey, J., & Jowi, D. (2006a, November). *Social communication apprehension: The intersection of communication apprehension and social phobia*. Paper presented at the annual meeting of the National Communication Association, San Antonio, TX. **[Top Four Paper Award]**
- Wrench, J., Brogan, S., Jowi, D., & McCroskey, J. (2006b, November). *The relationship among social phobia, communication apprehension, and willingness to communicate*. Paper presented at the annual meeting of the National Communication Association, San Antonio, TX. **[Top Four Paper Award]**
- Wrench, J. S., Fiore, A. M., & Brogan, S. M. (2005). *The development and validity testing of the Sexual Communication Style Scale*. Paper presented at the annual meeting of the National Communication Association, Boston, MA.
- McKean, J., Leadingham, C., & Brogan, S. M. (2005). *Interdisciplinary service learning fingerprinting project: CSI meets ER*. Paper presented at the annual meeting of the IBER (Business) and TLC (Teaching) Conferences, Las Vegas, NV. **[Best Paper Award]**
- McKean, J., & Brogan, S. M. (2005). *The use of personal response system technology to teach law enforcement ethics*. Paper presented at the annual meeting of the Ohio Association of Two Year Colleges, Kirkland, OH.
- Brogan, S. M. (2005). *How the Apprentice season 2 teaches organizational communication*. Panel presented at the annual meeting of the Ohio Speech Association, Dayton, OH.
- Brogan, S. M., Leadingham, C., & McKean, J. (2005). *An interdisciplinary service learning approach to facilitate a community project*. Paper presented at the annual meeting of the Association of University Regional Conferences in Ohio, Zanesville, OH.

- Brogan, S. M. (2005). *Nonverbal communication activities in the classroom*. Panel presented at the annual meeting of the Eastern Communication Association, Pittsburgh, PA.
- Brogan, S. M. (2005). "If I had only known then, what I know now": *A roundtable discussion on the transition from graduate school to a tenure track position*. Panel presented at the annual meeting of the Eastern Communication Association, Pittsburgh, PA.
- Brogan, S. M., & Thomas-Maddox, C. (2004). *Relationship and function: The influence of communication in and out of the classroom*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Brogan, S. M. (2004). *American Idol—The search for meaning: Examining text, audience, and industry*. Panel presented at the annual meeting of the National Communication Association, Chicago, IL.
- Brogan, S. M. (2004). *Instructional issues concerning competence, technology, rhetorical strategies, and message impact*. Panel presented at the annual meeting of the National Communication Association, Chicago, IL.
- Brogan, S. M. (2004). *Innovative ideas for bringing the classroom to life!* Panel presented at the annual meeting of the Eastern Communication Association, Boston, MA.
- Brogan, S. M. (2004). *Teaching the undergraduate course in quantitative research methodology*. Panel presented at the annual meeting of the Eastern Communication Association, Boston, MA.
- Brogan, S. M. (2003). *Reaching outside the classroom walls: Experiential learning activities and assignments*. Panel presented at the annual meeting of the National Communication Association, Miami, FL.
- Brogan, S. M. (2002). *Gendered responses in crisis situations. Building community through crisis: An historical overview of and future directions for crisis communication research*. Panel presented at the annual meeting of the Eastern Communication Association, New York, New York.
- Brogan, S. M. (2002). *How real is reality television? An exploration of the interpersonal communication patterns on selected reality television shows*. Panel presented at the annual meeting of the Eastern Communication Association, New York, New York.
- Brogan, S. M. (2001). *Exploring gender differences in nonverbal communication. Nonverbal communication: Changes in delivery--Challenges for discover*. Panel presented at the annual meeting of the Eastern Communication Association, Portland, ME.

Brogan, S. M., Buzzard, S., & Thomas-Maddox, C. (2001). *Touch avoidance in sibling relationships*. Paper presented at the annual meeting of the National Communication Association, Atlanta, GA.

Brogan, S. M. (2000). *Verbal aggression in sibling relationships*. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.

Avtgis, T. A., & Brogan, S. M. (1999). *Quality of organizational relationships as a function of work locus of control*. Paper presented at the annual meeting of the Eastern Communication Association, Charleston, WV.

Brogan, S. M. (1999). *GIFTS*. Panel presented at the annual meeting of the Speech Communication Association of Ohio, Columbus, OH.

## **Professional Memberships**

Eastern Communication Association (ECA; Lifetime Member)

Kentucky Communication Association (KCA)

## **Service**

### ***Kentucky State University***

Serve on the Board for Capital Living, March 2018 – Present

Serve on the Faculty Appeals Committee, 2018 – Present

Serve of the CARE-Behavioral Intervention Team; 2018 – Present

Serve on All-University Court Committee, 2014 – Present; (Chair, 2017 – Present)

Serve on the Administrative Review Committee, 2018 – Present

Co-Advisor for Alpha Phi Omega, 2013 – Present

Mentored and attended Yahmaya Odoms first Self-Confidence Workshop at Kentucky State University on April 2, 2019

Served on the Career Expo Committee, 2019

Led the “My HBCU is a Winner” Campaign (asked by Dr. Brown), 2019

Reviewer for the Journal of Intercultural Communication Research, 2018

Judged the Class Kings and Queens Pageant, April 2018

Book Reviewer for SAGE Publishing, 2018

Participated in Gear Up Kentucky, 2017

Served on the Language, Literature, and Philosophy Tenure and Promotion Committee, 2017

Served on the Retool Your School Planning Committee (Co-Chair), 2017-2018

Reviewer for the Eastern Communication Association, Intercultural Communication Interest Group in Boston, MA in 2017

Served on Institutional and External Scholarships, Awards, and Prizes Committee, 2015 – 2017

Served on Athletic Affairs Committee, 2015 – 2017

Served on Student Publications Committee, 2015 - 2017

Served and Chaired the Community Service Taskforce Committee, 2017

Attended the Dr. Martin Luther King, Jr. Banquet, January 23, 2017

Freshman Class Advisor, 2016 – 2017

Served on the Liberal Studies Core Curriculum Committee, 2015 – 2016

Served on the Frankfort Area Chamber Total Resource Campaign, 2015 – 2016

Chaired the Speech Communication Search Committee, 2016

Served on the Division of Fine Arts Chair Search Committee, 2016

Participated and helped Dr. Cindy Glass coordinate “Shop with a Cop” in Frankfort, KY, December 2016

Organized and Participated in Pay It Forward Frankfort, August 27, 2016

Attended Women Leading Kentucky, May 5, 2016

Volunteered and took students to help at the Pro Active for Life 5K in Frankfort, KY, April 22, 2016

Spoke to 6<sup>th</sup> graders at Elkhorn Middle School about Kentucky State University, April 2016

Spoke at Lemon Mills Elementary Fine Arts Day, March 2016

Invited Moderator for White Like Me: Race, Racism, and White Privilege in America. Presented on February 10, 2016 at Kentucky State University by the Center for Student Life, Frankfort, KY.

Judged the Grant County High School's annual Poetry Out Loud competition in Dry Ridge, KY January 2016

Collaborated with the KSU Student Athlete Advisory Committee for the Flint Water Drive, 2016

Served on the Student Support Services Director Search Committee, 2015

Coordinator for the Speech and Theatre Department, 2009 – Present

Served on the Kentucky State University NCAA Compliance Committee, 2014 – 2015

Co-Advisor for the National Society of Leadership and Success, 2013 – 2016

Advisor for Iota Phi Theta Fraternity, Inc., 2015 – 2018

Coordinated Academic 4.0, December 15, 2015

Featured as Kentucky State's University "Gem" from President Raymond M. Burse, December 10, 2015

Attended Women Leading Kentucky, December 9, 2015

Participated and encouraged students to participate on social media and Kentucky State University won the "McDonald's HBCU Breakfast Contest"; I was recognized with a special gift from McDonald's, October 2015

Presented at the Paul Sawyier Public Library in Frankfort, KY about Pay It Forward Frankfort, KY, February 2015

Helped develop the Academic Intervention for Music Scholarships (AIMS), 2015

Participated in the Community Art Tour Project ([www.frankfortpublicart.com](http://www.frankfortpublicart.com)), 2011 – 2015

Presented at the Chamber of Commerce in Frankfort, KY about Pay It Forward Frankfort, 2015

Attended Women Leading Kentucky, October 30, 2014

Organized and Participated in Pay It Forward Frankfort, August, 2014

Attended the Mighty Marching Thorobred Annual Banquet, May 6, 2014

Completed the National Society of Leadership and Success Training, May 5, 2014

Attended Women Leading Kentucky, April 8, 2014

Served on the Credit for Life Experience Task Force Committee, February 20, 2014

Served as the Faculty Representative for the Advisory Committee for the Classification & Compensation System RFP Project, 2013 – 2014

Co-Advisor for Mr. Kentucky State University (Bryan Blackwell), 2013 – 2014

Participated in the Arthritis Walk in Louisville, KY (Recognized as an Honoree), 2013

Senator for Faculty Senate, 2011 – 2013

Co-Chair of the Budget and Academic Support Committee, 2012 – 2013

Served on the Summative Evaluation Committee for the Chair of the Division of Fine Arts 2012 – 2013

Served of the Summative Evaluation Committee for the Chair of Nursing, 2012 – 2013

Member of the Academic Programs, Policies, Regulations and Best Practices -Taskforce Committee, 2012 – 2013

Participated in the Liberal Studies Summer Institute, 2012

Member of Academic Advising Council, 2009 – 2014

Academics with Attitude Teaching Team, 2009 – 2014

Served on the Piano and Music Theory Search Committee, 2012

Chaired the Speech Communication Search Committee, 2012

Served on the Mass Communication and Journalism Search Committee, 2012

Co-Advisor for N.E.R.D. (Never Excuses Rational Decisions Movement), 2012 – 2013

Sophomore Class Advisor, 2011 – 2012

Coordinated Halloween on the Hilltop, 2011 – 2016

Chaperoned the Freshman Class Dance, 2011

Freshmen Class Co-Advisor, 2009 – 2010

Academic Advisor for Speech Minors, 2009 – Present

Reviewer for the Western Journal of Communication, 2009

Advisor for the National Communication Association Student Club, 2010 – 2012

Substitute Senator for Faculty Senate, 2010 – 2011

Book Reviewer for McGraw-Hill, 2011

Communication Curriculum Reviewer for Excelsior College, 2011

Living Learning Coordinator Search Committee, 2011

Judge for the Zeta Phi Beta Sorority Inc. & Phi Beta Sigma Fraternity Inc. Blue and White Pageant 2011

### ***Ohio University-Chillicothe***

Ohio University-Chillicothe Halloween on the Hilltop, 2003 – 2008

Computer Science Technology Search Committee, 2003 – 2004

Cultural Events and Faculty & Staff Development Committee, 2003 – 2004

Ohio University-Chillicothe Graduation Recognition Committee, 2003 – 2008

Spoke to the Girl Scouts of America, 2003

Ohio READS Program, 2003 – 2004

Parking and Vehicle Violation Committee, 2003 – 2004

University Curriculum Council Committee, 2003 – 2004

Advisor for the National Communication Association Student Club (NCASC), 2003 – 2009

Ohio University Regional Campus Spotlight on Student Learning Conference, in 2004

Reviewer for the NACADA (National Academic Advising Association) Conference in Cincinnati, OH in 2004

National Communication Association Student Club Advisory Board 2004 – 2008

Helped Coordinate Battle of the Bands with the Chillicothe Gazette 2004 – 2008

Organizational Communication Chair for Eastern Communication Association (ECA) in 2004 – 2005

Lambda Pi Eta Co-Chair for Eastern Communication Association (ECA) in 2004 – 2007

Student Recruitment/Retention Committee, 2004 – 2005

Regional Communication Studies Campus COMS Day Coordinator, 2004 – 2006

Team Captain for Ross County Relay For Life, 2004 – 2009

NCASC was recognized at the 2005 NCA Convention as the Club of the Year

Ohio Communication Journal Editorial Board, 2005 – 2006

Communication Yearbook Editorial Board, 2005 – 2006

Served on the Professional Ethics Committee, 2005 – 2009

Participated in Appalachian Scholars Program, 2006

Education Search Committee, 2006 – 2008

Served on Faculty Senate, 2007 – 2009

Served on Cultural Events and Faculty & Staff Development Committee, 2008 – 2009

### ***Graduate School Committee (Ohio University)***

Graduate Student Senator for the College of Interpersonal Communication, 2001 – 2002

Chair of the Social and Cultural Committee, 2001 – 2002

### **Awards**

Received the Excellence in the Art of Teaching Award from the Kentucky Communication Association, 2018

Received the Servant Leadership Award at the Dr. Martin Luther King Jr. Banquet from Kentucky State University, January 2017



Received the Excellence in Teaching Award from the National Society of Leadership and Success, May 3, 2015

Received the KSU Student-Athlete Advisory Committee (SAAC) Award, 2014 – 2015

Received the Vernon Gantt Award for Distinguished Service from the Kentucky Communication Association, 2014

Received the Faculty & Staff Appreciation Award from the KSU Athletic Department, 2014

Recognized by Kentucky State University's Office of Regional Stewardship and Public Engagement for Outstanding Community Service Recognition Award, November 21, 2014

Received the "Hidden Gem" Award from Kentucky State University's Student Government Association, Collegiate 100, and Alpha Kappa Alpha Sorority, Inc., Beta Zeta Chapter

Received KSU Girls Rock Outstanding Faculty/Staff Award, 2014

Received KSU Girls Rock Outstanding Faculty/Staff Award, 2013

Nominated for Best Professor at Kentucky State University, 2010

Recipient for the 2005 OATYC (Ohio Association of Two Year Colleges) Teacher of the Year

Ohio University Outstanding Faculty to Student Service, 2005

Distinguished Graduate Student Award, 2003

International Communication Association Outstanding Graduate Student, 2002

DATE: 04/01/2019

RENE D. DESBORDE  
565 Schenkel Lane, Apt. 615  
Frankfort, Kentucky 40601  
Office Phone: (502) 597-6907  
E-mail: [rene.desborde@kysu.edu](mailto:rene.desborde@kysu.edu)

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## **EDUCATION**

- Ph.D. The Florida State University, Fall 1990  
Major: Marketing  
Minor: Communications
- M.B.A. California State University, Sacramento, 1982
- B.A. Western Catholic University, Angers, France, 1970  
Major: Business Administration. Areas of concentration in Marketing and International Business

## **ACADEMIC EXPERIENCE**

Associate Professor of Marketing, Kentucky State University, Fall 2004-Today. Taught courses in Global Business Issues, Business Plan Development, Principles of Marketing, Marketing Communications, Marketing Research, Consumer Behavior, Strategic Marketing Management, International Marketing / International Business Management, Principles of Management, Business Communication, Retailing Management (both online and face-to-face), Personal Selling (online), Survey of Management and Marketing, and Strategic Marketing Management (these last two courses at the graduate level).

Participant in the KIIS (Kentucky Institute for International Studies) Study Abroad Program, Summer 2005, in Bregenz, Austria ([www.kiis.org](http://www.kiis.org)). Taught an International Business Seminar course and a Principles of Marketing course.

Tenured and promoted to the rank of Associate Professor of Marketing, Kentucky State University, Spring 2004.

Assistant Professor of Marketing, Kentucky State University, Fall 1998-Spring 2004. Taught courses in Marketing Communications, Marketing Management, Marketing Research, Consumer Behavior, Principles of Retailing, Principles of Marketing, Principles of Economics, Survey of Economics, Production Management, Small Business Management, Human Behavior in Organizations, Principles of Management.

Visiting Assistant Professor of Marketing, California State University, Bakersfield, 1995-1996. Taught courses in Marketing Management, Consumer Behavior, and Professional Selling and Sales Management.

Assistant Professor of Marketing, The University of Mississippi, 1990-1995. Taught courses in Advertising and Promotion Management.

Assistant Professor of Marketing, Grambling State University, 1988-1990. Taught courses in Principles of Marketing, Principles of Advertising, International Marketing, International Business, and Industrial Marketing.

Graduate Teaching Assistant, The Florida State University, 1984-1987. Complete responsibility for teaching courses in Basic Marketing Concepts and Promotional Management. Completed six semesters of teaching.

### **BUSINESS EXPERIENCE**

- 1975-1977 Export-Oriented Marketing and Sales Executive for OFSER S.A., Nancy, France French manufacturer of technical equipment for printing. First studied the West German market to assess the chances of success of the company's products, then created and supervised the West German direct sales network. Resigned to pursue further education in the United States.
- 1973-1974 Food buyer for ASKO A.G., Saarbrucken, West Germany, a German Supermarket Company. Was first trained at the company's headquarters then sent to Luxembourg to participate in negotiations with suppliers for the opening of an independently supplied hypermarket.
- 1972-1973 Export-Oriented Executive, with emphasis on Marketing, Sales, and Administrative functions for S.E.D.G.V., Beaune, France, a French Wine Company. Promoted sales networks in Belgium, The Netherlands, Luxembourg, set up a subsidiary in West Germany and stimulated German salesmen.

### **CONSULTING EXPERIENCE**

- 1970 Conducted a study of the German Market for Sparkling Wines, for the CNCE (Centre National du Commerce Exterieur-National Center for Foreign Trade), Paris, France. Results were published by the CNCE.

### **PUBLICATIONS (JOURNAL ARTICLES AND CONFERENCE PROCEEDINGS)**

Marshall, Kimball P., and Rene Desborde, "A Proposal for Fine Arts Market Segmentation Based on Functions of Art and Consumer Benefits Sought," Atlantic Marketing Association: Annual Conference Proceedings, New-Orleans, LA, Fall 2018.

Marshall, Kimball P., and Rene Desborde, "Using The Fine Arts to Illustrate Degrees of Innovation: From The High Renaissance to Cubism," Atlantic Marketing Journal, Vol. 7, No. 2, Summer 2018, pp. 59-77.

Marshall, Kimball P., and Rene Desborde, "Using The Fine Arts to Illustrate Degrees of Innovation: From The High Renaissance to Cubism," Atlantic Marketing Association: Annual Conference Proceedings, Williamsburg, VA, Fall 2017. **Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment).**

Marshall, Kimball P., R. Desborde, and Sharon Thach, "A Fine Arts Marketing Elective: Justification of Need and Proposed Course Content," Atlantic Marketing Journal, Vol. 6, No.1, Winter 2017, pp. 42-55.

Marshall, Kimball P., R. Desborde, and Sharon Thach, "A Fine Arts Marketing Elective: Justification of Need and Proposed Course Content," Atlantic Marketing Association: Annual Conference Proceedings, Charleston, SC, Fall 2016. **Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment).**

Desborde, R., and Kimball P. Marshall, "An Illustration of Continuous Product Line Revitalization: The Case of Picasso," Journal of Marketing Development and Competitiveness,

Volume 10(1) 2016, pp. 31-38.

Desborde, R., and Kimball P. Marshall, "Rembrandt Versus Van Gogh: A Qualitative Contrast Study Applying a Visual Arts Valuation Model," Atlantic Marketing Association: Annual Conference Proceedings, Savannah, GA, Fall 2015.

Desborde, R., and Kimball P. Marshall, "Picasso: A Study in Continuous Product Line Revitalization," Association of Collegiate Marketing Educators - Federation of Business Disciplines 42<sup>nd</sup> Annual Meeting Proceedings, Houston, TX, Spring 2015.

Desborde, R., "Picasso: A Case Study of the Four Ps of Art Marketing," Atlantic Marketing Association: Annual Conference Proceedings, Asheville, NC, Fall 2014.

Desborde, R., "The Role of Marketing in Art: The Case of Impressionism," Atlantic Marketing Association: Annual Conference Proceedings, Nashville, TN, Fall 2013. **Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment)**.

Desborde, R., and J. Obielodan, "Green Marketing and Energy Sources: Paradigm Shift in Progress," American Society of Business and Behavioral Sciences 15<sup>th</sup> Annual Meeting Proceedings, Las Vegas, NV, Winter 2008.

Desborde, R., "Teaching the Marketing Communications Course: Some Challenges and Suggestions," Marketing Management Association 11<sup>th</sup> Annual Fall Educators' Conference Proceedings, Nashville, TN, Fall 2006.

Desborde, R., and K. Sipes, "Green Marketing: Challenges and Opportunities in the 21<sup>st</sup> Century," American Society of Business and Behavioral Sciences 13<sup>th</sup> Annual Meeting Proceedings, Las Vegas, NV, Winter 2006.

Desborde, R., "Teaching the Marketing Management Course: Challenges and Suggestions," Marketing Management Association 10<sup>th</sup> Annual Fall Educators' Conference Proceedings, Kansas City, MO, Fall 2005.

Desborde, R., "Toward a Theory of Country of Origin Effect," American Society of Business and Behavioral Sciences 12<sup>th</sup> Annual Meeting Proceedings, Las Vegas, NV, Winter 2005.

Desborde, R., and R. Rottman, "Students as Customers: A Marketing Perspective on Teaching," Marketing Management Association 8<sup>th</sup> Annual Fall Educators' Conference Proceedings, Nashville, TN, Fall 2003.

Rottman, R., and R. Desborde, "Facilitating Students' Learning Through Examples: The Case of Country-of-Origin Image," Marketing Management Association 8<sup>th</sup> Annual Fall Educators' Conference Proceedings, Nashville, TN, Fall 2003.

Desborde, R., and R. Rottman, "Corporate Websites as a Valuable Tool to Teach Marketing Management Courses," Marketing Management Association 7<sup>th</sup> Annual Fall Educators' Conference Proceedings, Memphis, TN, Fall 2002.

Rottman, R., and R. Desborde, "Student Analysis of Products Found in Off-Price Retailers," Marketing Management Association 7<sup>th</sup> Annual Fall Educators' Conference Proceedings, Memphis, TN, Fall 2002.

Desborde, R., and R. Rottman, "Development and Testing of a Psychometric Scale to Measure Country of Origin Image," Southwestern Business Administration Journal, August 2002.

Vitell, S., F.N. Ho, J. Barnes and R. Desborde, "Ethical Correlates of Role Conflict and Ambiguity in Marketing: The Mediating Role of Cognitive Moral Development," Journal of the Academy of Marketing Science, volume 25, number 2, Spring 1997.

Vitell, S., K. Rallapalli and R. Desborde, "Role Portrayal of Women in Indian versus American Magazine Advertisements: A Comparative Study," Journal of Marketing Management, volume 4, number 2, Fall-Winter 1994.

Goldsmith, R.E., and R. Desborde, "A Validity Study of a Measure of Opinion Leadership," Journal of Business Research, volume 22, number 1, January 1991.

Goldsmith, R.E., and R. Desborde, "Further Validation of an Opinion Leadership Scale," Southern Marketing Association Proceedings, Fall 1987. **Recipient of Outstanding Paper Award—Marketing Research Track.**

### **CONFERENCE PAPERS OR PRESENTATIONS**

Marshall, Kimball P., and Rene Desborde, "A Proposal for Fine Arts Market Segmentation Based on Functions of Art and Consumer Benefits Sought," Atlantic Marketing Association: Annual Conference, New-Orleans, LA, Fall 2018.

Marshall, Kimball P., and Rene Desborde, "Using The Fine Arts to Illustrate Degrees of Innovation: From The High Renaissance to Cubism," Atlantic Marketing Association: Annual Conference, Williamsburg, VA, Fall 2017. Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment).

Marshall, Kimball P., R. Desborde, and Sharon Thach, "A Fine Arts Marketing Elective: Justification of Need and Proposed Course Content," Atlantic Marketing Association: Annual Conference, Charleston, SC, Fall 2016. Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment).

Desborde, R, and Kimball P. Marshall, "Rembrandt Versus Van Gogh: A Qualitative Contrast Study Applying a Visual Arts Valuation Model," Atlantic Marketing Association: Annual Conference, Savannah, GA, Fall 2015.

Desborde, R., and Kimball P. Marshall, "Picasso: A Study in Continuous Product Line Revitalization," Association of Collegiate Marketing Educators - Federation of Business Disciplines 42<sup>nd</sup> Annual Meeting, Houston, TX, Spring 2015.

Desborde, R., "Picasso: A Case Study of the Four Ps of Art Marketing," Atlantic Marketing Association: Annual Conference, Asheville, NC, Fall 2014.

Desborde, R., and A. Demirdjian, "The Obesity Epidemic in the United States: Mitigating the Problem With a Multidimensional Model," American Society of Business and Behavioral Sciences 21<sup>st</sup> Annual Meeting, Las Vegas, NV, Winter 2014.

Desborde, R., "The Role of Marketing in Art: The Case of Impressionism," Atlantic Marketing Association: Annual Conference, Nashville, TN, Fall 2013. Recipient of the Best in Track Paper (Music, Fine Arts, and Entertainment).

Desborde, R., "Countering Luxury Brands Counterfeiting: A Brief Review And Some Suggestions," American Society of Business and Behavioral Sciences 20<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2013.

Desborde, R., "The New Frugality: Implications For Retailing Strategies," American Society of

Business and Behavioral Sciences 19<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2012.

Desborde, R., "The Limits of the Marketing Concept: A Brief Review and Some Suggestions," American Society of Business and Behavioral Sciences 18<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2011.

Desborde, R., "When Word-of-Mouth Morphs Into Word-of-Mouth Marketing: Opportunities and Challenges," American Society of Business and Behavioral Sciences 17<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2010.

Desborde, R., "Wal-Mart: Taking the Lead in Environmental Sustainability for Strategic Advantage," American Society of Business and Behavioral Sciences 16<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2009.

Desborde, R., and J. Obielodan, "Green Marketing and Energy Sources: Paradigm Shift in Progress," American Society of Business and Behavioral Sciences 15<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2008.

Desborde, R., "Is Wal-Mart Going Astray? A Look at Some Actions Taken Recently by the Giant Retailer and Their Consequences," American Society of Business and Behavioral Sciences 14<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2007.

Desborde, R., "Teaching the Marketing Communications Course: Some Challenges and Suggestions," Marketing Management Association 11<sup>th</sup> Annual Fall Educators' Conference, Nashville, TN, Fall 2006.

Desborde, R., and K. Sipes, "Green Marketing: Challenges and Opportunities in the 21<sup>st</sup> Century," American Society of Business and Behavioral Sciences 13<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2006.

Desborde, R., "Teaching the Marketing Management Course: Challenges and Suggestions," Marketing Management Association 10<sup>th</sup> Annual Fall Educators' Conference, Kansas City, MO, Fall 2005.

Desborde, R., "Predictions on Research Topics Likely to be Highly Publishable," Marketing Management Association 10<sup>th</sup> Annual Fall Educators' Conference, Kansas City, MO, Fall 2005 (Presentation).

Desborde, R., "Toward a Theory of Country of Origin Effect," American Society of Business and Behavioral Sciences 12<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2005.

Desborde, R., R. Rottman, and J. Obielodan, "The Role of Core Competencies in Shaping Product or Brand Image and Country-of-Origin Image," American Society of Business and Behavioral Sciences 11<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2004.

Desborde, R., and R. Rottman, "Students as Customers: A Marketing Perspective on Teaching," Marketing Management Association 8<sup>th</sup> Fall Educators' Conference, Nashville, TN, Fall 2003.

Rottman, R., and R. Desborde, "Facilitating Students' Learning Through Examples: The Case of Country-of-Origin Image," Marketing Management Association 8<sup>th</sup> Annual Fall Educators' Conference, Nashville, TN, Fall 2003.

Desborde, R., R. Rottman, and Carla Canada, "Product Image and Country-of-Origin Image: Exploring the Relationship Between These Two Concepts and Its Implications for Promotion

Strategies,” American Society of Business and Behavioral Sciences 10<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2003.

Desborde, R., and R. Rottman, “Corporate Websites as a Valuable Tool to Teach Marketing Management Courses,” Marketing Management Association 7<sup>th</sup> Annual Fall Educators’ Conference, Memphis, TN, Fall 2002.

Rottman, R., and R. Desborde, “Student Analysis of Products Found in Off-Price Retailers,” Marketing Management Association 7<sup>th</sup> Annual Fall Educators’ Conference, Memphis, TN, Fall 2002.

Desborde, R., and R. Rottman, “Country-of-Origin Effect: The Influence of Culture/Traditions and Globalization,” American Society of Business and Behavioral Sciences 9<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2002.

Desborde, R., “The Development and Testing of a Psychometric Scale to Measure Country of Origin Image,” American Society of Business and Behavioral Sciences 7<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2000.

### **BOOKS/CHAPTERS REVIEWS**

Marketing Strategy text, McGraw-Hill/Irwin, (Proposal, Preface, and 3 Chapters), Summer 2005.

Essentials of Contemporary Management 1/e by Jones and George, McGraw-Hill/Irwin, (1 Chapter and Table of Content), Spring 2003.

Marketing Research 1/e by Cooper and Schindler, McGraw-Hill/Irwin, (23 Chapters), Spring 2003.

Marketing Research 2/e by Hair/Bush/Ortinou, McGraw-Hill/Irwin, (2 Chapters), Spring 2002.

### **CONFERENCES ATTENDED (other than those where I presented papers)**

2009 Faculty Development Conference, “Creating Prepared Learners”, May 20-21, 2009, in Lexington, KY, sponsored by the Kentucky Council on Postsecondary Education.

2007 Faculty Development Conference, “Engaging Campus and Community”, May 14-15, 2007, in Lexington, KY, sponsored by the Kentucky Council on Postsecondary Education.

2006 Faculty Development Conference, “Redesigning Teaching and Learning for the 21<sup>st</sup> Century”, May 24-25, 2006, in Lexington, KY, sponsored by the Kentucky Council on Postsecondary Education.

Kentucky Faculty Development Conference, “Engaging Students for Success”, May 22-23, 2005, in Lexington, KY, sponsored by the Kentucky Council on Postsecondary Education.

Faculty Development Workgroup’s Conference, “The Scholarship of Teaching and Learning: Student Success for Kentucky’s Future”, May 23-24, 2004, in Lexington, KY, organized by the Kentucky Council on Postsecondary Education.

Faculty Development Workgroup’s Conference, “The Scholarship of Teaching and Learning: Engaging the Learner”, May 19-20, 2003, in Lexington, KY, organized by the Kentucky Council on Postsecondary Education.

Faculty Development Workgroup's Conference, "Innovations in Teaching & Learning: Meeting 21<sup>st</sup> Century Challenges", May 20-21, 2002, in Louisville, KY, organized by the Kentucky Council on Postsecondary Education.

Morehead State University PT3 Symposium, "Teaching the e-Generation", April 29, 2002, Morehead, KY.

The Kentucky Conference on "Building a Scholarly Structure for Teaching and Learning", May 20-22, 2001, Bowling Green, KY.

Direct Marketing Institute for Professors, DePaul University, June 7-9, 2000, Chicago, IL, sponsored by The Chicago Association of Direct Marketing Educational Foundation (CADMEF)  
Kentucky Conference on the Scholarship of Teaching and Learning: "Effective Practices", May 22-23, 2000, Hebron, KY.

### **OFFICIAL POSITIONS HELD AT CONFERENCES**

Session Chair, Marketing 1: Strategy Track, American Society of Business and Behavioral Sciences 15<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2008.

Session Chair, What we Have Here is a Need to Communicate, Marketing Management Association 11<sup>th</sup> Annual Fall Educators' Conference, Nashville, TN, Fall 2006.

Session Chair, Marketing Education Track, American Society of Business and Behavioral Sciences 13<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2006.

Session Chair, Adding Value to the Marketing Curriculum, Marketing Management Association 10<sup>th</sup> Annual Fall Educators' Conference, Kansas City, MO, Fall 2005.

Track Chair, Services Marketing, American Society of Business and Behavioral Sciences 11<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2004.

Session Chair, International Marketing Track, American Society of Business and Behavioral Sciences 11<sup>th</sup> Annual Meeting, Las Vegas, NV, Winter 2004.

### **WORKSHOPS ATTENDED**

KSU Blackboard Faculty Training, Summer and Fall 2017. Passed the Blackboard Certification Exam.

KSU Blackboard Faculty Training Seminar, August 7-9, 2006, Frankfort, KY.

University of Kentucky Annual Economics Teaching Workshops, March 31<sup>st</sup>, 2007, March 25, 2006, March 26, 2005, April 24, 2004, March 22, 2003, March 2, 2002, April 21, 2001, April 17, 1999, in Lexington, KY.

10 KSU CITLA (Center for Innovation in Teaching, Learning, and Assessment) workshops, Frankfort, KY.

KSU CITLA (Center for Innovation in Teaching, Learning, and Assessment) Summer Tech Camp, May 13-17, 2002, Frankfort, KY.

KSU Workshop, Teaching with Technology, May 16-17, 2000, Frankfort, KY.

Several KSU School of Business workshops, Frankfort, KY.



## **DISSERTATION**

Topic: Development and Testing of a Self-Report Scale to Measure Country-of-Origin Image.  
Committee Chairman: Dr. Dennis Cradit.

## **TEACHING INTERESTS**

Marketing Communications/Promotion Management. International Business. Marketing Management. Strategic Marketing Management. Consumer Behavior. Professional Selling and Sales Management. Marketing Research. Channel and Retail Management. Industrial Marketing. Principles of Marketing. Principles of Management. Principles of Economics.

## **RESEARCH INTERESTS**

Arts Marketing. Green Marketing. Measurement Issues in Marketing. International Marketing. Philosophy of Science Issues in Marketing. Marketing Ethics. Marketing Education.

## **SERVICE AT KENTUCKY STATE UNIVERSITY**

School of Business Committees:

Chair, Tenure and Promotion Committee. Member, Academic Programs and Assurance of Learning Committee. Member, Personnel and Faculty Planning Committee. Chair, Search Committee. Chair, Faculty Composition, Development & Evaluation Committee. Chair, Faculty Evaluation Committee. Member, Ad-Hoc Committee for a Grade Appeal Case. Member, Technology Committee. Member, Students and Instructional Resources Committee. Member, Ad-Hoc Faculty Search Committees. Member, Curriculum Content and Evaluation Committee. Member, MBA Program Committee. Member, MBA Program Admissions Committee. Member, Recruiting and Retention Committee. Member, Assessment Committee. Member, Tenure and Promotion Committee.

University Committees or Representative Bodies:

Member, Budget and Academic Support Committee. Faculty Senator. Member, Academic Policies Committee. Member, Academic Appeals Committee. Member, Ad-Hoc Search Committee for the Associate Vice President for Academic Affairs. Member, Tenure and Promotion Appeals Committee.

## **SERVICE AT THE UNIVERSITY OF MISSISSIPPI**

School of Business Committees:

Sat on three doctoral students Dissertation Committees, on the Doctoral Comprehensive Exams in Marketing Committee, on several M.B.A. Oral Examination Committees, on the Hardin Chair in Marketing Recruitment Committee, on the Undergraduate Curriculum Review Committee.

University Committees:

Member, Retirement and Insurance Committee.

## **COMMUNITY SERVICE**

Advisor, Children's Alliance of KY, 2012-2013.

Judge, Kentucky DECA (Distributive Education Clubs of America) State Conferences, Louisville, KY, 2004, 2006, 2007, 2012, 2013, 2014, 2015.

Judge, Kentucky FBLA (Future Business Leaders of America) State Conferences, Louisville, KY 2000, 2001, 2002, 2003, 2004, 2006, 2007, 2008, 2009, 2010, 2011, 2016, 2017, 2018.

## **HONORS AND AWARDS**

The Florida State University Fellowship, 1983-84.

## **PERSONAL**

Born in Lyon, France. Male U.S. Permanent Resident (“green card” holder) and French citizen. Speak and write excellent English and French. Working knowledge of German. Excellent health. Single. Hobby: Walking.

## **REFERENCES**

Professor Dave Rich (retired), CPA  
Assistant Professor of Accounting  
School of Business  
Kentucky State University  
Frankfort, KY 40601  
Phone: (502) 514-2574  
E-mail: [daverich1954@gmail.com](mailto:daverich1954@gmail.com)

Kimball P. Marshall, Ph.D.  
Professor of Management and  
Marketing  
School of Business  
Alcorn State University  
9 Campus Drive  
Natchez, MS 39120  
Phone: (601) 392-9314  
E-mail: [kmarshall@alcorn.edu](mailto:kmarshall@alcorn.edu)

**Erin Wiggins Gilliam**  
Kentucky State University  
400 East Main Street  
Frankfort, KY 40601  
(502) 597-5926  
erin.gilliam@kysu.edu

## **EDUCATION**

- 2017      Ph.D. American History, University of Kentucky  
Specialization in African American history and Latin American history  
Dissertation: "A Beacon of Hope:" The African American Baptist Church and the  
Origins of Black Higher Learning Institutions in Kentucky  
Advisor: Dr. Gerald Smith
- 2010      M.A. American History, University of Kentucky  
Specializing in black education and local Kentucky educational movements  
Thesis: Racial Resistance to School Desegregation in Western Kentucky
- 2005      B.A. Social Studies Education, Kentucky State University  
Minor in African American Studies  
Graduated *cum laude*, Education and Social Science departmental honors

## **PROFESSIONAL APPOINTMENTS**

- August 2013 -Present      Assistant Professor of History, Kentucky State University  
History Department Coordinator  
Social Studies Education Department Coordinator
- May 2010-December 2013      Teaching Assistant, Student Affairs, University of Kentucky  
Academic and Activity Advisor for National Pan-Hellenic Council  
Advisor and Instructor to black Greek letter organizations
- 2010-2011      Graduate Research Assistant, Vice President of Institutional  
Diversity, University of Kentucky
- Grant writing and programs that encourage minority students to attend the University of Kentucky
  - Draft computer and web-design programs
  - Research multiculturalism and university diversity polices in higher education
- 2008-2011      Graduate Research Assistant and Editor for the Kentucky African  
American Encyclopedia Project, University of Kentucky
- Primary researcher for Encyclopedia entries

- Content and copy editor for the Encyclopedia
- Organizational and Administrative duties to ensure the success of the research project

August 2006–2008      Social Studies Teacher, Franklin County High School  
 Certification: State of Kentucky Rank I Social Studies Education  
 (Grades 7-12)

**PRESENTATIONS**

- 2019      Invited Moderator for *Michelle Obama Book Talk: Becoming*. Presented at William Wells Brown, Lexington, Kentucky.
- 2019      Invited guest speaker for *Carter G. Woodson Academy, The Historical Black College and Its Contemporary Importance*. Presented at Fayette County Schools, Lexington, Kentucky.
- 2019      Invited guest speaker for *Omega Psi Phi Fraternity Incorporated, Understanding The History of Sexual Assault and Women of Color*. Presented at Kentucky State University, Frankfort, Kentucky.
- 2019      Invited guest speaker for *Kentucky Historical Society, First Friday Lecture: The Role of the African American Baptist Church in Black Higher Education in Kentucky*. Presented at The Kentucky Historical Society, Frankfort, Kentucky.
- 2019      Invited guest speaker *The Importance of celebrating Black History for LM Communications Broadcast Media Group: Black History Month Podcast*. Lexington, Kentucky.
- 2018      Invited guest speaker for *Invitation to Our State’s HBCU*. Presented at Jessamine County Public Library, Nicholasville, Kentucky.
- 2018      *The Importance of Historically Black College and University*. Presented at Kentucky State University Pre-College Academy, Frankfort, Kentucky
- 2018      *The History and the Power of the N Word*. Presented at Kentucky State University Center for Campus Life, Frankfort, Kentucky.
- 2018      Invited Moderator for *Together with Frankfort: Media Matters*. Presented at Kentucky State University, Cooperative Extension; Lexington, Kentucky.
- 2018      Invited Moderator for the Carter G. Woodson Academy Community Forum: *The Black Church’s Role in Public Education*. Presented at Carter G. Woodson Academy; Lexington, Kentucky.
- 2017      *A Celebration of Blackness and History*. Presented at Kentucky State University Center for Campus Life, Frankfort, Kentucky.

- 2017 *KYSU and the Celebration of Black History*. Presented at WTVQ ABC 36 News, Good Day Kentucky Talk Show, Lexington, Kentucky.
- 2017 Invited Panelist for the inaugural symposium panel: *Rethinking HBCU Institutional Priorities and Outcomes in the Era of Accountability and Trump* Panel. Presented at Kentucky State University Atwood Institute for Race, Education, and the Democratic Ideal, Frankfort, Kentucky.
- 2016 Invited Panelist for: *The Significance of Historically Black Colleges and Universities*. Presented at Gear Up Kentucky-All Students Prepared for College Success, Frankfort, Kentucky.
- 2016 Invited Moderator for *White Like Me: Race, Racism, and White Privilege in America*. Presented at Kentucky State University Center for Student Life, Frankfort, Kentucky.
- 2015 *The Story of Halloween on the Hilltop: Strategies for a Successful Campus Community Event*. Panel presented at the annual meeting of the Kentucky Communication Association, Burns, Tennessee.
- 2015 *History and the Balancing Act of Higher Education*. Panel presented at the annual meeting of the Kentucky Black Higher Education Association, Louisville, Kentucky.
- 2013 *Burning of the Cross: Undergraduate Desegregation at the University of Kentucky*. Presented at the University of Kentucky Cultural Center Symposium on Diversity and Education at UK, Lexington, Kentucky.
- 2012 *The Importance of Studying and Understanding African American History*. Invited guest speaker at Black Men Working Program-First Baptist Bracktown, Lexington, Kentucky.
- 2011 *The Scholar and the Woman: Dr. Melynda Price*. Presented at the University of Kentucky Black Women's Conference at UK, Lexington, Kentucky.

## PUBLICATIONS

- Accepted                      On My Own: The Only Black Girl at a Historically Black College. Gilliam, E. *The Beauty and the Burden of Being a Black Professor*. F. Brooks, eds.
- Under Contract              *Maya Angelou: A Life in American History*. Brooks, F., Gilliam E., ABC-CLIO: Black History Lives, anticipated June 2020.

- Under Review "The Black Baptist Church and Education in Kentucky." *American Baptist Quarterly*. The American Baptist Historical Society, anticipated March 2019.
- 2018 "A Theoretical Focus on Cultural Taxation: Who Pays For It In Higher Education." Cleveland, R., Sailes, J., Gilliam, E., & Watts, J. *Advances in Social Sciences Research Journal*, Vol 5, No. 10.
- 2018 "Central Bank and WBTF Celebrate Black History Month." Content Producer for WBTF, Radio Station, Lexington, KY.
- 2016 "'Going Hard in the Paint:' A Case of Coach-Athlete Violence." Brogan, S. M., Gilles, E. E., & Gilliam, E. In D. L. Tucker & J. S. Wrench (Eds.), *Casing Port Communication* (pp. 85-90). Dubuque, IA: Kendall-Hunt.
- 2015 "Baptist Women's Educational Convention of Kentucky" in the Kentucky Encyclopedia of African Americans, University of Kentucky Press.

## TEACHING EXPERIENCE

- 2013-Present **Kentucky State University**  
 HIS 108-Introduction to African American History  
 HIS 314-Twentieth Century African American History  
 HIS 350-Kentucky History  
 ASP 200-Introduction to Africana Studies  
 HIS 101-Early World Civilization  
 HIS 102-World Civilization  
 HIS 103-Western Civilization  
 HIS 201-United States History to 1865  
 HIS 202\_United States History from 1865  
 HIS 316-Modern United States History  
 HIS 352-Latin American and Caribbean History
- 2010-2013 **University of Kentucky**  
 AAS 305-History of Black Greek Letter Organizations  
 AAS 250-African American Communication Styles
- 2006-2008 **Franklin County High School**  
 Honors and Advance Placement Political Science  
 Honors Economics

## AWARDS, GRANTS, AND FELLOWSHIPS

- 2018 Research Fellowship at The Newberry of Library of Chicago Research
- 2018 Academic Leadership Academy Fellow of the Bluegrass Higher Education Consortium
- 2018 Aspen Faculty Development Institute Fellow: Wye Faculty Seminar for leadership and Ideology
- 2018 National Collegiate Athletic Association Innovation in Research and Practice Grant (\$25,000). *Career Exploration and Sport Exit Strategies for Student-Athletes*. (Pending).
- 2017 National Endowment for Humanities: Common Heritage Grant (\$30,000). *Celebrating 130 years of History of Kentucky State University*. (Unfunded).
- 2016 Alpha Kappa Alpha Sorority, Inc., Beta Zeta Chapter Outstanding Faculty Award
- 2015 Faculty & Staff Appreciation Award from the Kentucky State University Athletic Department
- 2015 KSU Girls Rock Outstanding Faculty/Staff Award
- 2006 Minority Representative for the Kentucky Association for Teaching History (selected)

#### **UNIVERSITY AND COMMUNITY SERVICE**

- 2019 Campus Life Spring Fest Faculty Liaison
- 2018-Present Parliamentarian, Faculty Senate
- 2018 - Present Board Member, Lexington History Museum
- 2018 -Present Office of Campus Life: Royal Court Advisory Board
- 2018 Member of Health Education Faculty Search Committee
- 2018 Ad-Hoc Reorganization Committee of Faculty Senate
- 2018 Chairperson of History Search Committee
- 2018-Present Curly in College Faculty Advisor
- 2018 Academic Leadership Cohort for Bluegrass Higher Ed. Consortium
- 2018 Pageant Coordinator for Mister and Miss Kentucky State University
- 2017, 2018, 2019 Pageant Judge for Alpha Phi Alpha Fraternity Inc., *Miss Black and Gold*
- 2017 Behavioral and Social Science Faculty Senate Representative
- 2017-Present Vice-Chair of Academic Policy Committee
- 2017-Present Editorial Board Member, University of Kentucky Press
- 2017-Present Chairperson Academic Appeals Committee
- 2017 Faculty Advisor to Miss KSU/Coronation
- 2017 Chairperson of History Search Committee
- 2017 Organizer of BHM, Living Legend Series, Benjamin Nero
- 2016 Member Campus Community Service Task Force
- 2015-Present Member Academic Appeals Committee

2015-2016	Member Strategic Planning Committee
2015	Cultural Competency Curriculum Development Committee
2015 & 2016	Co-Advisor to Honda Academic All-Star team
2015	Political Science Search Committee
2014	Joint Organizer for Bluegrass Intelligence Symposium
2013-Present	Advisor to History and Social Studies Education Majors and Minors
2013-Present	Chair senior history thesis projects
2013-Present	Teacher Education Committee in the School of Education

## **PROFESSIONAL MEMBERSHIPS**

Kentucky Association for Teaching History  
Association for the Study of African American Life and History  
Kentucky Association for Blacks in Higher Education  
Southern Association for African American Studies





**Alexander C.K. Lai, Ph.D.**

Assistant Professor/Biology  
 Kentucky State University  
 College of Natural, Applied, and Health  
 Sciences, School of Natural Sciences  
 E-mail: alexander.lai@kysu.edu  
 Phone: 1-502-597-6784  
 Cell:1-859-457-0973



**Summary**

I received my B.Sc. in Microbiology from University of Queensland (Australia), and my Ph.D. in Biomedical Sciences from Mount Sinai School of Medicine, City University of New York. After obtaining my Ph.D., I had worked at several academic institutions, including Australian National University and University of Kentucky as postdoctoral fellow and research specialist, and as a faculty member at Oklahoma State University. In 2004, I was recruited to the newly established Center for Health Protection (CHP) in Hong Kong. CHP was created after the SARS epidemic in 2003. I was involved in developing rapid diagnostic tests and drafting public health contingency plans for emerging viruses, e.g., avian influenza virus H5N1 and SARS-coronavirus. While in Hong Kong, I also held several adjunct positions and taught at University of Hong Kong and Hong Kong Baptist University. Prior to joining Kentucky State University, I was a co-founder and chief scientific officer of a biotech company.

I teach Biology, Microbiology, Virology, Immunology, Anatomy & Physiology, and Advanced Topics in Biology. I engage my students in active learning. I emphasize my student to understand concepts and critical thinking. By not burdening my students with overwhelming information, due to the recent explosive development in biological/biomedical sciences, they become excited and engaged active learners.

My research interests include molecular virology, viral evolution, pathogenesis, and vaccine development. I authored and co-authored research articles and book chapters on molecular virology and immunology, particularly on viral evolution. I also has a US patent on DNA vaccine. *Since joining Kentucky State University, I have six (6) peer-reviewed high-impact publications, as coauthor or as corresponding author.*

I believe that my larger than usual career footprint is beneficial to my students, as I always use “real life” examples to excite them, and using these examples in class discussions.

I live with my family in Lexington where my son is studying at University of Kentucky, majoring in Physics. My hobbies include photography, swimming, and amateur astronomy.

**Education**

School	Place	Degree	Date
<b>Mt. Sinai School of Medicine (City University of New York)</b>	New York	Ph.D. (1989)	08/1984 – 05/1989
	USA	M.Ph. (1987) Biomedical Sciences	
<b>University of Queensland</b> Brisbane, Australia	Brisbane Australia	B.sc. (1982) Microbiology	01/1979 – 02/1982
<b>King’s College</b> Hong Kong	Hong Kong	HKU Matriculation (1978) London Univ. A-Level (1978) HKCEE (1976)	09/1971 – 05/1978

### Work Experience

Institution	Position	Duty and Accomplishment
<b>Kentucky State University</b>	Assistant Professor (2014 – present) Visiting Assistant Professor (08-2013--07-2014)	Teaching: biology, microbiology, and virology, immunology, anatomy & physiology, life science, modern topics in biology, and mentoring senior students in research projects. Research: publications and grant application. Service: committee membership, scientific panelist, etc.
<b>EnzaVac Biotech Ltd</b> [Re-organized to Inoculant DNA Vaccines(HK)Ltd	Chief Scientific Officer & Co-Founder (07/2011-2013)	R&D (vaccine and biologics), business development, regulatory and compliance affairs
<b>HKU SPACE and Edinburgh Napier University</b>	Adjunct Lecturer (03/2009 – 2013 )	Teaching (various modules for M.sc. and B.sc. courses)
<b>Hong Kong Baptist University</b> Department of Biology	Adjunct Lecturer (02/2005 – 2013)	Teach undergraduate and graduate level on environmental virology
<b>University of Hong Kong Li Ka-Shing Faculty of Medicine</b> Department of Microbiology	Scientific Officer and Hon. Asst. Prof. (07/2007 – 08/2013)	Strategic planning, grant/fund raising research and managing a large research group; Research, advising, review student thesis and manuscripts
<b>Centre for Health Protection</b> Hong Kong Gov. Dept. of Health	Virologist (12/2004-12/2007)	Clinical diagnostics, surveillance, public health, providing expertise in matters regarding emerging viruses including drafting contingency plans, etc.
<b>Oklahoma State University</b> Department of Microbiology and Molecular Genetics	Assistant Professor (01/1998 – 11/2004)	Teaching (student evaluation >3.3 out of 4.0) Research: influenza and *vaccine (publications and a US patent granted [US 7,244,435 B2]) ; Service (served at various university and departmental committees) <i>*Conducted vaccine trial (equine influenza) funded by Hong Kong Jockey Club and by Fort Dodge Animal Health</i>
<b>University of Kentucky</b> Gluck Equine Research Center	Research Specialist and Postdoctoral Scholar (12/1992 – 12/1997)	Research: equine influenza (*antigenicity, evolution, and epidemiology); Clinical: diagnostics (veterinary); Liaison with industrial partners;
<b>University of Florida School of Medicine</b> Department of Microbiology & Immunology	Postdoctoral Associate (02/1992 – 11/1992)	Research: vaccinia virus (pathogenesis); Write research papers and proposals
<b>Australian National University John Curtin Sch. of Med. Research</b> Viral Engineering Group	Postdoctoral Fellow (08/1989 – 01/1992)	Research: vaccinia virus (cytokine, pathogenesis, recombinant vaccinia as vaccine candidate), HIV (vaccinia-based vaccine development); Write research papers and proposals
<b>Mt. Sinai School of Medicine City University of New York</b> Dept. Neoplastic Diseases	Postdoctoral Fellow 05/1989 – 07/1989)	Research: breast cancer (developed 1 <sup>st</sup> generation PCR test for MMLV-like sequences in breast tumor samples)
<b>Dept. of Health, HK Govt. Princess Margaret Hospital</b> Pathology Department	Medical Laboratory Technician (09/1983 – 08/1984)	Technical services at the hospital's hematology laboratory
<b>Kansas University Medical Center</b> Department of Microbiology	Research Assistant (08/1982 – 07/1983)	Research on human T cell markers

### Professional Qualifications, Affiliations & Honors

#### **Certification/Practice License:**

1. Hong Kong Board of Medical Technologist
2. American Medical Technologist Certification (\*Pending activation)

#### **Affiliation:**

1. Sigma Xi
2. American Association for the Advancement of Science
3. American Society for Microbiology
4. American Society for Virology
5. Society of Chinese Bio-Scientists in America
6. Hong Kong Institute of Medical Laboratory Sciences
7. Hong Kong Society for Immunology and Hong Kong Society for Infectious Diseases
8. Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC)

#### **Prize and Honors:**

1. Bronze and Silver Medals, Duke of Edinburgh Award Scheme
2. Sigma Xi Society: Best Student Presentation, 1988

### Teaching and Research

#### **Teaching Experience:**

1. Teaching Biology, Microbiology, Virology, Anatomy & Physiology, and Immunology at Kentucky State University (**Current**)
2. Taught graduate and undergraduate courses at University of Hong Kong and Hong Kong Baptist University
3. Taught >17 courses (including Introductory Microbiology, Cell & Molecular Biology, Virology, and Emerging Infectious Diseases) at Oklahoma State University, with an average teaching rating of 3.2 (out of 4.0), and supervised more than 50 undergraduate, graduate students and postdoctoral students in their research
4. Established new course (Emerging Infectious Agents) at OSU, *still offered and in demand even though I have left OSU*
5. Teaching involvement at University of Kentucky and at the Australian National University

#### **Invited Lecture:**

1. >30 invited seminars at various universities and at scientific conferences. Topics included molecular pathogenesis of poxvirus, and immune evasion, molecular evolution of influenza virus, emerging viruses, and DNA vaccine.

#### **Special Presentation:**

1. Various news stories and interviews by the mass media in Hong Kong and in Oklahoma regarding human, equine, and avian influenza, and on DNA vaccine

#### **Reviewer for Scientific Journal:**

1. Clinical Infectious Diseases
2. BioTechniques
3. FEMS Immunology & Medical Microbiology
4. Veterinary Record
5. Virology
6. PLOS
7. Journal of General Virology
8. Journal of Clinical Virology
9. Trends in Microbiology
10. Journal of Medical Virology
11. Veterinary Microbiology
12. Microbial Pathogenesis

#### **Reviewer for Textbook / Monograph:**

1. Acheson: Fundamental Molecular Virology, 1<sup>st</sup> and 2<sup>nd</sup> Ed., 2003 and 2011, respectively
2. iGenetics, 2003
3. Proceedings of OIE/FAO (in collaboration with WHO) International Scientific Conference on Avian Influenza, 2006

**Reviewer for Funding Agency:**

1. National Institutes of Health
2. Research Funding for the Control of Infectious Diseases, Hong Kong Government
3. Civilian Research and Development Foundation, U.S. State Department
4. Oklahoma Center for the Advancement of Science and Technology
5. United States Department of Agriculture
6. Grayson Jockey Club Research Foundation
7. Innovation and Technology Fund, Hong Kong SAR Government

**Service:**

1. Campus Representative and Board Member, CCSA
2. Committee Member, Kentucky EPSCOR
3. Academic Review and Strategic Planning Board, HKU SPACE/Napier University
4. International Studies Committee, Kentucky State University
5. Institutional Committee on the Use and Care of Animal, Oklahoma State University
6. Institutional Review Board (IRB)
7. Academic Appeal Board, Oklahoma State University
8. University Strategic Planning Committee, Oklahoma State University

**Special Assignment:**

1. Investigation of the 1992 equine influenza epizootic in Hong Kong, January-March 1994, Hong Kong. Invited and funded by The Hong Kong Jockey Club. (*Formulated and implemented new quarantine procedures for the import, export, and transport of horses in Hong Kong*)

**Publications**

**Publication:**

- Ph.D. Thesis:  
Lai, A.C.K. Molecular and biological characterization of deletion mutants of vaccinia virus, City University of New York, New York, 1989.
- Original (peer-reviewed) articles:
  1. He, W., Li, G., Zhu, H., Shi, W., Wang, R., Zhang, C., Bi, Y., Lai, A., Gao, G., Su, S. Emergence and adaptation of H3N2 canine influenza virus from avian influenza virus: An overlooked role of dogs in interspecies transmission. *Transboundary and emerging diseases* 66 (2): 842-845, 2019 [\*author address at School of Natural Sciences, **Kentucky State University**]
  2. Su, S., Wong, G., Shi, W., Liu, J., \*Lai, A. C.K., Zhou, J., Liu, W., Bi, Y., Gao, G.F. Epidemiology, genetic recombination, and pathogenesis of coronaviruses. *Trends in Microbiology*: 24: 490-502, 2016 [\*author address at **Kentucky State University**]
  3. Xing, G., Gu, J., Yan, L., Lei, J., Lai, A. C. K., Su, S., Zhou, J. Human infections by avian influenza virus H5N6: Increasing risk by dynamic reassortment? *Infection, Genetics, and Evolution* 42: 46-48, 2016 [\*author address at **Kentucky State University**]
  4. Zhou, P., Ma, J., \*Lai, A.C.K. Gray, G., Su, S., Li, S. Avian influenza A(H7N9) virus and mixed live poultry-animal markets in Guangdong Province: a perfect storm in the making? *Emerging Microbes and Infection* 2015:4,e63 (Open access at Nature.com) \***Corresponding author**, author address at **Kentucky State University**
  5. Su, S., Tian, J., Hong, M., Zhou, P., Lu, G., Zhu, H., Zhang, G., \*Lai, A.C.K., Li, S. Global and quantitative proteomic analysis of dogs infected by avian-like H3N2 canine influenza virus. *Frontiers in Microbiology* 6:228, 2015 [\*author address at **Kentucky State University**]

6. Su, S., Wang, L., Fu, X., He, S., Hong, M., Zhou, P., \*[Lai, A.C.K.](#), Gray, G., Li, S. Equine influenza A (H3N8) virus infection in cats. *Emerg Infect Dis.* 20: 2087-2090, 2014 [\***Corresponding author**, author address at **Kentucky State University**]
  7. Su, S., Chen, J., Zhou, P., [Lai, A.C.K.](#), Ke, C., Wu, J., Li, Y., Qi, W., Zhang, G. Detection of antibodies against avian influenza virus subtypes H7 and H9 among veterinarians in Guangdong province, China. *J. Clin. Microbiol.* 51:4272-4274, 2013
  8. [Lai, A.C.K.](#), Wu, W.L., Lau, S.Y., Guan, Y., and Chen, H. Two-dimensional antigenic dendrogram and phylogenetic tree of avian influenza virus H5N1. *FEMS Immunology & Medical Microbiology* 64: 205-211, 2012.
  9. Cheng, P., Lau, C.S., [Lai, A.](#), Ho, E., Leung, P., Chan, F., Wong, A., and Lim, W. A novel reovirus isolated from a patient with acute respiratory disease. *J. Clin. Virol.* 45: 79-80, 2009.
  10. Wang, P., Song, W., Mok, B.W.-Y., Zhao, P., Qin, K., [Lai, A.](#), Zhang, J., Smith, G.J.D., Lin, T., Guan, Y., and Chen, H. Nuclear Factor 90, NF90, negatively regulates influenza virus replication by interacting with viral nucleoprotein. *J. Virol.* 83:7850-7861, 2009.
  11. Divanovic, S., and [Lai, A.C.K.](#) Cytokine induction in human cord blood lymphocytes after pulsing with uv-inactivated influenza viruses. *Immun. Lett.* 94: 201-207, 2004.
  12. [Lai, A.C.K.](#), and Rogers, K., Glazer A., Tudor, L., and Chambers, T. Alternate circulation of recent equine-2 influenza virus (H3N8) from distinct lineages in the United States. *Virus Research* 100: 159-164, 2004.
  13. Sengupta, S., Onodera, K, [Lai, A.](#), and Melcher, U. Molecular detection and identification of influenza viruses by oligonucleotide microarray hybridization. *J. Clin. Microbiol.* 41: 4542-4550, 2003.
  14. [Lai, A.C.K.](#), Chambers, T.M., Morley, P.S., Haines, D., Townsend, H. and Barrandeguy, M. Diverged evolution of recent equine-2 influenza (H3N8) virus in the Western Hemisphere. *Archives of Virology*, 146:1063-1074, 2001.
  15. [Lai, A.C.K.](#), and A.M. McPhillips. Isolation of avian influenza viruses in Central Oklahoma, *J. Oklahoma State Medical Association*, 92:565-567, 1999.
  16. Daly, J.M., [Lai, A.C.K.](#), Binns, M.M., Chambers, T.M., Barrandeguy M. and Mumford, J.A. Antigenic and genetic evolution of equine H3N8 influenza A viruses. *Journal of General Virology* 77:661-671, 1996.
  17. Wu, P.C., Fang, J.W., Lai, C.L., Lau, S.S., Lo, C.K., [Lai, A.](#), and Lau, J.Y. Hepatic expression of hepatitis B virus genome in chronic hepatitis B virus infection. *American Journal of Clinical Pathology* 105: 87-95, 1996.
  18. Chambers, T.M., Holland, R.E. and [Lai, A.C.K.](#) Equine influenza: Current veterinary perspectives, Part I. *Equine Practice* 17:19-23, 1995.
  19. [Lai, A.C.K.](#), and Chambers, T.M. Rapid protocol for sequencing RNA virus using \*Taq\* version 2.0 DNA polymerase. *BioTechniques.* 19:704-706, 1995.
  20. Chambers, T.M., Holland, R.E. and Lai, A.C.K. Equine influenza: Current veterinary perspectives, Part II. *Equine Practice* 17:26-30, 1995.
  21. [Lai, A.C.K.](#), Lin, Y.P., Powell, D.G., Shortridge, K.F., Webster, R.G., Daly, J., and Chambers, T.M. Genetic and antigenic analysis of the influenza virus responsible for the 1992 Hong Kong equine influenza epizootic. *Virology* 204:673-679, 1994.
  22. Chang, P.Y., [Lai, A.C.K.](#), and Pogo, B.G.T. Attenuated deletion mutants of vaccinia virus IHD-W recovered virulence by re-insertion of a terminal restriction fragment. *Microbial Pathogenesis* 13:49-59, 1992.
  23. Pogo, B.G.T., [Lai, A.C.K.](#), Joesten, M.E., Royston, M.E., and Holloway, D. Changes in cell gene expression in human leukemic cells persistently-infected with vaccinia virus. *Virus Research* 19:131-138, 1991.
  24. [Lai, A.C.K.](#), and Chu, Y. A rapid method for screening vaccinia virus recombinants. *BioTechniques* 10:564-565, 1991.
  25. [Lai, A.C.K.](#), and Pogo, B.G.T. Attenuated deletion mutants of vaccinia virus lacking the VGF gene are defective in replication in vivo. *Microbial Pathogenesis* 6:219-226, 1989.
  26. [Lai, A.C.K.](#), and Pogo, B.G.T. Characterization of vaccinia virus deletion mutants isolated from persistently infected Friend erythroleukemia cells. *Virus Research* 12:239-250, 1989.
  27. Pogo, B.G.T., [Lai, A.C.K.](#), Holland, J.G., and Friend, C. Difference in the susceptibility of human blood cell lines to vaccinia virus. *Intervirology* 29:11-20, 1988.
  28. Moran, T., Monestier, M., [Lai, A.C.K.](#), Norton, G., Reale, M., Thompson, M., Schulman, J.L., Riblet, R., and Bona, C.A. Characterization of variable-region genes and shared cross-reactive idiotypes of antibodies specific for antigens of various influenza viruses. *Viral Immunology* 1:1-12, 1987.
- Book / Book Chapter:

1. Chambers, T.M., Lai, A.C.K., Powell, D.G., and Shortridge, K.F. Equine influenza outbreaks in China, including Hong Kong, 1989-94: A review. In: Proceedings of International symposium on emergence and control of zoonotic ortho- and paramyxovirus diseases. Eds: Dodet, B., and Vicari, M., John LibbeyEurotext, Montrouge (France), 2001.
  2. Lai, A.C.K., Chambers, T.M., Morley, P.S., Haines, D., Townsend, H. and Barrandeguy, M. Surveillance for equine influenza viruses in the Western Hemisphere: An update. Proceedings of the 8th Equine Infectious Diseases Conference, Eds: Wernery, U., Wade, J.F., Mumford, J.A., and Kaaden O.-R. R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1999.
  3. Barrandeguy, M., Parreno, V., Chambers, T., Lai, A., Saif L., Constantini, V., Craig, B., and Fernandez, F. Viral infections of horses in Argentina, Proceedings of the 8th Equine Infectious Diseases Conference, Eds: Wernery, U., Wade, J.F., Mumford, J.A., and Kaaden O.-R. R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1999.
  4. Lai, A.C.K. and Chambers, T.M. Rapid protocol for sequencing RNA virus using \*Taq\* version 2.0 DNA polymerase: An update. The PCR Techniques: DNA Sequencing II. Eds: Gyllensten, U. and Ellingboe, J., Eaton Publishing, Natick, MA, USA, 1997.
  5. Powell, D.G., Watkins, K.L., Li, P.H., Lai, A.C.K., and Chamber, T.M. International movement and equine infectious diseases: An outbreak of influenza among racehorses in Hong Kong. Proceedings of the 7th Equine Infectious Diseases Conference, Eds: Nakajima, H., and Plowright, W., R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1994.
  6. Chambers, T.M., Lai, A.C.K., Franklin, K.M., and Powell, D.G. Recent evolution of the haemagglutinin of equine-2 influenza virus in the USA. Proceedings of the 7th Equine Infectious Diseases Conference, Eds: Nakajima, H., and Plowright, W., R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1994.
- Book Review:
    1. Lai, A.C.K. OIE/FAO International Scientific Conference on Avian Influenza. Clinical Infectious Diseases 44: 622, 2007.
  - Student Thesis (as major mentor):
    1. Thapa, M. Protective mucosal immunity elicited by intranasal DNA vaccination expressing the HA1 for equine influenza virus, M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August 2005.
    2. Ramamoorthy, S. Development of a mucosal DNA vaccine for equine influenza. M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August 2002.
    3. Divanovic, S. Cytokine induction by influenza virus: A possible correlation to pathogenicity, M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August, 2000.
  - Peer-review articles submitted/In-preparation:
    1. Emergence and adaptation of H3N2 canine influenza virus from avian influenza virus: An overlooked role of dogs in interspecies transmission. Submitted to Emerg. Inf. Dis
    2. Host range shift of H3N8 canine influenza virus: A phylodynamics approach to delineate its origin and adaptation from horses to dogs. Submitted to mBio
  - Presentation and Published Abstract:
 

>50 presentations (with published abstracts) at national and international conferences
  - Convener / Chair in Conference/ Scientific Meeting: >10, e.g., 8<sup>th</sup> Asia Pacific Congress of Virology, 2009
  - Sequences submitted to Genbank plus other database:
 

>100 primary sequences submissions, fully annotated since 1992
  - Funding:
 

>US\$2.2M funding (past & current) from various agencies (USDA, RFCID), Hong Kong Jockey Club, and industries (Wyeth/Fort Dodge Animal Health)
  - Patent:
    1. **US 7,244,435 B2**: DNA vaccine expressing HA1 of equine-2 influenza virus. (Issued Date: July 17, 2007)

April 15, 2019

**Andrew J. Ray, Ph.D.**

Assistant Professor of Aquaculture Production

Kentucky State University, School of Aquaculture

103 Athletic Rd., Frankfort KY 40601 USA • Andrew.Ray@kysu.edu • 502-597-8109

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**EDUCATION:**

- **Doctor of Philosophy in Coastal Sciences, December 2012**  
The University of Southern Mississippi, Ocean Springs, MS
- **Master of Science in Environmental Studies, August 2008**  
The University of Charleston, Charleston, SC
- **Bachelor of Science in Biology, May 2005**  
The University of Central Missouri, Warrensburg, MO

**PROFESSIONAL EXPERIENCE:**

- **Assistant Professor, Kentucky State University, September 2014 – Present**  
This tenure-track appointment began September 16, 2014. I am currently conducting sustainable indoor shrimp farming systems research, and integrated agriculture research in high tunnel greenhouses. Some specific topics under study are greenwater biofloc systems, indoor biofloc systems, RAS technology simplification and improvement, aquaculture isotope dynamics, polyculture, and phytoremediation of reused marine water. My research focus is sustainable systems development. I teach Water Quality Management, I am working to take this course online, and I am developing a course on Recirculating Aquaculture Systems. I routinely work with farmers to help transfer the technology I am developing at KSU. These efforts include a workshop I hosted on September 14 and 15, 2018 which attracted 216 attendees from 28 states and 5 countries. I facilitated the opening of two indoor Kentucky shrimp farms in 2018 that are showing a great deal of profit potential. My lab currently includes an undergraduate RA and three graduate (MS) students, a full time Research Assistant, a full time Research Associate, and numerous other student, intern, and faculty collaborators.
- **Post-Doctoral Fellow, The University of Southern Mississippi, January 2013 – August 2014**  
During this full-time faculty appointment I solicited grants to fund sustainable aquaculture research projects at the Gulf Coast Research Laboratory's Thad Cochran Marine Aquaculture Center. As part of this appointment I taught at the undergraduate and graduate levels, published research papers, worked with private industry to develop and improve aquaculture projects in the United States and globally including a large project I led temporarily in South Africa, and I participated in international conferences.
- **Research Assistant, The University of Southern Mississippi, August 2009 – December 2012**  
As part of a Ph.D. research program, I managed a large-scale, over 16,000 square foot shrimp production facility and taught undergraduate and graduate level laboratory courses. I designed and managed large and meso-scale experiments, analyzed and disseminated data through professional channels, and managed four employees. Under my supervision the facility achieved the highest level of shrimp production in its history.
- **Biologist, SC Dept. of Natural Resources, Waddell Mariculture Center, May 2008 – July 2009**  
I assisted with various animal husbandry efforts, and managed an experiment comparing two shrimp diets (a fish-free diet and a conventional fish-containing diet) and the effectiveness of

using tilapia grazing and suspended solids removal as management techniques for shrimp production systems.

- **Research Assistant, The University of Charleston, March 2007 – May 2008**

As part of a M.S. Thesis project, I helped to plan and implement an experiment analyzing the effects of shrimp diets and various management regimes on communities of microorganisms and chemical cycling dynamics within shrimp aquaculture systems.

#### **AWARDS:**

- **Top Article in the Aquaculture Advocate Magazine 2017**
  - Number one ranked article for the year in this widely read magazine
  - Rankings based on page views, social media shares, and reader feedback
- **Distinguished Early Career in US Aquaculture** – US Aquaculture Society, Aquaculture America 2011, New Orleans, LA
- **Best Student Poster, 2<sup>nd</sup> Place** – US Aquaculture Society, Aquaculture America 2011, New Orleans, LA
- **Best Abstract/Travel Award** – World Aquaculture Society, World Aquaculture 2010, San Diego, CA
- **Best Student Presentation, 3<sup>rd</sup> Place** – 2010 Graduate Student Symposium, Gulf Coast Research Laboratory, Ocean Springs, MS
- **Best Abstract/Travel Award** – US Aquaculture Society, Aquaculture America 2008, Orlando, FL.
- **Jack Bayless Best Presentation Award** – SC Fishery Workers Association/SC Chapter of the American Fisheries Society Joint Meeting, Santee, SC 2008

#### **TEACHING COMPETENCY:**

##### **Highlights**

- Teaching as a faculty member of an accredited university since Summer of 2013.
  - Served as primary advisor for six M.S. students
  - Mentored six undergraduate students as research assistants
- 
- **University Courses**
    - Water Quality Management (AQU 460; 3 CH) - Kentucky State University
      - Fall 2015, Fall 2017
    - Water Quality Management (AQU 560; 3 CH) - Kentucky State University
      - Fall 2015, Fall 2017
    - Water Quality Management Laboratory (AQU 461; 1 CH) - Kentucky State University
      - Fall 2015, Fall 2017
    - Water Quality Management Laboratory (AQU 561; 1 CH) - Kentucky State University
      - Fall 2015, Fall 2017
    - Marine Aquaculture (COA 424/424L; 6 CH) – The University of Southern Mississippi
      - Summer 2013
    - Marine Aquaculture (COA 524/524L; 6 CH) – The University of Southern Mississippi
      - Summer 2013
    - Marine Aquaculture Laboratory – Co-Taught (COA 424L/525L; part of a 6 CH course)
      - The University of Southern Mississippi
      - Summer 2010, 2011, and 2012



- **Master of Science Graduate Students**

- Primary Advisor

- Anthony Adams (M.S. AQU; Spring 2018 – Current)
    - Leo Fleckenstein (M.S. AQU; Spring 2018 – Current)
    - Nathan Kring (M.S. AQU; Fall 2017 – Current)
    - John Barksdale (M.S. AQU; Spring 2016 – Current)
    - Elizabeth Gamez (M.S. AQU; Fall 2015 – Current)
    - Thomas Tierney (M.S. AQU; Fall 2015 – Summer 2017) – Graduated
      - Thesis Title: A comparison of biofloc, clear-water, and hybrid-water culture systems for super-intensive shrimp *Litopenaeus vannamei* nursery production (Published in the journal Aquacultural Engineering)

- Co-Advisor

- James Brown (M.S. AQU; Spring 2019 – Current)
    - Joshua Dusci (M.S. AQU; Fall 2018 – Current)
    - Ed Wilcox (M.S. ENV; Fall 2018 – Current)
    - Eugene Blair (M.S. AQU; Spring 2016 – December 2018) – Graduated
    - Kristy Allen (M.S. AQU; Spring 2015 – Fall 2017) – Graduated
    - Thomas Drury (M.S. – University of Miami, Florida; conducted an internship in my lab for the Master of Professional Science Degree) – Graduated

- **Undergraduate Research Assistants (supervised and mentored)**

- Mark Johannemann (Fall 2018 – Current)
    - Supervised Practicum I (AFE 311) Project
  - Malik Sims (Fall 2018 – Current)
    - KSU Student in the MBA Program
  - Mayowa Titiloye (Spring 2018 – Summer 2018)
    - KSU Student in the MBA Program
  - Benjamin Lawson (Summer 2017 – Current)
    - Eastern Kentucky University Student who works in my lab.
  - Adam Cecil (Fall 2014 – Spring 2017)
    - Supervised Practicum I (AFE 311) and Practicum II (AFE 411) Projects
  - Jill Fisk (Summer 2017 – Summer 2018)
  - Nathan Kring (Spring 2016 – Summer 2017)
    - Supervised Practicum I (AFE 311) and Practicum II (AFE 411) Projects
  - Dustin Casey (Spring 2015)
    - Supervised Practicum II (AFE 411) Project
  - Phillip Henderson (Fall 2014 – Spring 2015)

- **Undergraduate Mentees**

- James Brace
    - Supervised Practicum II (AFE 411) Project – Fall 2017
  - Latrish Williams
    - Supervised Practicum II (AFE 411) Project – Spring 2017
  - Kinita Hill
    - Supervised Practicum II (AFE 411) Project – Fall 2016
    - Supervised under the Federal Work Study Program
  - Ashley Craigmyle
    - Supervised Practicum II (AFE 411) Project – Spring 2016
    - Ashley presented her findings at the 2016 KSU Liberal Arts Symposium
  - Caitlin Mullins

- Supervised Practicum I (AFE 311) Project – Spring 2016
  - Scott Watts
    - Supervised Practicum II (AFE 411) Project – Spring 2016
- **High School Students**
  - Ottis Jagers (Summer Apprenticeship Student; Summer 2016)
  - Keziah Thomas (Summer Apprenticeship Student; Summer 2016)
  - Anne Holden (Research Assistant; Fall 2014 – Spring 2015)
  - Delyia Oldham (Summer Apprenticeship Student; Summer 2015)
- **Interns**
  - Jonathan Olsen – Spring 2018 - From Lexington, KY
  - Viktor Vagesjo – Fall 2017 – From Sweeden
- **Other Teaching**
  - High Tunnel Greenhouse Experiential STEM Learning Facilities
    - Built and help manage a high tunnel at an elementary school in Versailles and a middle school in Lexington. They contain aquaculture and terrestrial agriculture production systems used to engage and teach students STEM principles.
    - Part of a grant-funded project that has impacted over 100 students
    - Collaboration with Versailles Montessori School and Providence Montessori Middle School
  - Biofloc Technology Shortcourse – Kuwait Institute for Scientific Research
    - 5-day course, taught in Kuwait City, Kuwait, November 2014

## **SCHOLARLY RESEARCH AND CREATIVE ACTIVITY:**

### **Highlights**

- Brought in **\$1,905,000 in competitive, external funds**. These figures do not include Evans Allen funds which are given to all Land Grant PDs at KSU and it does not include a grant that I took over after a previous colleague retired (Integrated Approach...). It also does not include funds from industry partners which is not competitive.
  - Published **15 peer-reviewed manuscripts** in eight years and I am senior author on 9 of those
- Routinely participate in **national and international professional conferences**, and involve students in those activities.

### **Funded Grants:**

- **Practical, Integrated Agriculture to Supply Year-Round Farmer Income And Fresh, Nutritious Food to Underserved Communities (\$599,062)** - Research, Teaching, and Extension Grant (Lead-PD; 2019 - current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - A collaboration between KSU, the USDA, and FoodChain (a local non-profit combating food insecurity)
- **Integrating biofloc technology with aquaponics to improve sustainable aquaculture production (\$171,698)** – Research Grant (Co-PD, University of Arkansas Pine Bluff Subaward; 2019 – current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - A collaboration between KSU and the University of Arkansas Pine Bluff

- **Practical Optimization of an Economical Salt Formulation for Inland, Rural Shrimp Production (\$499,109)** - Research and Extension Grant (Lead-PD; 2018 - current)
  - USDA-NIFA, AFRI Foundational Program, Small Farms Program.
  - A collaboration between KSU, Auburn University, and Purdue University
- **Development of shrimp culture technology for sustainable production (\$20,000)** – Collaborative Professional Development Grant (Lead-PD; 2018 – current)
  - NOAA Joint Project Agreement with the Republic of Korea Ministry of Oceans and Fisheries
- **The Practical Use of High Tunnels for Fish and Plant Production, Maximizing Energy and Nutrient Utilization Efficiencies (\$598,604)** - Research, Teaching, and Extension Grant (Lead-PD; 2015 - current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
- **Simplifying and Optimizing Denitrification to Facilitate Long-Term Water Use in Recirculating Aquaculture Systems (\$391,802 – estimated, the award is not yet finalized)** Research Grant (Lead-PD; 2018 - current)
  - USDA – National Institute of Food and Agriculture, Evans Allen Research Program
- **Southern Regional Aquaculture Center Factsheet Preparation (\$1,650)** - Publication Grant (Lead PD; 2018 – current)
  - USDA – National Institute of Food and Agriculture, Southern Regional Aquaculture Center Program.
  - Preparing a publication tentatively titled “Indoor Shrimp Farming”
- **The Effects of Density and Artificial Substrate on Shrimp (*Litopenaeus vannamei*) Production in Recirculating Aquaculture Systems (\$186,666)** - Research Grant (Lead-PD; 2015 - 2017)
  - USDA – National Institute of Food and Agriculture, Evans Allen Research Program
- **Integrated Approach for Sustainable Aquaculture and Agriculture Production with the Use of Reclaimed Water from Rural Communities (\$599,751)** Research, Teaching, and Extension Grant (Substitute Lead-PD; 2015 - 2016)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - I took over as Lead-PD after the initial PD retired from KSU.
- **Optimizing the use of algal meal (*Schizochytrium sp.*) as a fish oil replacer in the practical diets of Pacific white shrimp (*Litopenaeus vannamei*) (\$32,000)** Research Grant (Co-PD, 2015 - 2016)
  - Alltech Corporation
- **Aquaculture Demonstration – Marine Shrimp in Biofloc Demonstration Grant (\$15,000)** Demonstration Grant (Lead-PD; 2014 - 2015)
  - Kentucky Agricultural Development Board “Sustainability of Farms and Families”
- **An Evaluation of Salt Mixtures for the Culture of *Litopenaeus vannamei* (\$61,278)** Research Grant (Lead-PD; 2013 - 2014)
  - Bosasa Operations (Pty) Ltd., Gauteng, South Africa.
- **The Michael Castagna Student Grant for Applied Research; 2010 - 2011 (\$1,250)**
  - The National Shellfisheries Association, Aquaculture Triennial Meeting, San Diego, CA 2010.
- **SEASPACE Academic Scholarship; 2010 (\$2,000)**
  - SEASPACE Adventure Sports and Travel Expo 2010 Scholarship Program
- **US Environmental Protection Agency Fellowship; 2006 - 2007 (\$1,000)**
  - The University of Charleston through an award from the US EPA

**Submitted Grants (not funded):**

- **Practical, Brackish-Water Aquaponics to Supply Year-Round Farmer Income And Fresh, Nutritious Food to Underserved Communities (\$599,062)**
  - Submitted May 31, 2017 to the USDA-NIFA 1890 Capacity Building Grants Program

- Re-submitted in 2018 and it was selected for funding
  - A collaboration between KSU, Providence Montessori Middle School (Lexington), Versailles Montessori School (Versailles), Spark Community Café (Versailles), and Foodchain (Lexington)
- **Integrating Aquatic and Terrestrial Agricultural Systems to Enhance Sustainable Food Production (\$299,667)**
  - Submitted November 17, 2015 to the USDA-NIFA Sustainable Agriculture Research and Education Grants Program
  - A collaboration between KSU and the University of Southern Mississippi
- **Demonstration and technology transfer of biofloc marine shrimp production to the private sector along the northern Gulf of Mexico (\$300,000; KSU portion = \$76,000)**
  - Submitted November 2, 2015 to the NOAA, National Marine Fisheries Service, Saltonstall-Kennedy Competitive Research Program
  - A collaboration between KSU, the University of Southern Mississippi, and Auburn University
- **An Algae-based Platform for the Production of Food and Fuel from Waste Water and Carbon Dioxide (\$6,000,000; KSU portion = \$1,336,916)**
  - Submitted February 23, 2015 to the National Science Foundation EPSCoR Program
  - A collaboration between KSU, University of Kentucky, Nicholls State University, Santa Fe Community College, and the University of Delaware

### Refereed Publications:

- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2019. Effects of supplemental LED lighting on water quality and Pacific white shrimp (*Litopenaeus vannamei*) performance in intensive recirculating Systems. *Aquaculture* 504: 219-226.
- Ray, A.J., Leffler, J.W., and C.L. Browdy. 2019. The effects of a conventional feed versus a fish-free feed and biofloc management on the nutritional and human sensory characteristics of shrimp (*Litopenaeus vannamei*). *Aquaculture International* 27: 261-277.
- Weineck, K., Ray, A., Fleckenstein, L., Medley, M., Dzubuk, N., Piana, E., and R. Cooper. 2018. Physiological changes as a measure of crustacean welfare under different standardized stunning techniques: Cooling and electroshock. *Animals* 8 (158): 1-21.
- Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water, and hybrid nursery systems (Part D): Shrimp (*Litopenaeus vannamei*) production, water quality, and stable isotope dynamics. *Aquacultural Engineering* 82: 73-79.
- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water, and hybrid recirculating nursery systems (Part II): Tilapia (*Oreochromis niloticus*) production and water quality Dynamics. *Aquacultural Engineering* 82: 80-85.
- Wycoff, S., Weineck, K., Conlin, S., Suryadevara, C., Grau, E., Bradley, A., Cantrell, D., Eversole, S., Grachen, C., Hall, K., Hawthorne, D., Kinmon, C., Guerrero, P.O., Patel, B., Samuels, K. Valdes, F., Ray, A., Fleckenstein, L., Piana, E., and Cooper R. 2018. Effects of clove oil (eugenol) on proprioceptive neurons, heart rate, and behavior in model crustaceans. *Impulse* 2018: 1–21.
- Ray, A.J., and J.M. Lotz. 2017. Comparing salinities of 10, 20, and 30‰ in intensive, commercial-scale biofloc shrimp (*Litopenaeus vannamei*) production systems. *Aquaculture* 476: 29-36.
- Ray, A.J., Drury, T.H., and Cecil, A. 2017. Comparing clear-water RAS and biofloc systems: Shrimp (*Litopenaeus vannamei*) production, water quality, and biofloc nutritional contributions estimated using stable isotopes. *Aquacultural Engineering* 77: 9-14.
- Ray, A.J., and J.M. Lotz. 2017. Shrimp (*Litopenaeus vannamei*) production and stable isotope dynamics in clear-water RAS versus biofloc systems. *Aquaculture Research* 48: 4390-4398.

- Joesting, H.M., Blaylock, R., Biber, P., and A. Ray. 2016. The use of marine aquaculture solid waste for nursery production of the salt marsh plants *Spartina alterniflora* and *Juncus roemerianus*. *Aquaculture Reports* 3: 108-114.
- Ray, A.J., and J.M. Lotz. 2014. Comparing a chemoautotrophic-based biofloc system and three heterotrophic-based systems receiving different carbohydrate sources. *Aquacultural Engineering* 63: 54-61.
- Ray A.J., Seaborn G., Vinatea L., Browdy C.L., and J.W. Leffler. 2012. Effects of biofloc reduction on microbial dynamics in minimal-exchange, superintensive shrimp (*Litopenaeus vannamei*) culture systems. *Journal of the World Aquaculture Society* 43(6): 790-801.
- Ray A.J., Dillon K.S., and J.M. Lotz. 2011. Water quality dynamics and shrimp (*Litopenaeus vannamei*) production in intensive, mesohaline culture systems with two levels of biofloc management. *Aquacultural Engineering* 45: 127-136.
- Ray A.J., Seaborn G., Wilde S.B., Leffler J.W., Lawson A., and C.L. Browdy. 2010. Characterization of microbial communities in minimal-exchange, intensive aquaculture systems and the effects of suspended solids management. *Aquaculture* 310: 130-138.
- Ray A.J., B.L. Lewis, C. L. Browdy, and J.W. Leffler. 2010. Suspended solids removal to improve shrimp (*Litopenaeus vannamei*) production and an evaluation of a plant-based feed in minimal-exchange, superintensive culture systems. *Aquaculture* 299: 89-98.

### **Book Chapters:**

- Ray, A.J. 2014. Biofloc technology for super-intensive shrimp culture. Pages 177-198 In Y. Avnimelech, ed. *Biofloc Technology: A Practical Guidebook*, 3<sup>rd</sup> Ed., The World Aquaculture Society, Baton Rouge, Louisiana, USA.
- Browdy C.L., Ray A.J., Leffler J.W., and Y. Avnimelech. 2012. Biofloc based aquaculture systems. Pages 278-307 In J.H. Tidwell, ed. *Aquaculture Production Systems*, Wiley-Blackwell, Oxford, UK.
- Ray, A.J. 2012. Biofloc technology for super-intensive shrimp culture. Pages 167-187 In Y. Avnimelech, ed. *Biofloc Technology: A Practical Guide Book*, 2<sup>nd</sup> Ed., The World Aquaculture Society, Baton Rouge, Louisiana, USA.
- Ray A.J., A.J. Shuler, J.W. Leffler, and C.L. Browdy. 2009. Microbial ecology and management of biofloc systems. Pages 255-266 In C.L. Browdy and D.E. Jory, eds. *The Rising Tide, Proceedings of the Special Session on Sustainable Shrimp Farming, World Aquaculture 2009*. World Aquaculture Society, Baton Rouge, Louisiana.

### **Magazine Articles:**

- Ray, A.J., and R. Rode. 2019. Small-scale, year-round shrimp farming in temperate climates. *Aquaculture Magazine*. February/March 2019 Issue: 34-35.
- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water and hybrid RAS systems as tilapia nurseries. *The Global Aquaculture Advocate*. October 1, 2018.
- Ray, A.J., and J.M. Lotz. 2018. Comparing salinities in intensive, commercial-scale biofloc for Pacific white shrimp. *The Global Aquaculture Advocate*. April 16, 2018.
- Ray, A.J., Drury, T.H., and Cecil, A. 2017. Biofloc and clear-water RAS systems: a comparison. *The Global Aquaculture Advocate*. June 19, 2017. Number One Top Article of 2017.
- Ray, A.J., and J.M. Lotz. 2016. Testing shrimp growth in different biofloc systems. *The Global Aquaculture Advocate*. July 22, 2016.
- Ray, A.J. 2015. Indoor-raised shrimp find potential market in Kentucky State University test. *The Global Aquaculture Advocate* 18(6): 76-77.

- Ray, A.J., and J.M. Lotz. 2014. A method of intensive shrimp production: Faster growth, lower FCR. *The Practical*, Asian Aquaculture Network 5(17): 8-11.
- Ray A.J., and J.M. Lotz. 2014. Biofloc trial results in fast shrimp growth, low FCR, high survival. *The Global Aquaculture Advocate* 17(1): 22-23.
- Ray A.J., and J.M. Lotz. 2012. Study shows lower biofloc concentration may improve shrimp production. *The Global Aquaculture Advocate* 15(2): 28-31.
- Ray A.J., Lotz J.M., Brunson J.F., and J.W. Leffler. 2011. Shrimp sampling method improves stocking process. *The Global Aquaculture Advocate* 14(4): 14-15.
- Ray A.J., Lewis B.L., Browdy C.L., and J.W. Leffler. 2011. Suspended solids removal to improve *Litopenaeus vannamei* production in minimal-exchange, superintensive culture systems. *Panorama Acuicola* 16(3): 8-21.
- Ray A.J., J.A. Venero, C.L. Browdy, and J.W. Leffler. 2010. Simple settling chambers aid solids management in biofloc systems. *The Global Aquaculture Advocate* 13(4): 28-30.

### **Thesis and Dissertation:**

- Ray A.J. 2008. The effects of simple management techniques on microbial community dynamics within biofloc-based culture systems and the relationship to shrimp (*Litopenaeus vannamei*) production. Master's Thesis, The University of Charleston, Charleston, South Carolina, USA
- Ray A.J. 2012. Management of biological and chemical constituents for the advancement of intensive, minimal-exchange, biofloc-based shrimp (*Litopenaeus vannamei*) aquaculture. Ph.D. Dissertation, The University of Southern Mississippi, Mississippi, USA.

### **Extension Publications:**

- Ray, A.J. 2018. Banking on shrimp. *Agknowledge*, KSU's Community Research Service Publication. 2017 Ed., Vol. 3.
- Ray, A.J. 2017. Innovative aquaculture production. *Agknowledge*, KSU's Community Research Service Publication. 2018 Ed., Vol. 4.
- Ray, A.J. 2016. Nitrate accumulation in aquaculture – The problem and potential solutions. *The Indiana Aquaculture Association December Newsletter*.
- Ray, A.J. 2016. The basics of biofloc aquaculture systems. *Buckeye Aquafarming*, The Ohio State University Extension Services. 1(2): 6-7.

### **Online Publications:**

- Ray, A.J. 2018. Kentucky State University Solar Panels at High Tunnels. YouTube Video. (<https://www.youtube.com/watch?v=Jr6bwg-xv-o&t=257s>)
- Ray, A.J. 2017. Indoor Shrimp Aquaculture. Online Webinar. (<https://www.ncrac.org/video/indoor-shrimp-aquaculture>)
- Ray, A.J. 2016. Growing Marine Shrimp in a Bio Floc System. YouTube Video. 75,413 Views as of September 25, 2018 ([https://www.youtube.com/watch?v=IwbDqBOC\\_-Y&t=9s](https://www.youtube.com/watch?v=IwbDqBOC_-Y&t=9s))
- Ray, A.J. 2016. Constructing Fish Tanks in High Tunnel Greenhouses. YouTube Video. 112,399 Views as of September 25, 2018 (<https://www.youtube.com/watch?v=HuJyqM719wE&t=69s>)

### **Oral Scientific Presentations:**

- Tierney T.W., Fleckenstein L.J., Ray, A.J. 2019. Evaluating a low-cost salt mixture in brackish water intensive shrimp (*Litopenaeus vannamei*) production systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Kring N.A., Ray A.J. 2019. The effects of stocking density and artificial substrate on Pacific white shrimp *Litopenaeus vannamei* production and water quality dynamics in greenhouse-based biofloc systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Fleckenstein L.J., Ray A.J. 2019. The effects of different solids and biological filters in Pacific white shrimp production systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ragaza J.A., Rossi, W., Habte-Tsion H.M., Kolimadu G.D., Yadav A.K., Ray A.J. 2019. Use of recovered biofloc material from production tanks as feed ingredient in diets of Pacific white shrimp *Litopenaeus vannamei*. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Fleckenstein, L.J. Kring, N., and Ray, A.J. 2018. The effects of vertical substrate and shrimp *Litopenaeus vannamei* density on water quality and production dynamics in intensive greenhouse-based biofloc systems. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Fleckenstein L.J., Ray A.J. 2018. Effects of supplemental LED lighting on water quality and Pacific white shrimp (*Litopenaeus vannamei*) performance in a chemoautotrophic-based hybrid system. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Kring N.A., Ray A.J. 2018. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc aquaculture systems. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Tierney, T.W., and Ray, A.J. 2018. The effects of density and artificial substrate on intensive shrimp (*Litopenaeus vannamei*) nursery production. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Grau, E., Kinmon, C., Bradley, A., Cantrell, D., Eversole, S., Grachen, C., Hall, K., Hawthorne, D., Ortiz-Guerrero, P., Patel, B., Samuels, K., Suryadevara, C., Valdes, G., Wycoff, S., Weineck, K., Conlin, S., Ray, A., Fleckenstein, L., Piana, E., and Cooper, R.L. 2018. Investigating potential mechanisms of clove oil (eugenol) in model crustaceans. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray, A.J., and Kring, N.A. 2017. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc systems. Latin American and Caribbean Aquaculture 2017 Conference, Mazatlán, Mexico.
- Ray, A.J., Fleckenstein, L., Barksdale, J.O.B., Cecil, A., and Kring, N. 2017. Integrating biofloc systems with organic plant production and renewable energy at KSU's high tunnel complex. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Tierney, T.W., and Ray, A.J. 2017. A comparison of biofloc, clear-water, and hybrid culture systems for intensive shrimp (*Litopenaeus vannamei*) nursery production. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Barksdale, J.O.B., Fleckenstein, L., and Ray, A.J. 2017. The effects of supplementary LED lights on the function of biofloc systems and growth of tilapia. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Barksdale, J.B.O., Fleckenstein, L., and Ray, A.J. 2017. The Effects of Supplementary LED Lights on the Function of Biofloc Systems and Growth of Tilapia. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Gamez, E.R., and Ray, A.J. 2017. Static aquaponics systems for the removal of nitrate and metals from reused marine biofloc water. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.

- Tierney, T.W., and Ray, A.J. 2017. A Comparison of Biofloc, Clear-Water, and Hybrid Culture Systems for Intensive Shrimp (*Litopenaeus vannamei*) Nursery Production. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Kring, N.A., and Ray, A.J. 2017. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc aquaculture systems. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Ray, A.J., Cecil, A., and Auberry, W.P. 2016. Indoor marine shrimp production at Kentucky State University. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Drury, T.H., and Ray, A.J. 2016. Shrimp production in clear water and biofloc systems. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Thompson, K.R., Allen, K.M., Bowman, B.A., Cummins, V.C., Filer, K., Tidwell, J.H., Ray, A.J., and V. Kumar. 2016. Use of algal meal, soybean meal, and decreasing levels of fish oil in practical diets without fish meal for Pacific white shrimp *Litopenaeus vannamei* Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Allen, K.M., Bowman, B.A., Thompson, K.R., Cummins, V.C., Filer, K., Tidwell, J.H., Ray, A.J., and V. Kumar. 2016. Optimizing the use of algal meal *Schizochytrium sp.* as a fish oil replacer in the practical diets of Pacific white shrimp *Litopenaeus vannamei*. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray, A.J. 2015. Applications and advancements in biofloc technology. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray, A.J. 2014. Perspectives and innovations in biofloc-based aquaculture. Proceedings of the 10<sup>th</sup> International Conference on Recirculating Aquaculture, Roanoke, Virginia, USA. (Invited)
- Ray, A.J., and J.M. Lotz. 2014. Clear water RAS versus biofloc technology and an evaluation of the nutritional contribution of biofloc to shrimp (*Litopenaeus vannamei*). Proceedings of the 10<sup>th</sup> International Conference on Recirculating Aquaculture, Roanoke, Virginia, USA. (Invited)
- Ray, A.J. 2013. Perspectives and innovations in biofloc-based aquaculture. Proceedings of the 15<sup>th</sup> Annual Ecuadorian Aquaculture and AquaExpo Conference, Guayaquil, Ecuador. (Invited Expert Lecturer)
- Ray, A.J. 2013. Sustainable aquaculture – biofloc systems for farming of shrimp and prawn. Proceedings of the 50<sup>th</sup> Annual Meeting of the Brazilian Society of Animal Science, Campinas, Sao Paulo, Brazil. (Invited Expert Lecturer)
- Ray A.J., and J.M. Lotz. 2013. A preliminary comparison of Clearwater RAS and biofloc-based shrimp *Litopenaeus vannamei* culture systems. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., and J.M. Lotz. 2013. Recent indoor shrimp *Litopenaeus vannamei* production research at the Gulf Coast Research Laboratory. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., and J.W. Leffler. 2013. Biofloc-based shrimp culture systems: Advantages, challenges, and the state of current research. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., Wood M.E., and J.M. Lotz. 2012. Comparing salinities of 10, 20, and 30‰ in minimal-exchange, intensive shrimp *Litopenaeus vannamei* culture systems. Aquaculture America Annual Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Breland V.M., Farno C.C., Dillon K.S., and J.M. Lotz. 2012. Comparing chemoautotrophic-based systems and the use of three carbohydrates to promote heterotrophic-based biofloc shrimp *Litopenaeus vannamei* culture systems. Aquaculture America Annual Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Farno C.C., Breland V.M., Duncan J.A., Nicholson C., and J.M. Lotz. 2011. The effects of biofloc management on shrimp (*Litopenaeus vannamei*) production and water quality in mesohaline, intensive culture systems. Marine and Estuarine Graduate Student Association/American Fisheries Society Lunchtime Lecture Series, Ocean Springs, Mississippi, USA. (Invited)



- Ray A.J., Farno C.C., Breland V.M., Dillon K.S., and J.M. Lotz. 2011. Differences in chemical dynamics between chemoautotrophic and three different heterotrophic biofloc-based shrimp (*Litopenaeus vannamei*) culture systems. The National Shellfisheries Association Annual Meeting Abstract Book, Baltimore, Maryland, USA.
- Ray A.J., Farno C.C., Breland V.M., Duncan J.A., Nicholson C., and J.M. Lotz. 2011. Refining biofloc management in mesohaline, intensive shrimp (*Litopenaeus vannamei*) culture systems. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2011. Solids management in biofloc-based aquaculture systems. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2011. Minimal-exchange, superintensive systems for sustainable shrimp aquaculture. Alabama Inland Shrimp Producers Meeting, Greensboro, Alabama, USA. (Invited)
- Ray A.J., Seaborn G., Drake M.A., Browdy C.L., and J.W. Leffler. 2010. The effects of fish-based versus plant-based feeds and solids management on shrimp (*Litopenaeus vannamei*) flesh characteristics. Aquaculture 2010 Abstract Book, San Diego, California, USA.
- Ray A.J., Seaborn G., Drake M.A., Browdy C.L., and J.W. Leffler. 2010. The effects of protein source and suspended solids on nutritional and sensory characteristics of shrimp (*Litopenaeus vannamei*). The 13th Annual Gulf Coast Graduate Student Symposium Abstract Book, Gulf Coast Research Laboratory, Ocean Springs, Mississippi, USA.
- Ray A.J., Shuler A.J., Browdy C.L., and J.W. Leffler. 2009. Microbial ecology and biofloc management of minimal exchange superintensive shrimp *Litopenaeus vannamei* culture systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico.
- Ray A.J., Shuler A.J., Browdy C.L., and J.W. Leffler. 2009. Microbial ecology and biofloc management of minimal exchange superintensive shrimp *Litopenaeus vannamei* culture systems. Asian-Pacific Aquaculture Annual Meeting Abstract Book, Kuala Lumpur, Malaysia.
- Ray A.J., Leffler J.W., Seaborn G., Venero J.A., and C.L. Browdy. 2009. Effects of fishmeal versus soybean-based feeds and solids removal by settling tanks and tilapia on high-density shrimp (*Litopenaeus vannamei*) production in biofloc culture systems. Aquaculture America Annual Meeting Abstract Book, Seattle, Washington, USA.
- Ray A.J., Browdy C.L., Lewis B.L., Venero J.A., Vinatea L., Shuler A., and J.W. Leffler. 2009. Differences in shrimp (*Litopenaeus vannamei*) production and microbial dynamics as they relate to dietary protein source and solids management in minimal exchange superintensive culture systems. National Shellfisheries Association Annual Meeting Abstract Book, Savannah, Georgia, USA.
- Leffler J.W., Ray A.J., Lewis B.L., Venero J.A., Vinatea L., Shuler A.J., and C.L. Browdy. 2009. Effects of an organic certifiable plant-based diet in conjunction with solids removal on the production of shrimp (*Litopenaeus vannamei*) in minimal exchange superintensive biofloc systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico USA.
- Leffler J.W., Venero J.A., Ray A.J., Lewis B.L., Lawson A., Haveman J., and C.L. Browdy. 2009. Development of sustainable, commercially viable "organic" shrimp production by integrating plant-based feeds with microbial biofloc community structure. National Shellfisheries Association Annual Meeting Abstract Book, Savannah, Georgia, USA.
- Ray A., Shuler A., McAbee B., Seaborn G., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Influence of microbial community dynamics on the production of shrimp *Litopenaeus vannamei* in zero exchange biofloc systems. Aquaculture America Annual Meeting Abstract Book. Orlando, Florida, USA.
- Ray A., Shuler A., McAbee B., Seaborn G., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Relationships between shrimp (*Litopenaeus vannamei*) growth parameters and microbial abundance in zero exchange culture systems. South Carolina Chapter of the American Fisheries Society and South Carolina Fishery Workers Association Joint Meeting. Santee, SC, USA.

## **Oral Extension Presentations:**

- Ray, A.J. 2018. Indoor Shrimp Production at KSU. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2017. Overview of indoor marine shrimp production systems, nutrition, and water quality. KSU Indoor Tilapia, Shrimp, and Aquaponics Workshop, Frankfort, Kentucky, USA.
- Fleckenstein, L.J., and Ray, A.J. 2017. Effects of LED lighting on Pacific white shrimp performance and water quality in intensive RAS. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2016. Introduction and Fundamental Concepts to Recirculating Aquaculture, Biological and Chemical Processes in Recirculating Aquaculture, and Engineering and Design Concepts in Recirculating Aquaculture. The Shrimp Academy, Sherlock Shrimp Company, Ridgeway, Iowa, USA.
- Ray, A.J. 2016. Biofloc management, water quality, RAS alternative rearing. Marine Shrimp Workshop, The Indiana Aquaculture Association, Indianapolis, Indiana, USA.
- Ray, A.J. 2016. Shrimp aquaculture. The 2016 Iowa Aquaculture Conference, Des Moines, Iowa, USA.
- Ray, A.J. 2016. Indoor marine shrimp production at Kentucky State University. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2015. Applications of Intensive and Semi-intensive Aquaculture Systems in Kentucky. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.

## **Poster Presentations:**

- Kring, N.A., and Ray, A.J. 2017. Polyculture of Pacific white shrimp, *Litopenaeus vannamei*, and juvenile tilapia, *Oreochromis niloticus*, in indoor biofloc aquaculture systems. Posters at the Capital, Frankfort, Kentucky, March 2, 2017.
- Gamez, E.R., Cuevas-Urbe, R., Mims, S.D., and A.J. Ray. 2016. Tissue concentrations of heavy metals in hybrid striped bass grown in a municipal reclaimed water aquaculture facility. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Farno C.C., and J.M. Lotz. 2011. Use of settled solids from intensive shrimp culture as a fertilizer alternative for Bitter Panicum (*Panicum amarum var. amarum*). Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2010. Sustainable marine shrimp aquaculture at The Gulf Coast Research Laboratory. Bays and Bayous Symposium Abstract Book, Mobile, Alabama, USA.
- Ray A.J., Venero J.A., and J.W. Leffler. 2009. An evaluation of shrimp (*Litopenaeus vannamei*) stocking practices in minimal exchange superintensive biofloc culture systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico.
- Lewis B.L., Leffler J.W., Ray A.J., Atwood H., Haveman J., Lawson A., McAbee B., Shuler A., Venero J., and C.L. Browdy. 2009. Use of settling tank clarifiers to manage the microbial biofloc community in superintensive, zero-exchange shrimp production systems. Aquaculture America Annual Meeting Abstract Book, Seattle, Washington, USA.
- Ray A.J., Shuler A., McAbee B., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Relationships between microbial community structure and shrimp (*Litopenaeus vannamei*) performance in zero exchange culture systems. College of Charleston Graduate School Poster Session. Charleston, South Carolina, USA.
- Ray A.J., Shuler A., McAbee B., Wilde S., Seaborn G., Browdy C.L., and J.W. Leffler. 2008. Manipulations of microbial communities and the effects on shrimp (*Litopenaeus vannamei*) in zero

exchange culture systems. Marine Biology Research Colloquium, College of Charleston. Charleston, South Carolina, USA.

## **SERVICE:**

### **University Service:**

- **The KSU Small Scale Farm Grant Review Committee**
  - Member; Spring 2018 - Current
- **Member of the KSU Faculty Senate**
  - Fall 2014 – Spring 2016
  - Served on the Budget and Academic Support Committee
- **Hiring Committee Chair** – Research Assistant in Aquaculture Production
  - Spring 2016
- **Hiring Committee Member** – Research Associate in Aquaculture Nutrition
  - Spring 2016
- **Thorobred Express Recruiting Event – Keynote Speaker**
  - Hopkinsville, Kentucky; January 31, 2015

### **Service to the Community:**

- **Gave a Presentation to the Butler County Adult Farmers Organization**
  - Presentation was an overview of aquaculture and the work being done at KSU
  - February 5, 2019
- **Organized and Hosted the First Ever KSU Indoor Shrimp Farming Workshop**
  - September 14 and 15, 2018
  - 216 attendees from 5 countries and 28 US states. 27 of the attendees were from Kentucky
  - Focused a global aquaculture spotlight on Kentucky
  - Led over 120 people on tours of the KSU Aquaculture facilities
  - Interactive and engaging discussions with World leaders in aquaculture
  - Largest indoor shrimp farming workshop, perhaps the largest shrimp workshop of it's kind
- **Extend Research to Farmers**
  - Answered over 200 inquiries into shrimp farming at KSU
  - Currently working with new shrimp farmers in Henry and Fayette Counties
    - Helped design and get these farms started. They are currently producing shrimp.
- **Guest Instructor for the Jefferson County Master Gardeners Class**
  - October 17, 2017; two hour long course on aquaculture
- **Collaborated on a Grant Proposal with Spark Community Café in Versailles**
  - Spring 2017 and Spring 2018; Spark is a Pay-What-You-Can Non-profit charity kitchen
- **Collaborated on a Grant Proposal with Foodchain in Lexington**
  - Spring 2017 and Spring 2018; Foodchain is a Non-Profit providing food and food education to the community
- **Presentation at a Former Mentor's Retirement Celebration**
  - Ray, A.J. An Early Career in Ecology. Pre-Retirement Research Symposium, Dr. Stephen Wilson. April 28, 2017, University of Central Missouri, Warrensburg, MO, USA.
- **Presentation to the Frankfort, KY Kiwanis Club**
  - June 30, 2016; hour-long lunchtime presentation on KSU and KSU Aquaculture

- **Presentation at the Rosenwald Center for Families and Children**
  - August 25, 2016; hour-long presentation on KSU Aquaculture
- **Departmental Seminar at the University of Kentucky**
  - March 26, 2016; hour-long seminar in the Plant & Soil Sciences Department
- **Judge at the Kentucky Junior Academy of Science Symposium**
  - At KSU, Spring 2016
- **Guest Lecture at the University of Kentucky**
  - October 1, 2014; hour-long lecture in Agricultural Biotechnology (ABT 101)

### **Service to Profession:**

- **Aquacultural Engineering Society** – Member 2010 – present
  - Webpage Editor, AES Biofloc Webpages
  - US-Based Director 2015 - 2018
- **Master of Environmental Studies Student Association** – The University of Charleston
  - Treasurer 2006 – 2007
- **USDA-NIFA Southern Regional Aquaculture Center**
  - Publications, Videos, and Computer Software Project Technical Committee Member
- **The Global Aquaculture Alliance** – Member 2010 – present
  - Magazine Contributor 2010 – present
- **The United States Aquaculture Society** – Member 2007 – present
  - Co-Chair of the Conference Program, Aquaculture America 2018
  - Chair of the Biofloc/Intensive Systems session, Aquaculture America 2017
  - Chair of the Biofloc Session, Aquaculture America 2015
  - Chair of the Biofloc Session, Aquaculture America 2014
  - Awards Committee Member, Aquaculture 2013
  - Co-chair of the Biofloc Technology Session, Aquaculture America 2011
  - Career Seminar Coordinator, Aquaculture America 2009
  - Student Field Trip Coordinator, Aquaculture America 2009
- **The World Aquaculture Society** – Member 2007 – present
  - Chair of the Shrimp Production Session, Aquaculture 2019
  - Co-Chair of the Shrimp Nutrition Session, Latin American & Caribbean Aquaculture 2017
  - Chair of the Shrimp Program, Aquaculture 2016
  - Co-chair of the Shrimp Program, Aquaculture 2013
  - Co-chair of the Shrimp Production Session, Aquaculture 2013
- **Tri-Beta National Biological Honor Society** – Lifetime Member
  - Secretary and Treasurer of the Gamma Phi Chapter 2004 – 2005
- **Manuscript Referee:**
  - Aquacultural Engineering
  - Aquaculture
  - Aquaculture Research
  - Aquatic Living Resources
  - Brasileira de Zootecnia
  - Egyptian Journal of Aquatic Research
  - International Aquatic Research
  - International Journal for Biotechnology and Molecular Biology Research
  - International Journal of Recirculating Aquaculture
  - Journal of Applied Aquaculture
  - Journal of International Aquatic Research

- Journal of the International Society for Microbial Ecology
- Journal of Marine Science & Research Development
- Journal of the World Aquaculture Society
- Linnologica
- Marine & Freshwater Behaviour & Physiology
- North American Journal of Aquaculture
- Revista Brasileira de Zootecnia
- Water
- **Grant Proposal Referee:**
  - USDA-NIFA Small Business Innovation Research Program
    - Full Panel Member; Spring 2018, Spring 2019
  - Maryland Industrial Partnerships Program
    - Ad Hoc Reviewer; Spring 2017
  - South Carolina SeaGrant Consortium
    - Ad Hoc reviewer; Fall 2017
  - Natural Sciences and Engineering Research Council of Canada Strategic Project Grants Program
    - Ad Hoc reviewer; Fall 2017
  - USDA-NIFA Small Business Innovation Research Program-Small and Mid-Sized Farms
    - Ad Hoc reviewer; Fall 2017
  - USDA-NIFA Small Business Innovation Research Program-Small and Mid-Sized Farms
    - Ad Hoc reviewer; Fall 2016
  - USDA-NIFA AFRI Agricultural Production Systems Program
    - Full Panel Member; Fall 2015

# Curriculum Vitae

**David L. Shabazz**

720 Ridgeview Drive, Apt 909

Frankfort, KY 40601

(502) 597-5979 (office)

(502) 848-4067 (home)

[david.shabazz@kysu.edu](mailto:david.shabazz@kysu.edu)

## Education:

**Ph.D. (candidate) in Communication**, School of Communication & the Arts, Regent University,

Concentration: Media Studies, Expected Graduation date: May 2019

Dissertation: *An Exploration of Viewers' Motivations and Social Interactions Before, During and After Watching the Super Bowl on Television*

Advisor / Committee Chair: Dr. John Keeler

**M.A. in Education**, College of Education, Wake Forest University, *Master Teacher Fellowship*, 1998

Concentration: History/Social Studies

Research Project: *The Effects of Race and Gender on Students' Perception of Social Studies*

Advisor / Committee Chair: Dr. John Litcher

**M.A. in Journalism**, College of Mass Communications, University of South Carolina, 1994

Concentration: Media and Social Learning

Thesis: *The Effects of Race, Gender, and Educational Level on Audience Perceptions of Music Videos*

Advisor / Committee Chair: Dr. Kenneth Campbell

**B.A. in Journalism**, Benedict College, 1991

Concentration: Broadcast Journalism

Advisor: Dr. George Redman

## Academic Leadership:

**Associate Chair, School of the Humanities and Performing Arts** (July 2018 - present)

College of Humanities and Social Sciences, Kentucky State University

Supervise a staff of 15 employees and oversee programs in English, mass communication and journalism, world languages, speech communication and philosophy. Additionally, I oversee portions of the liberal studies offerings including literature, and the Integrative Studies (IGS) courses.

**Interim Chair, Division of Literature, Languages & Philosophy** (Aug 2016 – July 2018)

College of Arts & Sciences, Kentucky State University

Supervise a staff of 15 employees and oversee programs in English, mass communication & journalism, world languages, speech communication and philosophy.

**Public Relations Director (Interim)**, Kentucky State University (May 2004- Aug. 2006)

Responsible for a \$300,000 annual budget and supervised two fulltime employees and two work-study students. Served on the President's Senior Staff. My responsibilities included giving the president's daily briefing, writing and editing press releases, organizing press conferences and other special events, promoting the University to internal and external publics by creating a President Newsletter and enhancing existing publications. My secondary responsibilities include advising and counseling university personnel on media training and the protocols for university publication standards, writing speeches, commercials and advertising scripts, conducting media research and maintenance of news files.

## **Academic Experience:**

### **Assistant Professor of Mass Communication and Journalism, (Aug 2007 -present)**

College of Humanities and Social Sciences, Kentucky State University

- Courses Taught: ENG 204: Journalism I, JOU 363: Journalism II, COM 215: Mass Communications & Society, JOU 367: TV & Radio Production, JOU 366: Seminar in Public Relations, JOU 370: Public Relations Campaigns, JOU 369: Community Journalism, JOU 435: Practicum in Broadcast Journalism
- Courses Developed: JOU 204: Introduction to Sports Communication, (approved Fall 2010); JOU 372: Television and Radio Production II (approved Fall 2010); Communication Law Ethics, (approved Fall 2013), Student Media Workshop I & II (approved Fall 2013), Media Literacy and Multimedia Journalism (approved Spring 2019).

### **Part-Time Faculty, (Nov. 2011-Aug. 2014)**

University of Phoenix, Louisville Campus; College of Humanities

Courses Taught: COM 172: English Composition; HUM 186: Media Influences on American Culture

### **Adjunct Instructor, (January 2007-July 2016)**

Bluegrass Community & Technical College

Courses Taught: COM 181: Basic Public Speaking, COM 101: Introduction to Communication, COM 252: Introduction to Interpersonal Communication and JOU 101: Introduction to Journalism.

### **Visiting Assistant Professor of Speech Communication, (Aug. 2003-04, 2006-2007)**

College of Arts & Sciences, Kentucky State University

Courses Taught: SPE 103: Interpersonal Communication, COM 215: Mass Communication & Society

### **Adjunct Instructor, (Aug. 2002- Aug. 2003)**

College of Arts & Sciences, Forsyth Technical Community College

Courses Taught: COM 252: Public Speaking,

## **Professional Experience:**

### **Contributing Columnist, Lexington Herald-Leader (Jan 2005- present)**

Write perspectives for newspaper on language and popular culture as it relates to Kentucky area youths usually every other month.

### **Copy Writer, Walt Klein & Associates (1995-1997)**

My primary focus was writing letters for clients nationwide against tobacco regulations imposed by the Clinton administration during the 1990's. I was a member of an 8-person team responsible for creating letters and writing news articles for the tobacco coalition, which included Phillip Morris, R.J. Reynolds, Brown & Williamson and smokeless (chewing) tobacco companies. We also developed the "We Card" Promotional program for retail stores.

### **Copy Editor/Reporter, Winston-Salem Chronicle (1993-1995)**

My responsibilities as Senior Writer involved investigative reporting as well as copy editing the work of our staff writers and from wire reports.

### **Copy Editor/Reporter, South Carolina Black Media Group (1989-1993)**

I started off as a production and design artist for the Community Focus section during my junior year in college. The next year, I began reporting and writing news articles that covered the Columbia region.

**Public Relations Officer, S. C. Department of Health and Environmental Control (1991-1992)**

As a graduate assistant, I wrote many articles promoting the company events mostly in the Columbia area. I not only wrote press releases, but also feature stories for the company's monthly newsletter. I also assisted with arranging press conferences with the local media.

**Reporter, The Clinton Chronicle (1991)**

Served as the first African American newspaper reporter for my hometown paper during the summer of 1991. I covered mostly government, crime and schools, but also wrote feature articles and a monthly column entitled "The Real Deal."

**News Director, WKWQ-FM Radio (1989-1990)**

I started as an intern, tracking play lists and local record sales for the radio station. I became the News Director and morning news announcer after three weeks of internship. I recorded Public Service Announcements (PSA's) and commercials for the morning newscast and the spots to run throughout the day. I also participated in station remotes at community events and with retail stores.

**Presentations:**

Shabazz, D.L. (2019). *Assessing Student Learning in the Mass Communications Program*, Paper presented at the Broadcast Education Association convention, April 9, 2019, Las Vegas, NV.

Shabazz, D.L. (2018). *7-Word Story*, presented at the Broadcast Education Association convention's BEA Ignite! Teaching ideas session, April, 2018, Las Vegas, NV.

Shabazz, D.L. (2017). *An Exploration of Parasocial Relationships and the Celebrity Influence of LeBron James among High School Students*, Paper presented at the meeting of the Broadcast Education Association convention, Las Vegas, NV.

Shabazz, D.L. (2017). *Perceptions of the Steve Harvey Radio Show Morning Inspirational Among African American College Students: An Exploratory View*, Paper presented at the Association for Education in Journalism and Mass Communication (AEJMC) Midwinter Conference, Norman, OK.

Shabazz, D.L. (2015). *Rhetorical Vision of Oz: The Great and Powerful*, Paper accepted for presentation at the meeting of the Popular Culture & American Culture Association conference, New Orleans, LA.

Shabazz, D.L. (2015). *Barbershops as cultural forums for African American males*, Paper accepted for presentation at the meeting of the Association for Education in Journalism and Mass Communications (AEJMC) Mid-Winter conference, Norman, OK.

Shabazz, D.L. (2012). *An exploration of affective learning as a predictor of mediated sports enjoyment*. Paper presented at the meeting of the Kentucky Communication Association, Carrollton, Kentucky.

Shabazz, D.L. (2011). *New journalism, media ethics and the future of print publications*. Paper presented at the annual HBCU Student News Media Conference, Columbia, South Carolina.

Shabazz, D.L. (2010). *Perceptions of Names as an Indicator of Socio-Economic Success*, Paper presented at the SIRAS Conference, Kentucky State University, Frankfort, KY.

Shabazz, D.L. (2009). *Media, Leadership and Me*, KSU Student Leadership Retreat, Louisville, KY,

Shabazz, D.L. (2009). *Rhythm of Writing and Publishing*, National Black Theatre Festival, Winston-Salem, NC.



Shabazz, D.L. (1994). *The Fundamentals of Journalism and Mass Communications*, Paper presented at the Winston-Salem Urban League Project Uplift, Winston-Salem, NC.

Campbell, Ken & Shabazz, D.L. (1993). *The Effects of Race and Gender of Music Videos*, Joint Conference of the Southern Association of Popular Culture in the South and the American Association of Popular Culture in the South.

Shabazz, D.L. (1992). *Analysis of the Effects of Music Videos on Adolescent Behavior*, South Carolina Black Male Conference, Columbia, S.C.

## **Community Service:**

### **Oral History Research**, Kentucky Historical Society/First Baptist Church (2010)

Aided researchers and trained students to interview participants for an ethnographic study of the oldest African American church in Frankfort.

### **Writing Instructor**, Showcase of HBCU (Louisville, KY) 2006-2014

Train high school students on the fundamentals of writing a college application essay. Students are taught basic grammar, sentence structure and literary elements to enhance their writing.

### **Speech Instructor**, REAP (Research Extension Apprenticeship Program) 2007-2008

Taught public speaking course to high school students during the summer program.

## **Grants:**

- Environmental Education Mini-Grant, \$1,500 (Fall 2008). Submitted faculty mini-grant through Kentucky State University's College of Agriculture/USDA to incorporate environmental education into the existing courses. Grant created a funded student editor's position with the campus newspaper, *Thoroughbred News* for the Spring 2009 semester.
- USDA Capacity Building Grant (submitted March 2012) "Agricultural Journalism students helping small and minority farmers." Grant not funded.

## **Works Referenced In:**

Asante, M.K. *It's Bigger than Hip Hop: The Rise of the Post Hip Hop Generation*. New York, NY: St. Martins Press, 2009

Campbell, Kermit. *Getting' Our Groove on: rhetoric, language and literacy for the hip hop generation*. Detroit, Michigan: Wayne State University Press, 2005

Cheney, Charise. *Brothers Gonna Work it Out: Sexual Politics in the Golden Age of Rap Nationalism*. New York: New York University Press, 2005.

Parker, Ron. "Hip Hop Cultural Curriculum Development Project," unpublished paper presented at the School of Educational Policy & Leadership, Ohio State University, June 2004.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
 SUBJECT: Approval of Candidates for Faculty Tenure  
 FROM: Academic Affairs  
 ACTION ITEM: YES

**BACKGROUND:** Faculty across the country undergo a rigorous tenure and review process to assess faculty performance in teaching, scholarship and service. Based on that review, the President recommends tenure of faculty members to the governing board. It is incumbent on that governing board to approve the President’s recommendations to ensure retention of quality faculty members.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Dr. Brown and Interim Provost Yates make tenure recommendations below for approval for 2018-19 Academic Year candidates.

	<b>FACULTY NAME</b>	<b>FACULTY POSITION</b>	<b>COLLEGE</b>	<b>REQUEST</b>	<b>EXISTING OR NEW FACULTY MEMBER</b>
1.	Adams, Dr. Anthony Troy	Professor	College of Humanities and Social Sciences	Tenure	New Hire
2.	Amusan, Dr. Ibukun	Assistant Professor	College of Business and Computational Sciences	Tenure	Existing Faculty Member
3.	Gilliam, Dr. Erin	Assistant Professor	College of the Humanities and Social Sciences	Tenure	Existing Faculty Member
4.	Lai, Dr. Alexander	Assistant Professor	College of Natural, Applied, and Health Sciences	Tenure	Existing Faculty Member
5.	Ray, Dr. Andrew	Assistant Professor	College of Agriculture, Communities and the Environment	Tenure	Existing Faculty Member
6.	Shabazz, Mr. David	Assistant Professor	College of the Humanities and Social Sciences	Tenure	Existing Faculty Member

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal 2 – Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

**COMMITTEE/PROGRAM ACTION:** Not Applicable

**PROGRAM IMPLICATIONS:** These appointments are indispensable to the success of KSU in fulfilling its obligations to its students.

**FISCAL IMPLICATIONS:** This action is revenue neutral as tenure and promotion was included as part of the 2019-20 budget.

**ATTACHMENTS:** CVs are attached

**RECOMMENDATION:** The President recommends that the Board grant requests for tenure and promotion as detailed above.

## *Curriculum Vita*

### **Anthony Troy Adams, Ph.D.**

**Present Address:** P.O. Box 230061, Montgomery, AL 36123-0061  
**Phone:** (Cellular) 734.355.6118, (Office) 334.229.5176  
**E-mail:** [atadams@alasu.edu](mailto:atadams@alasu.edu) and [atasmada@gmail.com](mailto:atasmada@gmail.com)  
**Date of Birth:** May 5, 1960 (U.S.A.)  
**Current Position:** Dean and Professor of Sociology, College of Liberal Arts and Social Sciences, Alabama State University, Montgomery, AL, 36118  
**Academic Rank:** Tenured Full Professor  
**Hobbies:** Ice hockey, travel, and photography

#### **EDUCATION**

**Doctor of Philosophy (Sociology)**, University of Michigan, Ann Arbor, MI, 1990  
**Master of Arts (Sociology)**, University of Michigan, Ann Arbor, MI, 1987  
**Graduate Studies (Sociology)**, Eastern Michigan University, Ypsilanti, MI, 1983 -1985  
**Bachelor of Science (Criminal Justice & Criminology)**, Eastern Michigan University, Ypsilanti, MI, 1983

#### **POST-GRADUATE EDUCATION**

**Harvard Graduate School of Education**, Harvard Institutes for Higher Education, Management Development Program, June 2009.

#### **ACADEMIC POSITIONS**

- **Dean and Professor of Sociology** (April 2013 – Present), College of Liberal Arts and Social Sciences, and **Interim Chair**, Department of Criminal Justice & Social Sciences, Alabama State University, Montgomery, AL.
- **Professor and Chair** (non-rotating), May 2012 – August 2013, Department of Criminal Justice and Social Sciences, Alabama State University, Montgomery, AL.
- **Professor**, January 2011 – May 2012, Department of Criminology, Sociology & Geography, Arkansas State University-Jonesboro, AR.
- **Professor and Chair** (non-rotating), July 2007 – December 2010, Department of Criminology, Sociology, & Geography, Arkansas State University-Jonesboro, AR.
- **Professor**, August 2006 – June 2007, Department of Sociology, Anthropology, & Criminology, Eastern Michigan University, Ypsilanti, MI.
- **Associate Professor**, September 1996 – July 2006, Department of Sociology, Anthropology, & Criminology, Eastern Michigan University, Ypsilanti, MI.
- **Assistant Professor** (Tenured), September 1991 - August 1996, Department of Sociology, Anthropology, & Criminology, Eastern Michigan University, Ypsilanti, MI.
- **Instructor** (Tenure-track), August 1988 - August 1991, Eastern Michigan University, Ypsilanti, MI.
- **Instructor**, summer 1988 (Introduction to Sociology), The University of Michigan, Ann Arbor, MI.

- **Teaching Fellow**, Academic Year 1987/88 (Social Statistics), The University of Michigan, Ann Arbor, MI.
- **Teaching Assistantship**, spring 1987 (Detroit Area Study), The University of Michigan, Ann Arbor, MI.
- **Lecturer**, Fall 1985 - Winter 1988, Department of Sociology, Anthropology, & Criminology, Eastern Michigan University, Ypsilanti, MI.
- **Teaching Assistant (autonomous, taught 2 sections of Introduction to Sociology each term)**, AY 1984/85, Department of Sociology, Anthropology, & Criminology, Eastern Michigan University, Ypsilanti, MI.

### **SELECTED ACCOMPLISHMENTS**

**Dean, College of Liberal Arts and Social Sciences, Alabama State University** (April 1, 2013 – Present)

Alabama State University (ASU) is an HBCU. ASU is a public, residential institution enrolling nearly 3,800 students per year in undergraduate, master's-level, and doctoral programs. There are six doctoral programs. There are approximately 70 FTE faculty and more than 40 part-time and adjunct faculty members. The College of Liberal Arts and Social Sciences offers eight (8) undergraduate degree and two (2) Master's degree programs. There are six academic units, including the Department of Communications, Criminal Justice & Social Sciences, History & Political Science, Languages & Literatures, Psychology and Social Work. I have a full range of administrative and leadership responsibilities.

#### **Regular Duties Performed**

- Wrote SACSCOC Standard 6.1: Faculty Sufficiency for reaffirmation
- Evaluate and monitor faculty credentials in accordance University policy
- Review academic programs, curricula, and course proposals
- Advocate for students and faculty, and staff
- Share economic and other resources equitably
- Address College Assembly, departments, Council of Academic Deans, Board of Trustee Meetings, student organizations, and community organizations
- Verify and process College-level payroll certification
- Adjudicate grade appeals
- Attend curricular and extracurricular events and activities

#### **Student Success Accomplishments**

- Orchestrated efforts to successfully reaffirm accreditation of the Bachelor of Social Work program through CSWE, Fall 2017.
- Coordinated initial accreditation of the Master of Social Work program through CSWE, Fall 2017
- Ushered MA History program approval process through the Alabama Commission on Higher Education (2014).
- Conceptualized and implemented College of Liberal Arts & Social Sciences' *Clothing Drive/Pop-Up Shop* collecting and providing slightly used professional clothing for interviews and dispensing nearly 300 articles of clothing and/or accessories, Spring 2017 and 2016.
- Provided student travel support underwritten by the annual *Distinguished Lecture Series* (6 per year)
- Enriched student on-campus experience with more than twelve (12) nationally recognized student-led organizations with faculty sponsorship, developing over 150 student leaders per year

### **Faculty Accomplishments**

- Developed and institutionalized the *Dean's Faculty Release* program to stimulate research and creative activity, and to help transform a College culture of scholarship, spring 2015.
- Negotiated reduced teaching load with Academic Affairs for all academic chairs in the College from 9 to 6 credit hours of teaching that allows for research and creative activity.
- Designed and Implemented first-ever *Dean's Promotion & Tenure Workshop*. The Workshop helps probationary faculty navigate the promotion and tenure process. Conducted each Fall since 2013.
- Negotiated budget transfer of \$6600 subsidizing travel for fifteen (15) faculty \$330 ea.
- Increased FTE to sixty-eight (68) from thirty-five faculty members
- Quadrupled the number of paper sessions at the College's annual *Research & Creative Symposium* in concert with the College committee, Fall 2015.
- Enhanced the College's website to increase visibility beyond the ASU campus in association with colleagues.

### **College Accomplishments**

- Increased the College's visibility and brought regional and national conferences to the campus and city of Montgomery (e.g., Alabama-Mississippi Sociological Association, Association for Applied and Clinical Sociology).
- Developed and implemented meetings with contingency faculty (adjuncts) as a mechanism for their voices to be heard.
- Coordinated college-wide assessment
- Conceptualized and wrote Building Emergency Plan, spring 2016

### **Academic Programs, Retention, and Faculty Development**

I believe reverently in developing practices that ensure student success and access, and faculty development. I have teamed up with university constituencies and built authentic relationships with University stakeholders to make my vision a reality. These include:

#### *Academic Programs, Student Development and Retention*

1. Ushered two (2) graduate programs through the input system. These include:
  - a. MA History (2014) was approved by the Alabama Commission on Higher Education (ACHE). I edited several proposal drafts, met with upper-level ASU leaders, and the commission. This small program has a unique public history track (e.g., training for archivist, state and local governmental agencies, etc.). The program will undergo state review in 2018.
  - b. The Masters of Social Work went through a long approval process. The program was approved by ACHE and conditionally by the Council for Social Work Education (CSWE). The program began with an inaugural cohort of seven students. Program has grown precipitously to over 40 students for the Fall 2017/18. The MSW program went through Benchmark III of the accreditation process with site visit February 2018. Program was granted initial accreditation.
2. Assisted with development of three (3) certificate programs. These include:
  - a. Graduate level Certificate in Applied Social Sciences, providing students with advanced level training in Geographic Information Systems, statistics, and research methodology. The first cohort will enroll spring 2018.

- b. Undergraduate certificate in Media Account Sales, providing students with additional advertising, marketing, and agency brand building.
  - c. Interdisciplinary Certificate in Developmental Disabilities, providing students with rewarding opportunities to serve individuals with physical and cognitive challenges.
- 3. Used the *GradesFirst* software early alert system to identify and help low-achieving students (e.g., Geography and Political Science Laboratory, Mathematics Laboratory). GradesFirst will be used University-wide beginning fall 2017.
- 4. Supported our six academic departments. Each unit has two or more nationally recognized student-led organizations with faculty sponsorship, developing over 150 student leaders per year;
- 5. Supported student scholarship. The College has two nationally recognized undergraduate peer-reviewed journals. These include:
  - a. Dark River Review, a literary magazine for students in the languages, literatures and social sciences; and,
  - b. the Journal of Undergraduate Ethnic Minority Psychology (JUGEMP). We are encouraging more of our students to submit manuscripts;
- 6. Created, organized and institutionalized the College of Liberal Arts & Social Sciences' Annual *Clothing Drive and Professional Stop & Shop*, providing slightly used professional clothing for students interviewing for internships, entry-level jobs, and travel abroad experiences. The clothing drive has provided over 150 articles of clothing (e.g., blouses, skirts, ties, and sport jackets) to needy students in 2016.
- 7. Oversaw the Geography/History/Political Science Laboratory. Tutorial services are provided as well as the use of textbooks, Internet access, and assistance with research. During the 2016/17 academic year nearly 5000 students visited the laboratory. Almost six thousand (5,958) students passed through the lab academic year 2015/16;
- 8. Provided student travel support underwritten by the annual Distinguished Lecture Series. This fund provides travel support for up to six (6) student travelers per academic school year;
- 9. Provided tickets for students to attend the Distinguished Lecture Series, an evening with some of the nation's leading scholars; and,
- 10. Improved the College's visibility by (a) enhancing the College's website and (b) by bringing regional and national conferences to the campus and city of Montgomery (e.g., Alabama-Mississippi Sociological Association (2015) and the Association for Applied and Clinical Sociology (2015). I am a past president of both organizations. It was not easy to convince the Board to bring the national meetings to Montgomery (e.g., expensive cost of airfare into Montgomery, limited supply of hotel options, restricted shopping venues, etc.). I eventually swayed the board, and consequently the meetings were among the most successful in the organization's history in terms of attendance, revenue, and overall satisfaction.

*Faculty Development, Recruitment, and Scholarly Production*

- 1. College-Wide Trainer of Sedona, Faculty Credentialing software, and monitored faculty productivity scholarly and creative activity.
- 2. Developed, negotiated, and implemented the *Dean's Faculty Teaching Release* program. This program provides differential teaching loads for faculty research and creativity and was created to increase research productivity; program offers one- and two-course releases per semester. Faculty members have completed book projects, manuscripts, and scholarly papers. Since its inception, the program has served 14 faculty members, an average of 3.5 course releases per academic school year;
- 3. Negotiated reduced teaching load for all academic chairs in the College from six to four courses per year to increase scholarly and creative productivity. One of our chairs has recently completed a book that has received three awards already;

4. Instituted the annual Dean's Promotion & Tenure Workshop (annually since April 2013), aimed at promoting mentorship and collegiality. Faculty members are given instruction on assembling their dossiers for promotion and tenure. Ninety-percent of faculty submitting tenure and/or promotion applications have succeeded.
5. Negotiated budget transfers to support faculty development (travel), subsidizing fifteen faculty members at the rate of \$330.00 per faculty member (2014);
6. Quadrupled the number of paper sessions at the College's Research & Creative Symposium in concert with the College committee in year three.

**Professor and Chair, Department of Criminal Justice and Social Sciences, Alabama State University (May 15, 2012 – August, 2013)**

The Department had seven (7) full-time equivalent faculty members, seven Adjunct faculty members, one full-time support staff member and several college Work Study students. Annual budget exceeded \$1M. The department had a robust undergraduate Criminal Justice program with over 150 majors. Responsibilities included annual evaluations of faculty, tenure and promotion recommendations, assignment of space and resources for faculty including offices, negotiating hiring packages for faculty candidates, reviewed and recommended curricular changes, reviewed and approved teaching schedules and summer school teaching assignments. I coordinated the department's assessment efforts and incorporated the university's WEAVE model for assessment.

- Developed and implemented the annual *Criminal Justice Career Fair* represented by over sixty Law Enforcement Agencies (LEA)
- Hired new faculty within first six months of employment
- Overhauled the department's vision and mission statements and aligned unit goals and student-learning-outcomes with University and College mission statements with support from departmental faculty
- Increased the number and quality adjunct faculty members by 40 percent
- Composed Departmental Customer Service Survey
- Developed senior-exit questionnaire
- Coordinated external Criminal Justice Advisory Board
- Streamlined advising system to better serve students
- Negotiated and procured a full-time Departmental Internship and Advising Coordinator
- Spearheaded faculty online teaching certification engagement (100% of department's faculty certified)

**Professor and Chair, Department of Criminology, Sociology & Geography, Arkansas State University**

The Department had twelve (12) full-time equivalent faculty, six part-time lecturers, seven graduate assistants, one full-time support staff member and several college Work Study students. Annual budget was approximately \$1.3 million. The undergraduate programs had over 300 majors. There were approximately thirty-four full-time students enrolled in the department's two graduate programs (MA Criminal Justice and MA Sociology). Responsibilities included annual evaluations and merit raise recommendations for faculty, assignment of space and resources for faculty including offices, negotiating hiring packages for faculty candidates, promotion, retention and tenure recommendations, review and recommendation of curricular changes, review and approval of teaching schedules and summer school teaching assignments.

- Hired six (6) new faculty members in two years (4 women and one international scholar).



- Launched a new interdisciplinary minor—Child Advocacy.
- Developed and implemented the department’s first ever faculty mentoring program.
- Decentralized the department’s merit raise system in the spirit of shared governance
- Streamlined the advising system to better serve our students
- Enabled three tenure-track faculty to secure one-semester sabbaticals
- Increased online instruction in three and one-half years by 200 percent
- Increased the department’s foundation account

**Chair, Finance and Personnel Committees, Eastern Michigan University**

- Assessed and recommended budget actions
- Evaluated and advocated promotion, retention and tenure for faculty members
- Secured tenure for one (1) pre-candidate
- Secured several one-semester sabbaticals for faculty members

**Chair, College Advisory Council (Arts) committee, Eastern Michigan University**

- Vetted course and program proposals for university’s largest college
- Advocated for Social Statistics course as one of only two departments (including Math) suitable for the General Education curriculum
- Served as committee’s Parliamentarian and orchestrated meetings

**COURSES TAUGHT**

- Introduction to Sociology (online fall 2011)
- Social Statistics
- Research Methods
- Applied Sociology
- Sociology of Education
- Sociology of Sport
- Discipline, Social Control, & School Violence (Special Topics)
- Social Stratification

**NON-ACADEMIC POSITIONS**

- **Research Assistant II**, Program for Educational Opportunity, The University of Michigan, School of Education, Ann Arbor, MI, Fall 1985-Summer 1988
- **Consultant**, Program for Educational Opportunity, The University of Michigan, Ann Arbor, MI, School of Education, Ann Arbor, MI, Spring/Summer 1986

**AWARDS AND HONORS**

- **Nominee**, Diversity Excellence Award, Office of Diversity, Arkansas State University, April 13, 2011.
- **Nominee**, Outstanding Faculty Advisor Award, Academic Advising Council on Excellence and Academic Affairs and Research, Arkansas State University, April 5, 2011.
- **The President’s Award**, St. Francis County Branch, NAACP, Forrest City, AR, Keynote Speaker for the 36<sup>th</sup> Annual Freedom Fund Banquet, December 17, 2010.

- **Men of Distinction Award**, Eta Upsilon Chapter of Alpha Kappa Alpha Sorority Incorporated, Arkansas State University, November 16, 2010.
- **“You Made a Difference” Advising Award**, Wilson Advising Center and Student Government Association, Arkansas State University, November 16, 2010.
- **Omega Man of the Year Award**, Epsilon Alpha Alpha Alumni Chapter, Jonesboro, AR, The Omega Psi Phi Fraternity, Incorporated, May 16, 2010.
- **20-Year Award of Appreciation**, Eastern Michigan University, March 25, 2008.
- **Merit Raise**, Awarded highest merit raises among chairs and directors in the College of Humanities & Social Sciences, Arkansas State University-Jonesboro, Jonesboro, AR, 2008.
- **Teaching Excellence Award**, The Alumni Association of Eastern Michigan University, September 22, 2007.
- **Outstanding Faculty in Supplemental Instruction**, Eastern Michigan University, Holman Learning Center, Division of Enrollment Services, April 2006.
- **15-Year Award of Appreciation**, Eastern Michigan University, 2003.
- **10-Year Certificate of Appreciation**, Eastern Michigan University, March 26, 1998.
- **Ambassador**, International Rotary Foundation’s Group Study Exchange Program. District 638 sent to District 124 of Great Britain. Spring 1990.
- **Minority Fellowship**, The University of Michigan, Rackham Graduate Studies, 1985-1987.
- **Fellowship**, The University of Michigan, Inter-University Consortium for Political and Social Research, Summer Program in Quantitative Methods of Social Research, Summer 1986.
- **Fellowship**, The University of Michigan, Inter-University Consortium for Political and Social Research, Summer Program in Quantitative Methods of Social Research, Summer 1985.
- **Graduate Research Assistant**, Eastern Michigan University, Winter, Spring, and Summer 1984.
- **Dean’s List**, Eastern Michigan University, winter 1982
- **Dean’s List**, Eastern Michigan University, spring 1982

## GRANTS

- **Institutional Support**, Harvard Graduate School of Education, Harvard Institutes for Higher Education, Management Development Program, June 2009 (\$8,000)
- **Eleanor Lane International Travel Award**, Arkansas State University, February 2008 (\$1,000).
- **Faculty Travel Award**, Eastern Michigan University, Dean’s Office, College of Arts & Sciences, February 20, 2007 (\$400).
- **Faculty Travel Award**, Eastern Michigan University, Dean’s Office, College of Arts & Sciences, February 20, 2006 (\$250).
- Adams, A.T. (2006). “The State of Public School Violence: A Quandary.” Eastern Michigan University, College of Education, *The State of the African American Male in Michigan: A Courageous Conversation Summit*, June 9, 2006 (\$1,000).
- **Faculty Travel Award**, Eastern Michigan University, Dean’s Office, College of Arts & Sciences, February 20, 2005 (\$250).
- **Faculty Travel Award**, Eastern Michigan University, Dean’s Office, College of Arts & Sciences, October 26, 2004 (\$325).
- **Honorarium**, African American Center for Applied Research & Services to prepare grant proposals and pursue funding opportunities for digital divide project, and projects to aid in youth violence prevention and reduction, Spring 2004 (\$2,000).
- **Project Coordinator**, *EMU/Ypsilanti, MI High School Telementoring Project*, African American Center for Applied Research & Services, HUD-Community Outreach Partnership Center, Digital Inclusion (25% Release Time), Fall 2002-Fall 2004.

- **Grant Writer**, “The Telementoring & Immersion Project: Narrowing the Digital Divide.” Michigan Campus Compact, 27<sup>th</sup> Venture Grant Cycle (\$2,950). Project was not funded. Submitted November 6, 2003.
- **Sabbatical Leave**, *Eastern Michigan University/Romulus Middle School Telementoring Project: Evaluating the Effects of Telementoring and Academic Service-Learning*, Winter 2001.
- **Honorarium**, Office of Research Development, Eastern Michigan University, Workshop Attendee, Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR-UP), February 2000 (\$1,000).
- **Dedicated Time for Proposal Development**, *The EMU/Romulus Middle School Telementoring Collaborative: A Catalyst for Expansion and Growth*. Office of Research and Development, Eastern Michigan University (25% Release Time), fall 1999.
- **Grant**, *Eastern Michigan University/Romulus Middle School Collaborative: Telementoring Disadvantaged and At-Risk Students*. Michigan Campus Compact, Venture Grant Cycle 18 Other contributors include ISCFC, ORD, Romulus Community Schools, and the Department of Sociology, Anthropology, & Criminology, September 1999 (\$10,070).
- **Faculty Release**, proposal development for the *Interdisciplinary Master’s in Conflict and Cooperation in the Schools* (25%), winter 1996.
- **World College Travel Grant**, *In Search of Missing Dogma: Toward an Economic Theory of School Discipline*. Paper presented at Annual Meeting of the American Sociological Association, Los Angeles, CA, August 5-9, 1994, (\$200).
- **Instructional Computing Grant**, *The Diffusion of Multiculturalism: A Simulation of Race, Prejudice, and Segregation in Sociology 105*. Summer 1994. Eastern Michigan University, Center for Instructional Computing, (\$1,000).

## FELLOWSHIPS

- **Fellow**, Community Leadership Fellows Program, Eastern Michigan University, Institute for The Study of Children, Families, and Communities, Department of Justice (Grant#200-3-DD-BX-1155, FY2003), winter – fall 2005.
- **Fellow**, Fellowship and Project Coordinator, Eastern Michigan University, African American Center for Applied Research & Services, Housing and Urban Development, Community Outreach Partnership Center, Digital Inclusion (HUD-COPC #FR-11725), fall 2002 - fall 2004 (25% release).
- **Faculty Fellow**, Institute for the Study of Children, Families, and Communities, Eastern Michigan University (75% Release faculty release), 1998/99 School Year.
- **Faculty Fellow**, Office of Academic Service-Learning, fall 1996 (25% release).
- **Fellow**, Bordin/Gillette Researcher Travel Fellowship, “African Americans, Cultural Reproduction--Change or Stagnation? The Case of the Ann Arbor Public Schools, Bentley Historical Library, The University of Michigan, Ann Arbor, March 1996 (\$300.00).
- **Fellow**, Faculty Spring/Summer Fellowship, *An Empirical Examination of the Effectiveness of High School Punishment*, summer 1993. Eastern Michigan University, Graduate School, (\$6,000).
- **Fellow**, (Fellowship/Grant), Office of Educational Research and Improvement, US Department of Education, *Rehabilitative vs. Punitive Methods of School Discipline: Socioeconomic Conditions and Methods of Social Control in Michigan*, 1991/92. (\$36,165).

## PUBLICATIONS

- Adams, Anthony and Mechelle C. Barton. (2017). "What Have We Learned about School Violence in the Last Ten Years: Divergence or Convergence with the National Institute of Education's Safe School Study?" *Journal of Criminal Justice and Law Review*, Vol. 6 (1): 59-63.
- Adams, Anthony Troy. (2017). "In Memoriam: Jay Weinstein." *Journal of Applied Social Science*, Vol. 1 (2): 75-76.
- Adams, Anthony Troy. (2016). "The Great Ones All Had Them: The Value of Mentoring for Applied Sociology," *Journal of Applied Social Science* Vol. 10 (2): 90-95.
- Henderson, H., M. Tanana, J.W. Bourgeois and A.T. Adams (2015). "Psychometric Racial and Ethnic Predictive Inequities," *Journal of Black Studies* 46:462-481.
- Adams, Anthony Troy. (December 2010). Book review of Simmons, Annette 2006. *The Story Factor: Inspiration, Influence, and Persuasion Through Storytelling*. New York, NY: Basic Books. Reviewed by Anthony Troy Adams for *Arkansas Review, A Journal of Delta Studies*, Vol. 41(3): 225-226.
- Adams, Anthony Troy. (2010: 123-143). "The State of Public School Violence: A Quandary." In Eboni M. Zamani-Gallaher and Vernon C. Polite (Eds.), *The State of the African American Male*. East Lansing, MI: Michigan State University Press.
- Adams, Anthony Troy, Amanda Coleman, and Monika Ulrich. (2010). "Food Deserts: A Call for Applied Sociology." *Journal of Applied Social Science* Vol. 4(2): 58-62.
- Adams, A.T. (2009). "Out of the Frying Pan and into the Fire: The Hidden Similarities and Differences of Zero Tolerance Policy and the Medicalization of School Discipline" *Journal of Criminal Justice and Law Review* 1 (1): 41 - 48.
- Henderson, H., Daniel, A., Adams, T., & Rembert, D. (2007). The Predictive Utility of the Wisconsin Risk Needs Assessment Instrument in Post-Probation Success. *International Journal of Crime, Criminal Justice, and Law* 2, 95-103.
- Adams, A.T. (2006). Book review of *Uniforms in Public Schools: A Decade of Research and Debate* (David L. Brunnsma, Rowman & Littlefield Education, Lanham, Maryland 2006) in *Contemporary Sociology* 35 (6): 634-636.
- Adams, A. Troy, Kristine J. Ajrouch, Howard Henderson, and Irene Heard. (2005). "Service-Learning Outcomes Research: The Role and Scarcity of Replication Studies." *Journal of Applied Sociology* Vol. 22, No.2/Vol. 7 No.2 (Fall-Winter): 55-74.
- Adams, A.T. and Kenneth Kelso. (2003). "Evaluation of Telementoring Service-Learning in an Introduction to Sociology Course." *Michigan Sociological Review* 17: 45-66.
- Henry, S. and W.G. Hinkle. (2001). *Careers in Criminal Justice: The Inside Story*. Salem, WI: Sheffield Publishing Company. Contributor. "Becoming a University Professor." Pp. 259-265.
- Adams, A.T. (2000). "The Status of School Discipline and Violence." *The Annals of the American Academy of Political and Social Science* 567 (January): 140-156.
- Cao, Liqun, A.T. Adams, and V. Jensen. (2000). *The Empirical Status of the Black Subculture of Violence Thesis*. Pp. 47-61 in *The Systems in Black & White: Exploring the Connections Between Race, Crime, and Justice*, edited by Michael W. Markowitz and Delores D. Jones-Brown, Westport, Conn.: Praeger.
- Adams, A.T. (1999). Book review essay of *Maximum Security: The Culture of Violence in Inner-City Schools Urban Education* (John Devine, The University of Chicago Press, Chicago, 1996) in *Urban Education*, 34(3): 411-421.
- Liqun Cao, A.T. Adams, and V.J. Jensen. (1997). "A Test of The Black Subculture of Violence Thesis: A Research Note." *Criminology* 35(2): 367-379.
- Adams, A.T. (1993). "Violence in Public Secondary Schools: The Contributions of Community Structure and School Factors," *Journal of Applied Sociology* 10: 75-98.

- Adams, A.T. (1993). Book review of *Toward an Ethic of Higher Education* (Mortimer R. Kadish, Stanford: Stanford University Press, 1991) in *Sociological Inquiry* 63(1): 112-115.
- Adams, A.T. (1993). *Becoming a University Professor*, in Henry, Stuart, *Inside Criminal Justice Jobs*, (Salem: Sheffield Publishing Company, 1993).

### **SELECT INVITED SPEECHES, LECTURES AND CONFERENCE PARTICIPATION**

- **Attendee**, HBCU Regional Summit on Digital Learning, Clark Atlanta University, Atlanta, GA, July 15-18, 2018.
- **Speaker**, 294<sup>th</sup> Commencement Convocation, Alabama State University, December 9, 2016.
- **Speaker**, “The Great One’s All Had Them.” The Association for Applied and Clinical Sociology Annual Meetings, Montgomery, AL, October 9, 2015.
- **Speaker**, NAACP St. Francis County Branch, Annual Freedom Fund Banquet, Forrest City, AR, December 17, 2010.

### **PRESENTATIONS**

- Anthony Troy Adams, moderator, “Undergraduate Papers III,” Alabama-Mississippi Sociological Association Annual Meetings (Jackson, MS Friday, February 26, 2016).
- Anthony Troy Adams, moderator, “Undergraduate Papers I,” Alabama-Mississippi Sociological Association Annual Meetings (Jackson, MS, February 25, 2016).
- Anthony Troy Adams, moderator and organizer, “Real Talk: Representatives from Banking, Law and Law Enforcement, Media, and Health Discuss Desired Skills for Social Science Majors,” The Association for Applied and Clinical Sociology Annual Meetings (Montgomery, AL, October 9, 2015).
- “Transiting to the World of Work,” The Association for Applied and Clinical Sociology Annual Meetings (Montgomery, AL, October 9, 2015).
- Ram Alagan, Anthony Troy Adams, Robert White, “Geographic Information Systems (GIS) Training for Social Scientists,” The Association for Applied and Clinical Sociology Annual Meetings (Montgomery, AL, October 8, 2015).
- Robert Kettlitz, Anthony Troy Adams, Tina Quartaroli and Stephen Steele (Organizers and Facilitators), *Creating Our Future: Brainstorming a Preferred Future for AACCS*. The Association for Applied and Clinical Sociology Annual Meetings (Pittsburgh, October 9-11, 2014).
- Adams and Ram Alagan, *Food Deserts: Mapping Socio-Demographic Correlates*, Alabama-Mississippi Sociological Association Annual Meetings (Raymond, MS, February 20-21, 2014).
- *My Unexpected Journey with Research: How Research Can Take You Places (Opening Remarks)*, Research and Creative Symposium, Alabama State University (Montgomery, AL, October 31 – November 1, 2013).

- *To Mentor or Not To Mentor: That Is the Question*, Research and Creative Symposium, Alabama State University (Montgomery, AL, October 31 – November 1, 2013).
- *Mentoring I: Changing the World One Person at a Time. Chair and Moderator of Workshop.* The Association for Applied and Clinical Sociology Annual Meetings (Portland, OR, October 3-5, 2013).
- *Mentoring II: Helping Graduate Students and Young Professionals through the Mentoring Maze. Chair and Moderator Workshop.* The Association for Applied and Clinical Sociology Annual Meetings (Portland, OR, October 3-5, 2013).
- *Mentoring the Applied Sociologists.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (Portland, OR October 3-5, 2013).
- *Studying Social Problems: New Research Directions from the Department of Criminal Justice and Social Sciences at Alabama State University (Session chair).* Alabama-Mississippi Sociological Association Annual Meetings (Montgomery, AL February 21-22, 2013).
- *A Paradox Waiting to Implode: The Contradictions of Academic and Applied Sociology Meeting at the Cross Roads.* Paper presented at the Alabama-Mississippi Sociological Association Annual Meetings (Montgomery, AL February 21-22, 2013).
- *Mentoring II: Non-Academic/Applied, Moderator.* The Association for Applied and Clinical Sociology Annual Meetings (Milwaukee, WI October 4-7, 2012).
- *Academic Mentoring.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (Milwaukee, WI October 4-7, 2012).
- *Applied and Clinical Sociology: Making a Difference and Loving It.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (New Orleans, LA October 13-16, 2011).
- *Social Statistics: What are We Really Teaching Our Students? Using Wagner's The Global Achievement Gap to Expand Pedagogy.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (St. Louis, MO, October 14-16, 2010).
- *Presentation of Self: Using Personal Narratives to Teach Sociology.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (San Antonio, TX, October 7-10, 2009).
- Coleman, Amanda and Anthony Troy Adams. *Accessibility in Rural Areas: The Case in Arkansas.* Paper presented at the American Association of American Geographers Annual Meetings (Las Vegas, NV, March 22-28, 2009).
- *Spatial Accessibility of Supermarkets in Arkansas: The Effects of Neighborhood Composition and Economic Factors.* Paper presented at the Association for Applied and Clinical Sociology Annual Meetings (Jacksonville, FL, October 16-18, 2008).
- *Quality of Life: A Geospatial Examination of Accessibility to Affordably-Priced and Nutritious Foods,* The 2<sup>nd</sup> International Conference on Sociology, Athens, Greece, May 12-15, 2008.

- *Social Change through Service-Learning: Theory, Planning, and Implementation.* Paper presented at the North Central Sociological Association and Midwest Sociological Society Joint Meeting (Chicago, IL, April 4-7, 2007). Workshop.
- *Service-Learning: We Forgot About the Natural Variation in Treatment Effects.* Paper presented at the Annual Meeting of the North Central Sociological Association (Indianapolis, IN, March 23-25, 2006). Moderator/Presenter/Session Organizer.
- *Service Learning and its Impact.* Paper presented at the Annual Meeting of the North Central Sociological Association (Pittsburgh, PA, April 7-10, 2005).
- *Problems Inside the Academy: Do Ph.D. Programs Prepare Future Faculty for Teaching?* Paper presented at the Annual Meeting of the North Central Sociological Association (Cincinnati, OH, March 27-29, 2003), Organizer and Moderator.
- *Diversity in the Classroom: Faculty Speak Out About Obstacles Confronting the Teaching Enterprise and the Intersection Between Race, Gender, and Age.* Paper presented at the Annual Meeting of the North Central Sociological Association (Cincinnati, OH, March 27-29, 2003), Organizer and Chair.
- *Academic Service-Learning: Problems & Implications from an Introduction to Sociology Course.* Paper presented at the Annual Meeting of the North Central Sociological Association (Windsor, Ontario, Canada, April 18-21, 2002), Organizer and Moderator.
- *An Examination of the Relationship between Community Service and Academic Performance Indicators among University Students.* Paper presented at the Annual Meeting of the North Central Sociological Association (Louisville, KY, April 5-8, 2001).
- *Assessing the Empirical Relationship Between Community Services Rendered and Academic and Behavioral Outcomes Among 7<sup>th</sup> Graders.* Paper presented at the Annual Meeting of the North Central Sociological Association (Louisville, KY, April 5-8, 2001).
- *Preparing for the Next Millennium: Technology Meets Academic Service-Learning through the Net.* Paper presented at the Society for Applied Sociology Annual Meetings (Dallas, TX, October 29-31, 1999).
- *Spanning Boundaries and Barriers: Some Reactions to the Use of Pharmacological Treatments for Disruptive Students.* Paper presented at the Annual Meeting of the North Central Sociological Association (Troy, MI, April 15-18, 1999).
- *Moving Academic Service-Learning from Theory to Practice.* Paper presented at the Annual Atlanta University Center Service Learning Collaborative (Atlanta, GA, June 4-6, 1998).
- Multicultural Teaching in the University (Schoem, Frankel, Zuniga & Lewis). Book review criticisms presented at the Faculty Center for Instructional Excellence, Eastern Michigan University (Ypsilanti, MI, April 8, 1998).
- *Public Education: Myths, Half-Truths, and Bitter Realities.* Paper presented at the Annual Meeting of the North Central Sociological Association (Indianapolis, IN, April 25-27, 1997), Organizer and moderator.

- *African-Americans, Cultural Reproduction—Change or Stagnation: The Case of the Ann Arbor Public Schools System.* Paper presented at the Annual Meeting of the North Central Sociological Association (Cincinnati, OH, April 12-14, 1996).
- *In Search of the Missing Dogma: Toward an Economic Theory of School Discipline.* Paper presented at the Annual Meeting of the American Sociological Association (Los Angeles, CA, August 5-9, 1994).
- *Principals' Recommendations for Dealing with Disruptive Students: An Analysis of Qualitative Responses.* Paper presented at the Annual Meeting of the North Central Sociological Association (Columbus, OH, April 14-17, 1994).
- *The Economic Determinants of High School Punishment: A Travesty of Justice.* Paper presented at the Annual Meeting of the Eastern Sociological Society (Baltimore, MD, March 17-20, 1994).
- *Understanding High School Disciplinary Practices: The Contributions of Attitudinal and Behavioral Affects.* Paper presented at the Annual Meeting of the North Central Sociological Association (Toledo, OH, April 14-17, 1993).
- *Public High Schools: The Uses of Rehabilitative and Punitive Forms of Discipline.* Paper presented at the Annual Meeting of the Eastern Sociological Society (Boston, MA, March 25-28, 1993).
- *Secondary School Discipline and Socioeconomic Determinism: Does School Discipline Vary According to Its Social and Economic Conditions? A Research Agenda.* Paper presented at the Annual Meeting of the Eastern Sociological Society (Arlington, VA, April 3-5, 1992).
- *Discipline: Where Have We Been, Where Are We Now and Where Are We Going?* Office of Educational Research and Improvement, U.S. Department of Education, Research Seminar, March 4, 1992.
- *An Offender-Based Measure of School Violence: A Small Numbers Approach.* Paper presented at the Annual Meeting of the Society for Applied Sociology (Annapolis, MD, October 31 - November 3, 1991).
- *Community Structure and Public School Discipline: A Look at Community Influences on Public School Violence.* Paper presented at the Annual Meeting of the North Central Sociological Association (Dearborn, MI, April 25-28, 1991).
- *Kids and Guns: A Look at Schools, Neighborhoods, and Weapon Seizures.* Prospectus presented at the Collegiums for Advanced Studies, 5<sup>th</sup> Annual Research Fair, Eastern Michigan University, Ypsilanti, MI, March 14, 1991).
- *Community Effects on Middle and High School Discipline.* Findings from my doctoral thesis presented at several Rotary Club meetings (UK, Great Britain, Spring 1990).
- *A Cross-Cultural Comparison of the American Grants and Loans Program versus the British Voucher System.* Discussion leader at the International Rotary Foundation's District 124 luncheon (UK, Great Britain, Spring 1990).



- *The Effects of Organization, Neighborhood, and Community on Detroit Public Schools' System Expulsion Rates: A Proposal*. Paper presented to students and faculty at Eastern Michigan University (Ypsilanti, MI, March 1988).

### **SELECTED DEPARTMENTAL SERVICE**

- **Coordinator**, developed department's first ever faculty mentoring program. Program implemented fall 2008, Arkansas State University-Jonesboro, AR.
- **Chair**, Personnel Committee (EMU), fall 2006 – fall 2007
- **Chair**, Grade Grievance Committee (EMU), fall 2005 – fall 2007
- **Chair** (fall 2006), Finance Committee (EMU), 2002/03
- **Chair**, Ad Hoc Committee (EMU), Department Input Document revisions/recommendations, June 2006
- **Member**, Sociology Undergraduate Curriculum Committee (EMU), fall 1998 – fall 2007
- **Member**, Sociology Advisory Board (EMU), winter 2005 – fall 2007
- **Acting Department Head** (EMU), July 2004
- **Chair** (2002/03), Grade Grievance Committee (EMU), fall 1998 – winter 2001
- **Chair** (Fall 2000), Personnel Committee (EMU), fall 1998 – winter 2001
- **Coordinator**, Sociology Honors Advising (EMU), fall 2002 – fall 2007
- **Member, ad hoc** (EMU), Retention Project assisted with the development and implementation of the Department's retention project. This program was initiated to identify students "at risk" in our department. A pilot program was then organized of students who carried a GPA of 3.5 or better to serve as peer tutors for the "at risk" students, fall 1988
- **Chair**, Grade Grievance Committee (EMU), 1988
- **Member**, Research & Ethics Committee (EMU), fall 1989 – winter 1994
- **Member**, Undergraduate Sociology Committee (EMU), fall 1988 – Winter 1990
- **Coordinator**, Sunshine Fund (EMU), fall 1990 – winter 1995
- **Member**, (Chair 1995/96) Departmental Finance Committee (EMU), 1993 – Present
- **Member**, ad hoc, Search Committee (EMU), Criminology position, 1993 – 1994
- **Marshal of Graduates**, Departmental Representative (EMU), April 1994
- **Acting Department Head**, (EMU) June 1994

### **SELECTED COLLEGE & UNIVERSITY SERVICE**

- **Member**, University Enrollment Management Committee, Alabama State University, October 2018 – present
- **Member**, Academic Advisory Council (AAC), Alabama State University, Fall 2018 – present
- **Chair**, Faculty Sufficiency Committee, Alabama State University, SACSCOC Standard 6.1, Spring 2018 – present
- **Member**, Council of Academic Deans & Directors (CADD), Alabama State University, Fall 2018 – present
- **Member**, Faculty Qualification Committee, SACSCOC Standard 6.2a, Spring 2018 - present
- **Member**, Faculty Appointment & Evaluation Committee, SACSCOC, Alabama State University, April 2018 - present
- **Chair and Coordinator**, Building Emergency Plan Committee, Paterson Hall, Alabama State University, 2016
- **Member**, Search Committee, Zelia Stephens Early Childhood Center, Alabama State University, 2013

- **Member**, Alabama State University, Sub-Committees (Qualified Personnel and Policies), July 2014 – 2015.
- **Member**, Fifth-year Interim Compliance Certification with the Southern Association of Colleges and Schools, Commission on Colleges, Alabama State University, Sub-Committees (Qualified Personnel and Policies), July 2014 – June 2015)
- **Member**, Selma to Montgomery Vision Team, Alabama State University, June 2014 – May 2015.
- **Commentator**, Retirement Luncheon, College of Liberal Arts & Social Sciences, Alabama State University, June 5, 2014.
- **Commentator**, Retirement Luncheon, College of Liberal Arts & Social Sciences, Alabama State University, April 15, 2014.
- **Commentator**, Honors Program, College of Liberal Arts & Social Sciences, Alabama State University, April 1, 2014.
- **Chair**, Research Task Force, College of Liberal Arts & Social Sciences Alabama State University, September 2012 – April 2013.
- **Moderator**, Arkansas State University, Delta Symposium XVII, “Why the 50<sup>th</sup> Anniversary of the Civil Rights Movement is More Important than the 150<sup>th</sup> Anniversary of the Civil War,” Friday, March 8, 2011
- **Speaker**, “The Importance of Mentoring,” Brother-to-Brother, Tuesday, October 26, 2010, Arkansas State University
- **Speaker**, “The Story Factor and the Power of Mentoring,” AR Black Students Association, 23<sup>rd</sup> Annual Leadership Conference, Reclaiming the Commitment: Black Students Excelling, Friday, October 22, 2010
- **Member**, Academic Calendar Committee, 2010-11
- **Representative**, Honors Reception Day, Saturday, March 6, 2010
- **Speaker**, “The Non-Traditional Scholar,” *The Power of Story*, Honors College, Tuesday, September 8, 2009
- **Attendee**, First Year Convocation, ASU-J, Sunday, August 23, 2009
- **Discussant**, African American Male Meeting, University College, Melanie Richardson, *College Choice* Instructor, June 2009 (see attached letter of commendation)
- **Advisor**, New Student Orientation, Wednesday, August 5, 2009
- **Advisor**, New Student Orientation, Monday, July 6, 2009
- **Advisor**, New Student Orientation, Wednesday, June 10, 2009
- **Advisor**, New Student Orientation, Monday, June 8, 2009
- **Advisor**, New Student Orientation, Wednesday, May 20, 2009
- **Recruiter**, Discover Diversity Program, ASU-J, Thursday, April 24, 2009
- **Presenter**, Honors Reception Day, Honors Best Lecture Series Session I, University Honors College, Arkansas State University, Saturday, March 7, 2009
- **Member**, Dean’s Search Committee, College of Humanities and Social Sciences, Arkansas State University, Spring 2009
- **Member**, Honorary Doctorate Committee, Arkansas State University, August 2008 – present
- **Co-Chair**, Academic Calendar Committee, Arkansas State University, August 2008 – present
- **Member**, Platform Party, Commencement Summer 2008, Arkansas State University, August 2008
- **Attendee**, Southern Regional Educational Board, Institute on Teaching and Mentoring, Arlington (ASU-J), VA, October 25-28, 2007
- **Invited Speaker**, Eastern Michigan University, College of Education’s Office of Urban Education and Educational Equity, Minority Achievement, Retention, and Success program (MARS), Thursday, February 16, 2006

- **Participant**, MLK Day 2005 (EMU), “The Struggle Continues,” Monday, January 17, 2005
- **Faculty Advisor & Delegate** (EMU), Theta Gamma Chapter and Sigma Rho Chapter (Member), Omega Psi Phi Fraternity, Inc., 73<sup>rd</sup> Grand Conclave (national convention), Saint Louis, MO, July 19-29, 2004
- **Faculty Advisor & Delegate** (EMU), Theta Gamma Chapter and Sigma Rho Chapter (Member), Omega Psi Phi Fraternity, Inc., 10<sup>th</sup> District Meeting, Gary, IN, April 15-18, 2004
- **Faculty Advisor & Delegate** (EMU), Theta Gamma Chapter and Sigma Rho Chapter (Member), Omega Psi Phi Fraternity, Inc., 10<sup>th</sup> District Meeting, Bloomington, MN, April 10-13, 2003
- **Invited Speaker**, *Black Entrepreneurs*, Theta Gamma Chapter, Omega Psi Phi Fraternity, Inc., Eastern Michigan University, February 2003. Spoke to an energetic group of EMU students about the importance of personal finance. The discussion included such topics as routine banking and loans, debt consolidation, consumer loans, and home ownership
- **Advisor**, Young Black Professionals (EMU), fall 2001 - winter 2002. Helped student organization to gain formal university recognition as a student organization. This organization met regularly and often at my personal residence.
- **Chair**, Theta Gamma (undergraduate), Eastern Michigan University and Sigma Rho’s (Alumni) Annual Founder’s Day Ball, November 16, 2002
- **Requested Attendee** (EMU), Proposed Center for Science & Mathematics, January 31, 2001
- **Advisor**, Omega Pearls, fall 2001 - winter 2002. Helped student organization to gain formal university recognition. Group is an auxiliary to the Theta Gamma Chapter, Eastern Michigan University
- **Participant**, Allegory (EMU), October 31, 2001. Served as a faculty judge for the organization’s talent showcase
- **Participant**, Delta Sigma Theta Sorority, Incorporated, Delta Beta Chapter (EMU), winter 2001. Participated in organization’s Winter Fashion Extravaganza. I also supported many of the organization’s educational, professional and social functions.
- **Attendee**, Proposed Center for Science & Mathematics (EMU), January 31, 2001. Provided critical input regarding establishment of the proposed institute
- **Faculty Advisor**, Undergraduate Chapter of Omega Psi Phi Fraternity, Inc., Theta Gamma Chapter (EMU), fall 1988
- **Member**, University Grade Grievance Committee (EMU), fall 1995
- **Chair**, Physical Working Conditions Committee, American Association of University Professors (EMU), 1989/90
- **Representative**, AAUP Bargaining Council (EMU), 1988/89
- **Member**, Thesis Committee (Masters of Public Administration), “Satisfactory Academic Progress and Minority Students at Eastern Michigan University,” fall 1990
- **Member**, University Task Force on Physical Conditions, Fall 1990
- **Departmental Representative**, (Workshop on Research in Multicultural Teaching Methods Paper presented by renowned Dr. Kevin Slater) March 31, 1994
- **Chair**, College Advisory Council, Arts Subcommittee (EMU), Fall 1994 – 1995
- **Steward**, EMU-AAUP Fall 1994 – 1995

### **SELECTED SERVICE -- PROFESSIONAL**

- **Reader**, Student Paper Competition, Alabama-Mississippi Sociological Association, February 2019, Eight Undergraduate and three Graduate papers reviewed, each paper is 25 or less pages.
- **Chair**, Nominations and Governance Committee, Association for Applied and Clinical Sociology, October 2015 – October 2016.

- **Chair**, Awards Committee, Association for Applied and Clinical Sociology, October 2015 – October 2016.
- **Immediate Past President**, Association for Applied and Clinical Sociology, October 2015 – October 2016.
- **Immediate Past President**, Alabama-Mississippi Sociological Association, February 2015 – February 2016.
- **Reader**, Student Paper Competition, Alabama-Mississippi Sociological Association, February 2015.
- **President**, Association for Applied and Clinical Sociology, October 2014 – October 2015.
- **President**, Alabama-Mississippi Sociological Association, February 2014 – February 2015.
- **Program Chair**, Association for Applied and Clinical Sociology, October 2014.
- **President-Elect**, Alabama-Mississippi Sociological Association, February 2013 – February, 2014.
- **President-Elect**, Association of Applied and Clinical Sociology, October 2013 – October, 2014.
- **Vice President-Elect**, Association of Applied and Clinical Sociology, January 2013 – October, 2013.
- **Board Member (At-Large)**, Association of Applied and Clinical Sociology, January 2012 – January 2013.
- **Reviewer**, *Arkansas Review, A Journal of Delta Studies*, “He Was Non-Violent, But My Boys Weren’t” The Hegemonic Myth of Non-Violence and the Construction of a Black Identity,” May 2010, Summer 2010 – Present.
- **Reviewer**, Applied Social Science, Association for Applied and Clinical Sociology, “The FIG and Engineering Major Retention,” June 2008.
- **Faculty Mentor**, 2005-6 EMU-U-M Graduate Student Mentorship Program, The University of Michigan (UM), Center for Research on Learning and Teaching, fall 2005. I was a mentor for a UM graduate student. The mentee observed and critiqued my lectures, provided useful feedback, developed and delivered mini-lectures, and we discussed assignments and syllabi construction, and course projects.
- **Elected Council Member**, American Sociological Association, Section on Sociological Practice (2004-2006).
- **Reviewer**, American Sociological Association, Fall 2002 – 2006.
- **Reviewer**, Michigan Sociological Review, Fall 2002 – 2005.
- **Reviewer**, Journal of Applied Social Science, Fall 2002 – Present.
- **Reviewer**, McGraw-Hill Higher Education. Coakley, J. *Sociology: Studying Social Worlds*. Provided extensive review of this text, October 2002.
- **Member**, Criminal Justice Review Committee, Board of Higher Education, Commonwealth of Massachusetts, August 23-25, 2001.
- **Editorial Board Member**, Michigan Sociological Review, 1998 – 2003.
- **Reviewer**, McGraw-Hill Higher Education *The Statistical Imagination: Elementary Statistics for The Social Sciences*. Provided extensive review of this text for editors, July 1998.
- **Reviewer**, Wadsworth Publishing Company’s *Sociology in Action: Making Connections*. This culminated in an eleven-page selected chapter review commentary, December 1997.
- **Reviewer**, Wadsworth Publishing Company’s *Social Dynamics: The Principles That Govern Social Life*. This culminated in an eight-page selected chapter review commentary, December 1997.
- **Reviewer**, “The Challenges of Multiculturalism to Teaching Sociology.” *Sociological Focus*, Journal of the North Central Sociological Association, August 1994.

- **Presenter**, Task Force Meeting on School Violence. Testified before the State House Panel Subcommittee on Violence in support of Bill No. 4675. Eastern Michigan University, Ypsilanti, MI, January 21, 1994.
- **Presenter**, Office of Research and Development's Grantsmanship Workshop, October 27 and November 3, 1993.
- **Reviewer**, Anthony Giddens' *Sociology*, Summer 1993.
- **Reviewer**, Office of Educational Research and Improvement (OERI), U.S. Department of Education, National Center on Post-Secondary Teaching, Learning, and Assessment, June 1992.
- **Reviewer**, *E.D. TABS: Public School Principal Survey on Safe, Disciplined, and Drug-Free Schools*. U.S. Department of Education, Office of Educational Research and Development, National Center for Education Statistics, November 1991.

### **SELECTED COMMUNITY SERVICE**

- **Volunteer**, Team ATL, Super Bowl LIII, Atlanta, GA, October 218 – February 2, 2019
- **Panelist**, "Real Talk with Real Fathers," Auburn University at Montgomery, AL (Tuesday, February 10, 2015)
- **Moderator**, Community Leaders Institute, Sponsored by Medical University of South Carolina, Montgomery, AL, "Role of Federal, State and Local Governments," April 25, 2014.
- **Participant**, Hornets Unify to Beautify Student Clean-Up Initiative, October 11, 2013
- **Keynote Speaker**, NAACP St. Francis County Branch, Annual Freedom Fund Banquet, Forrest City, AR, December 17, 2010.
- **Organizer**, Alzheimer's Association, "Memory Walk," Craighead Forest Park, Jonesboro, Arkansas, October 3, 2009. Organized a group of men, all of whom are members of the Omega Psi Phi Fraternity, to participate in this important event.
- **Charter Member**, Epsilon Alpha Alpha Chapter, Jonesboro, AR (No. 788), Omega Psi Phi Fraternity, Inc., September 2009
- **Scholarship Technical Advisor**, appointed by the Residents Against Illegal Drugs Board (RAID), Jonesboro, AR, August 18, 2009
- **Organizer**, Alzheimer's Association, "Memory Walk," Craighead Forest Park, Jonesboro, AR, September 2008.
- **Volunteer**, Motown Winter Blast, Detroit, MI, Sunday, January 23, 2005. Attended two-hour training session and provided service for the inaugural winter festival in downtown Detroit. Provided physical assistance for participants, and coordinated volunteers at the command center.
- **Member-at-large**, (past president) Silverleaf Village Association Board, October 2000 – 2004.
- **Guest speaker**, National African American Parent Involvement Day, Roberto Clemente Student Development Center, 4377 Textile Rd, Ypsilanti, MI 48197, February 2001.
- **Evaluator**, Michigan K-12 Philanthropy & Education Project, Donna Buxton. Conducted Focus Group Interviews at Van Zile Elementary School, Detroit, MI, for parents and teachers. Provided summary report of FGI results, January 2001.
- **Evaluator**, BARAT Child and Family Services, Kim Blotkamp, Director of Volunteer Programs, 1249 Washington Blvd., Suite 2915, Detroit, MI 48226. Conducted program evaluation of BARAT House mentoring program, September/October 2000.
- **Tester**, Fair Housing Center of Washtenaw County, Ann Arbor, MI office, September 1999 to 2001.
- **Chaperone**, Ann Arbor Police Department Southside COP Office. Valentine's Day Dance at the Bryant Elementary School, February 14, 1996.
- **Featured Researcher**, "Suspension, expulsion seems to create more high school drop-outs." Sun Times. Vol. 2, No. 2 (May 1993), p. 11.

- **Radio Interviewee**, Discussed school discipline and its negative consequences. WOMC—Marie Osborn, April 7, 1993.
- **Radio Interviewee**. Discussed the relationship between school discipline and the dropout rate in schools. WEMU—Joan Silvi, March 12, 1993.
- **Featured Researcher**, Focus EMU. “Prof studies school discipline in suburban vs. urban schools. Focus EMU. Vol. 39, No. 24, (February 2, 1992).
- **Reviewer**, *E.D. TABS: Public School Principal Survey on Safe, Disciplined, and Drug-Free Schools*. U.S. Department of Education, Office of Educational Research and Development, National Center for Education Statistics, November 1991.
- **Guest Speaker**, Washtenaw Community College. Spoke to students taking Afro-American History (HIS 150) about being a young black scholar in Today’s highly competitive academic community, October 1990.
- **Guest Speaker**, Clague Junior High School about growing up in Ann Arbor, MI, and the struggles of a black student, June 1990.
- **Interviewee**, interviewed by WXYZ Channel 7 News concerning racism and discrimination on The University of Michigan, Ann Arbor, May 1990.

### **RECENT PROFESSIONAL DEVELOPMENT**

- **Participant** (Certificate), Online Teacher Certification, Department of eLearning, Alabama State University, Montgomery, AL March – May, 2013 (6-Week course of study).
- **Participant**, Summer Institute II, Interactive Teaching and Technology Center, Arkansas State University, Jonesboro, July 2010 (32 hours of instruction).
- **Participant**, SPINPLus Training, Tuesday, August 4, 2009.
- **Participant**, Introduction to ArcGIS I (16 Hours), Environmental Systems Research Institute (ESRI), Inc., Memphis, TN, April 1-2, 2008.
- **Attendee**, Academic Chairpersons Conference, 25<sup>th</sup> Annual Conference, Orlando, FL, February 6-8, 2008.
- **Participant**, Excel 2007 – Foundations (8 Hours), Arkansas State University, Jonesboro, AR, Delta Center for Economic Development, July 22, 2008.
- **Attendee**, Search and Employ: 10 Keys to Effective College Search, Arkansas State University, Jonesboro, September 24, 2007.
- **Participant**, Excel 2007 – Foundations, Arkansas State University, Delta Center for Economic Development, July 22, 2008.
- **Attendee**, “I Feel Safe: A Discussion of Campus Safety,” Arkansas State University, Jonesboro, January 24, 2007.
- **Workshop Attendee**, “Accessing Archival Data,” Institute for Social Research and Eastern Michigan University, Faculty Center for Instructional Support, January 20, 2006.
- **Participant** (Certificate), Scaling and Dimensional Analysis, Inter-university Consortium for Political and Social Research Summer Training Program in Quantitative Methods of Social Research, Center for Social Research, The University of Michigan, August 22, 1986.
- **Participant** (Certificate), Regression Analysis and Linear Models, Inter-university Consortium for Political and Social Research Summer Training Program in Quantitative Methods of Social Research, Center for Social Research, The University of Michigan, August 23, 1985.

## **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

- Southern Sociological Society (Current)
- Alabama-Mississippi Sociological Association (Current)
- Association for Applied and Clinical Sociology (Past)
- Association of American Geographers (Past)
- American Sociological Association (Past)
- Eastern Sociological Society (Past)
- North Central Sociological Association (Past)
- Society for Applied Sociology (Past)

**Ibukun O. O. Amusan, Ph.D.**

113B Carver Hall  
Kentucky State University  
400 East Main Street  
Frankfort, KY 40601  
(502) 597-5042  
[ibukun.amusan@kysu.edu](mailto:ibukun.amusan@kysu.edu)

**EDUCATION**

**Doctor of Philosophy in Mathematics (Financial Mathematics), 8/2013**

*Florida State University, Tallahassee, FL*

Dissertation: Parameter Estimation for a Stochastic Volatility Model with Additive and Multiplicative Noise

Advisors: Dr. Brian Ewald, Dr. Giray Okten

**Master of Science in Mathematics of Finance, 12/2008**

*University of Cape Town, Rondebosch, South Africa*

Thesis: Forward Start Option under Stochastic Volatility (Implemented Heston model for option pricing)

Advisor: Prof. Ronnie Becker

**Bachelor of Science with Honors in Applied Mathematics, 4/2005**

*University of Witwatersrand, Johannesburg, South Africa*

Project: Application of Pattern Search in Solving Constrained Problems (Implemented using MATLAB)

**Bachelor of Science in Computer Science and Mathematics, 9/2003**

*University of Swaziland, Kwaluseni, Swaziland*

Project: Developed a system for the computation and classification of students' results using Delphi and MySQL

**TEACHING EXPERIENCE**

**Assistant Professor of Mathematics, 8/2014 – Present**

*Kentucky State University, Frankfort, KY*

- Teach Probability & Statistics II (Spring 2019), Probability & Statistics I (Fall 2018, Spring 2018, Fall 2017), Mathematics Seminar (Spring 2019, Fall 2016), Topics in Mathematics (Fall 2016), Differential Equations (Spring 2019, Spring 2018, Spring 2016, Spring 2015),



Multivariate Calculus (Fall 2018, Fall 2017, Spring 2017, Fall 2016, Fall 2015, Fall 2014), Calculus II (Fall 2017, Fall 2016, Fall 2015), Calculus I (Spring 2017), Business Calculus (Spring 2015), Pre-calculus (Spring 2019, Fall 2018, Spring 2018, Spring 2017, Fall 2016, Summer 2016, Spring 2016), College Algebra (Fall 2015, Summer 2015, Fall 2014), Accelerated College Algebra (Spring 2019, Fall 2018, Summer 2018, Fall 2017, Spring 2017, Summer 2016, Fall 2015, Summer 2015), Accelerated Contemporary Mathematics (Summer 2018, Summer 2017), Algebraic Concepts (Spring 2016, Fall 2015) and Beginning Algebra (Spring 2015, Fall 2014)

- Remotely teach Differential Equations, Multivariate Calculus and Calculus II as Dual-Credit courses to high school students using Microsoft Lync and Zoom
- Prepare syllabi, course materials and exams
- Use Blackboard, XYZ, MyMathLab, Course Signals, LiveText as instructional aids for teaching and learning
- Assist students with their studies during office hours

**Visiting Assistant Professor of Mathematics, 8/2013 – 5/2014**

*Kentucky State University, Frankfort, KY*

- Taught Mathematical Programming (Spring 2014), College Algebra (Spring 2014, Fall 2013), Intermediate Algebra (Spring 2014) and Beginning Algebra (Spring 2014, Fall 2013)
- Prepared syllabi, course materials and exams
- Used Blackboard, MyMathLab Plus and XYZ as instructional aids for teaching and learning

**Teaching Assistant, 1/2008 – 6/2013**

*Florida State University, Tallahassee, FL*

- Solo instructor for Linear Algebra (Spring 2013), Calculus III (Fall 2012), Calculus I (Spring 2012, Fall 2011), Pre-calculus (Fall 2010, Fall 2009)
- Recitation instructor for Calculus II (Spring 2011)
- Lab instructor for Math for Liberal Arts, Practical Finite Math, College Algebra, Business Calculus, Pre-calculus and Analytic Trigonometry
- Used Blackboard and WebAssign as instructional aids for teaching and learning
- Prepared syllabi, lecture notes, quizzes, tests and exams for sections taught
- Graded exams, collated results and assigned letter grades to students

- Guided other teaching assistants in lab proctoring
- Assisted in creating a webpage for Mathematics Ph.D. alumni

**Tutor**, 2/2006 – 11/2007

*University of Cape Town, Rondebosch, South Africa*

- Tutored 50+ students in undergraduate Mathematics courses during group sessions
- Administered and graded exams for the courses

**Tutor**, 2/2004 – 11/2004

*University of Witwatersrand, Johannesburg, South Africa*

- Assisted undergraduate students with their academic work, including MATLAB programming
- Marked assignments and exams

## **INTERNSHIP**

**J.P. Morgan Winter Program**, 7/2006

*J.P. Morgan, Johannesburg, South Africa*

- Job-shadowed the equity derivatives and trading departments
- Participated in early morning bank meeting
- Researched and co-presented the effects of black economic empowerment
- Attended trainings relevant to business and banking

## **SCHOLARLY AND CREATIVE ACTIVITIES**

### **Manuscripts in Progress**

- Moments for Stochastic Processes
- An Approximate Formula for Option Pricing under a Stochastic Volatility Model with Two Noises
- Parameter Estimation for a Stochastic Volatility Model with Additive and Multiplicative Noise
- An Approximate Formula for Pricing Forward Start Options under Heston Model

**Presentations**

- **Invited Talk:** Pricing with Markov Chain Monte Carlo and a Coupled Additive-Multiplicative Stochastic Model, 2018 Joint Mathematics Meeting (JMM), San Diego, CA, 1/2018
- The Traveling Salesman Problem, Kentucky Academy of Science Meeting, University of Louisville, KY, 11/2016
- Moments for Stochastic Processes, Kentucky Section of Mathematical Association of America (KYMAA) Annual Meeting, Northern Kentucky University, KY, 4/2016
- Option Pricing Under a Stochastic Volatility Model with Two Noises and Transaction Cost, American Mathematical Society (AMS) sectional meeting, University of Georgia, Athens, GA, 3/2016
- An Approximate Formula for Option Pricing and a Stochastic Volatility Model with Two Noises, AMS sectional meeting, Huntsville, AL, 3/2015
- Mathematics in the Bible, Chi Alpha Student Organization, Kentucky State University, KY, 2/2015 and 3/2015
- A Stochastic Volatility Model that Captures the Skewness and Kurtosis of Volatility, Brown Bag Lunch Presentation, Kentucky State University, KY, 10/2013
- Option Pricing under a Coupled Additive-Multiplicative Stochastic Volatility Model, 2013 Joint Mathematics Meetings, San Diego Convention Center, San Diego, CA, 1/2013
- Parameter Estimation for an Additive-Multiplicative Stochastic Volatility Model, Florida State University, FL, 2/2012
- Parameter Estimation for a Coupled Additive-Multiplicative Noise Model for Stochastic Volatility, 5th Annual Graduate Student Conference in Probability, Georgia Institute of Technology, GA, 4/2011
- Stochastic Volatility Models with Additive and Multiplicative Noise, Florida State University, FL, 3/2010
- Pricing of Forward Start Options under the Heston Model, Florida State University, FL, 10/2009

**Capstone Student Research Project Mentored**

- Linear Programming in a Real-Life Scenario, Paul Simon Jr., Kentucky Academy of Science, University of Louisville, KY, 11/2016
- Lokta-Volterra Equations (Predator-Prey Model), Jordan Robinson, Kentucky Section of Mathematical Association of America (KYMAA) Annual Meeting, Northern Kentucky University, KY, 4/2016

**Special Professional Development Programs**

- Kentucky Student Success Summit, Louisville, KY, 3/2015, 4/2016, 4/2017, 4/2018
- Project NExT (New Experiences in Teaching) MAA program – Became Green 2016 Fellow, MathFest 8/2016, JMM 1/2017, MathFest 7/2017
- Mathematics Research Communities AMS 1-week program – Financial Mathematics Conference, Snowbird, UT, 6/2015
- 34th Annual Research Association of Minority Professors (RAMP) Conference, Washington, D.C., 2/2015

**Workshop Organized**

- Project NExT Workshop at JMM 2017: *Technology for Teaching: GeoGebra Implementation for the Calculus Sequence*, organized by Ibukun Amusan, Kentucky State University; Shihwei Chao, University of North Georgia; Nicole Panza, Francis Marion University; and Na Yu, Lawrence Technological University; JMM, Atlanta, GA, 1/2017

**Selected Mini-Courses and Workshops Attended**

- Inquiry Based Learning Workshop, Frankfort, KY, 4/2018
- Incorporating Coding into All Levels of the College Math Curriculum, JMM, 1/2018
- Beyond Traditional Grading Schemes: Mastery Based Grading, Mathfest, 8/2017
- Flipping your Linear Algebra Course using Open Educational Resources, JMM, 1/2017
- Model Teaching Modeling-First Differential Equations – Technology and Complete End Game Efforts, JMM, 1/2017
- Active Learning Workshop, Kentucky State University, 1/2016

**GRANTS****Grants Funded**

- Received \$1000.00 external travel grant from Mathematical Association of America (MAA), 8/2016
- Received \$732.92 external travel support from Mathematics Research Communities program of the American Mathematical Society (AMS), 1/2016

**Grants Written (Not Funded)**

- Submitted a Faculty Early Career Development (CAREER) proposal project summary for a Quality Education for Minorities (QEM) / NSF education research-focused workshop, 2/2018
- Submitted an application for the American Mathematical Society Simons Travel Grant, 3/2016
- Worked with the team that submitted a Minority Science and Engineering Improvement Program (MSEIP) grant to create a STEM Living-Learning Community at KSU, 6/2015

**ACTUARIAL EXAMS PASSED**

- Probability, 1/2014
- Financial Mathematics, 2/2014
- Models for Financial Economics, 7/2014

**UNIVERSITY AND COMMUNITY SERVICE****University and Student Service**

- Serve on school, divisional and unit committees (Fall 2013 – present)
- Serve as administrator of NROC EdReady program at KSU (Spring 2016 – present)
- Volunteered at Upward Bound's Annual From College II Career Fair (Spring 2019)
- Volunteered at the Major Fair on campus (Spring 2019)

- Taught during the Summer Pre-College Academy (Summer 2018)
- Taught summer classes (2015, 2016, 2017, 2018)
- Volunteered to serve on Academic Appeals committee (Spring 2018)
- Served on Academic Policies Committee (APC) of Faculty Senate ( Fall 2014 – Spring 2018)
- Served as APC secretary (Fall 2016, Fall 2017 – Spring 2018)
- Wrote recommendation letters for students (Spring 2016 – Spring 2018)
- Volunteered during open-house events for student recruitment and retention activities (Fall 2013 – Spring 2018)
- Served on Distance Learning Advisory Committee (Spring 2017 – Fall 2017)
- Served on Physics assistant professor search committee (Spring 2017)
- Served on Standing Elections Committee (Spring 2017)
- Assisted in the development of new Mathematics courses – Algebraic Concepts and Accelerated College Algebra (Spring 2014 – Spring 2017)
- Served on the Faculty Handbook revision committee (Fall 2016)
- Mentored Mathematics major students in undergraduate research (Spring 2016, Fall 2016)
- Served on Faculty Senate Nominating Committee (Spring 2016)
- Served as judge at School of Business Annual Research Day (Spring 2016)
- Co-piloted a new course – Algebraic Concepts (Fall 2015)
- Presented at the Summer Apprenticeship Program at KSU (Summer 2015)
- Rewrote SLO's for some courses and mapped them to Mathematics program outcomes and appropriate university and state learning outcomes (Fall 2014 – Spring 2015)
- Visited dual-credit students in high school (Fall 2014)
- Served on the Budget and Academic Support Committee of Faculty Senate (Fall 2013 – Spring 2014)

### **Professional and Community Service**

- Remotely teach Differential Equations, Multivariate Calculus and Calculus II as Dual-Credit courses to high school students using Skype, Microsoft Lync or Zoom (Fall 2014 – Present)

- Teach Sunday School at Redeemed Christian Church of God, Frankfort, KY (Spring 2014 – Present)
- Volunteered as a referee for Mathematics Magazine (Fall 2017)
- Tutored high school students for Mathematics section of ACT (Fall 2015 – Fall 2017)
- Served as judge of undergraduate students' papers and presentation at MathFest (Summer 2016, Summer 2017)
- Served as judge of undergraduate students' posters at JMM (Spring 2017)
- Served as judge of high school students' papers and presentations at Kentucky Junior Academy of Science (Spring 2015, Spring 2016, Spring 2017)
- Advised 8<sup>th</sup> and 10<sup>th</sup> grade students during Operation Preparation community advising sessions (Spring 2015, Spring 2016, Spring 2017)
- Served as judge of high school students' papers and posters at Kentucky Science and Engineering Fair (Spring 2016)
- Served as judge of undergraduate students' presentation at Kentucky Academy of Science (Fall 2016)
- Visited dual-credit students in high school (Fall 2014)

### **COMPUTER SKILLS**

- Programming (C++, Delphi, EViews, MATLAB, R, SAS, VBA)
- Microsoft Office (Access, Excel, Lync, PowerPoint, Word)
- Design & development of databases (Access, MySQL) and Software development

### **AWARDS**

- Distinguished Teaching Assistant, 2013
- Merit Award to pursue honors degree, 2004
- Dean's Prize for best final year student in the Faculty of Science, 2003
- Sino-Swazi Award for best first year student in the Faculty of Science, 2000

**MEMBERSHIPS**

- American Mathematical Society
- Mathematical Association of America
- Kentucky Academy of Science



**Erin Wiggins Gilliam**  
Kentucky State University  
400 East Main Street  
Frankfort, KY 40601  
(502) 597-5926  
erin.gilliam@kysu.edu

## **EDUCATION**

- 2017            Ph.D. American History, University of Kentucky  
Specialization in African American history and Latin American history  
Dissertation: "A Beacon of Hope:" The African American Baptist Church and the  
Origins of Black Higher Learning Institutions in Kentucky  
Advisor: Dr. Gerald Smith
- 2010            M.A. American History, University of Kentucky  
Specializing in black education and local Kentucky educational movements  
Thesis: Racial Resistance to School Desegregation in Western Kentucky
- 2005            B.A. Social Studies Education, Kentucky State University  
Minor in African American Studies  
Graduated *cum laude*, Education and Social Science departmental honors

## **PROFESSIONAL APPOINTMENTS**

- August 2013 -Present            Assistant Professor of History, Kentucky State University  
History Department Coordinator  
Social Studies Education Department Coordinator
- May 2010-December 2013      Teaching Assistant, Student Affairs, University of Kentucky  
Academic and Activity Advisor for National Pan-Hellenic Council  
Advisor and Instructor to black Greek letter organizations
- 2010-2011                          Graduate Research Assistant, Vice President of Institutional  
Diversity, University of Kentucky
- Grant writing and programs that encourage minority students to attend the University of Kentucky
  - Draft computer and web-design programs
  - Research multiculturalism and university diversity polices in higher education
- 2008-2011                          Graduate Research Assistant and Editor for the Kentucky African  
American Encyclopedia Project, University of Kentucky
- Primary researcher for Encyclopedia entries

- Content and copy editor for the Encyclopedia
- Organizational and Administrative duties to ensure the success of the research project

August 2006–2008      Social Studies Teacher, Franklin County High School  
 Certification: State of Kentucky Rank I Social Studies Education  
 (Grades 7-12)

**PRESENTATIONS**

- 2019      Invited Moderator for *Michelle Obama Book Talk: Becoming*. Presented at William Wells Brown, Lexington, Kentucky.
- 2019      Invited guest speaker for *Carter G. Woodson Academy, The Historical Black College and Its Contemporary Importance*. Presented at Fayette County Schools, Lexington, Kentucky.
- 2019      Invited guest speaker for *Omega Psi Phi Fraternity Incorporated, Understanding The History of Sexual Assault and Women of Color*. Presented at Kentucky State University, Frankfort, Kentucky.
- 2019      Invited guest speaker for *Kentucky Historical Society, First Friday Lecture: The Role of the African American Baptist Church in Black Higher Education in Kentucky*. Presented at The Kentucky Historical Society, Frankfort, Kentucky.
- 2019      Invited guest speaker *The Importance of celebrating Black History for LM Communications Broadcast Media Group: Black History Month Podcast*. Lexington, Kentucky.
- 2018      Invited guest speaker for *Invitation to Our State’s HBCU*. Presented at Jessamine County Public Library, Nicholasville, Kentucky.
- 2018      *The Importance of Historically Black College and University*. Presented at Kentucky State University Pre-College Academy, Frankfort, Kentucky
- 2018      *The History and the Power of the N Word*. Presented at Kentucky State University Center for Campus Life, Frankfort, Kentucky.
- 2018      Invited Moderator for *Together with Frankfort: Media Matters*. Presented at Kentucky State University, Cooperative Extension; Lexington, Kentucky.
- 2018      Invited Moderator for the Carter G. Woodson Academy Community Forum: *The Black Church’s Role in Public Education*. Presented at Carter G. Woodson Academy; Lexington, Kentucky.
- 2017      *A Celebration of Blackness and History*. Presented at Kentucky State University Center for Campus Life, Frankfort, Kentucky.

- 2017 *KYSU and the Celebration of Black History*. Presented at WTVQ ABC 36 News, Good Day Kentucky Talk Show, Lexington, Kentucky.
- 2017 Invited Panelist for the inaugural symposium panel: *Rethinking HBCU Institutional Priorities and Outcomes in the Era of Accountability and Trump* Panel. Presented at Kentucky State University Atwood Institute for Race, Education, and the Democratic Ideal, Frankfort, Kentucky.
- 2016 Invited Panelist for: *The Significance of Historically Black Colleges and Universities*. Presented at Gear Up Kentucky-All Students Prepared for College Success, Frankfort, Kentucky.
- 2016 Invited Moderator for *White Like Me: Race, Racism, and White Privilege in America*. Presented at Kentucky State University Center for Student Life, Frankfort, Kentucky.
- 2015 *The Story of Halloween on the Hilltop: Strategies for a Successful Campus Community Event*. Panel presented at the annual meeting of the Kentucky Communication Association, Burns, Tennessee.
- 2015 *History and the Balancing Act of Higher Education*. Panel presented at the annual meeting of the Kentucky Black Higher Education Association, Louisville, Kentucky.
- 2013 *Burning of the Cross: Undergraduate Desegregation at the University of Kentucky*. Presented at the University of Kentucky Cultural Center Symposium on Diversity and Education at UK, Lexington, Kentucky.
- 2012 *The Importance of Studying and Understanding African American History*. Invited guest speaker at Black Men Working Program-First Baptist Bracktown, Lexington, Kentucky.
- 2011 *The Scholar and the Woman: Dr. Melynda Price*. Presented at the University of Kentucky Black Women's Conference at UK, Lexington, Kentucky.

## PUBLICATIONS

- Accepted                      On My Own: The Only Black Girl at a Historically Black College. Gilliam, E. *The Beauty and the Burden of Being a Black Professor*. F. Brooks, eds.
- Under Contract              *Maya Angelou: A Life in American History*. Brooks, F., Gilliam E., ABC-CLIO: Black History Lives, anticipated June 2020.

- Under Review "The Black Baptist Church and Education in Kentucky." *American Baptist Quarterly*. The American Baptist Historical Society, anticipated March 2019.
- 2018 "A Theoretical Focus on Cultural Taxation: Who Pays For It In Higher Education." Cleveland, R., Sailes, J., Gilliam, E., & Watts, J. *Advances in Social Sciences Research Journal*, Vol 5, No. 10.
- 2018 "Central Bank and WBTF Celebrate Black History Month." Content Producer for WBTF, Radio Station, Lexington, KY.
- 2016 "'Going Hard in the Paint:' A Case of Coach-Athlete Violence." Brogan, S. M., Gilles, E. E., & Gilliam, E. In D. L. Tucker & J. S. Wrench (Eds.), *Casing Port Communication* (pp. 85-90). Dubuque, IA: Kendall-Hunt.
- 2015 "Baptist Women's Educational Convention of Kentucky" in the Kentucky Encyclopedia of African Americans, University of Kentucky Press.

## TEACHING EXPERIENCE

- 2013-Present **Kentucky State University**  
 HIS 108-Introduction to African American History  
 HIS 314-Twentieth Century African American History  
 HIS 350-Kentucky History  
 ASP 200-Introduction to Africana Studies  
 HIS 101-Early World Civilization  
 HIS 102-World Civilization  
 HIS 103-Western Civilization  
 HIS 201-United States History to 1865  
 HIS 202\_United States History from 1865  
 HIS 316-Modern United States History  
 HIS 352-Latin American and Caribbean History
- 2010-2013 **University of Kentucky**  
 AAS 305-History of Black Greek Letter Organizations  
 AAS 250-African American Communication Styles
- 2006-2008 **Franklin County High School**  
 Honors and Advance Placement Political Science  
 Honors Economics

## AWARDS, GRANTS, AND FELLOWSHIPS

- 2018 Research Fellowship at The Newberry of Library of Chicago Research
- 2018 Academic Leadership Academy Fellow of the Bluegrass Higher Education Consortium
- 2018 Aspen Faculty Development Institute Fellow: Wye Faculty Seminar for leadership and Ideology
- 2018 National Collegiate Athletic Association Innovation in Research and Practice Grant (\$25,000). *Career Exploration and Sport Exit Strategies for Student-Athletes*. (Pending).
- 2017 National Endowment for Humanities: Common Heritage Grant (\$30,000). *Celebrating 130 years of History of Kentucky State University*. (Unfunded).
- 2016 Alpha Kappa Alpha Sorority, Inc., Beta Zeta Chapter Outstanding Faculty Award
- 2015 Faculty & Staff Appreciation Award from the Kentucky State University Athletic Department
- 2015 KSU Girls Rock Outstanding Faculty/Staff Award
- 2006 Minority Representative for the Kentucky Association for Teaching History (selected)

#### **UNIVERSITY AND COMMUNITY SERVICE**

- 2019 Campus Life Spring Fest Faculty Liaison
- 2018-Present Parliamentarian, Faculty Senate
- 2018 - Present Board Member, Lexington History Museum
- 2018 -Present Office of Campus Life: Royal Court Advisory Board
- 2018 Member of Health Education Faculty Search Committee
- 2018 Ad-Hoc Reorganization Committee of Faculty Senate
- 2018 Chairperson of History Search Committee
- 2018-Present Curly in College Faculty Advisor
- 2018 Academic Leadership Cohort for Bluegrass Higher Ed. Consortium
- 2018 Pageant Coordinator for Mister and Miss Kentucky State University
- 2017, 2018, 2019 Pageant Judge for Alpha Phi Alpha Fraternity Inc., *Miss Black and Gold*
- 2017 Behavioral and Social Science Faculty Senate Representative
- 2017-Present Vice-Chair of Academic Policy Committee
- 2017-Present Editorial Board Member, University of Kentucky Press
- 2017-Present Chairperson Academic Appeals Committee
- 2017 Faculty Advisor to Miss KSU/Coronation
- 2017 Chairperson of History Search Committee
- 2017 Organizer of BHM, Living Legend Series, Benjamin Nero
- 2016 Member Campus Community Service Task Force
- 2015-Present Member Academic Appeals Committee

2015-2016	Member Strategic Planning Committee
2015	Cultural Competency Curriculum Development Committee
2015 & 2016	Co-Advisor to Honda Academic All-Star team
2015	Political Science Search Committee
2014	Joint Organizer for Bluegrass Intelligence Symposium
2013-Present	Advisor to History and Social Studies Education Majors and Minors
2013-Present	Chair senior history thesis projects
2013-Present	Teacher Education Committee in the School of Education

## **PROFESSIONAL MEMBERSHIPS**

Kentucky Association for Teaching History  
Association for the Study of African American Life and History  
Kentucky Association for Blacks in Higher Education  
Southern Association for African American Studies



**Alexander C.K. Lai, Ph.D.**

Assistant Professor/Biology  
 Kentucky State University  
 College of Natural, Applied, and Health  
 Sciences, School of Natural Sciences  
 E-mail: alexander.lai@kysu.edu  
 Phone: 1-502-597-6784  
 Cell:1-859-457-0973



**Summary**

I received my B.Sc. in Microbiology from University of Queensland (Australia), and my Ph.D. in Biomedical Sciences from Mount Sinai School of Medicine, City University of New York. After obtaining my Ph.D., I had worked at several academic institutions, including Australian National University and University of Kentucky as postdoctoral fellow and research specialist, and as a faculty member at Oklahoma State University. In 2004, I was recruited to the newly established Center for Health Protection (CHP) in Hong Kong. CHP was created after the SARS epidemic in 2003. I was involved in developing rapid diagnostic tests and drafting public health contingency plans for emerging viruses, e.g., avian influenza virus H5N1 and SARS-coronavirus. While in Hong Kong, I also held several adjunct positions and taught at University of Hong Kong and Hong Kong Baptist University. Prior to joining Kentucky State University, I was a co-founder and chief scientific officer of a biotech company.

I teach Biology, Microbiology, Virology, Immunology, Anatomy & Physiology, and Advanced Topics in Biology. I engage my students in active learning. I emphasize my student to understand concepts and critical thinking. By not burdening my students with overwhelming information, due to the recent explosive development in biological/biomedical sciences, they become excited and engaged active learners.

My research interests include molecular virology, viral evolution, pathogenesis, and vaccine development. I authored and co-authored research articles and book chapters on molecular virology and immunology, particularly on viral evolution. I also has a US patent on DNA vaccine. *Since joining Kentucky State University, I have six (6) peer-reviewed high-impact publications, as coauthor or as corresponding author.*

I believe that my larger than usual career footprint is beneficial to my students, as I always use “real life” examples to excite them, and using these examples in class discussions.

I live with my family in Lexington where my son is studying at University of Kentucky, majoring in Physics. My hobbies include photography, swimming, and amateur astronomy.

**Education**

School	Place	Degree	Date
<b>Mt. Sinai School of Medicine (City University of New York)</b>	New York	Ph.D. (1989)	08/1984 – 05/1989
	USA	M.Ph. (1987) Biomedical Sciences	
<b>University of Queensland</b> Brisbane, Australia	Brisbane Australia	B.sc. (1982) Microbiology	01/1979 – 02/1982
<b>King’s College</b> Hong Kong	Hong Kong	HKU Matriculation (1978) London Univ. A-Level (1978) HKCEE (1976)	09/1971 – 05/1978

**Work Experience**

<b>Institution</b>	<b>Position</b>	<b>Duty and Accomplishment</b>
<b>Kentucky State University</b>	Assistant Professor (2014 – present) Visiting Assistant Professor (08-2013--07-2014)	Teaching: biology, microbiology, and virology, immunology, anatomy & physiology, life science, modern topics in biology, and mentoring senior students in research projects. Research: publications and grant application. Service: committee membership, scientific panelist, etc.
<b>EnzaVac Biotech Ltd</b> [Re-organized to Inoculant DNA Vaccines(HK)Ltd	Chief Scientific Officer & Co-Founder (07/2011-2013)	R&D (vaccine and biologics), business development, regulatory and compliance affairs
<b>HKU SPACE and Edinburgh Napier University</b>	Adjunct Lecturer (03/2009 – 2013 )	Teaching (various modules for M.sc. and B.sc. courses)
<b>Hong Kong Baptist University</b> Department of Biology	Adjunct Lecturer (02/2005 – 2013)	Teach undergraduate and graduate level on environmental virology
<b>University of Hong Kong Li Ka-Shing Faculty of Medicine</b> Department of Microbiology	Scientific Officer and Hon. Asst. Prof. (07/2007 – 08/2013)	Strategic planning, grant/fund raising research and managing a large research group; Research, advising, review student thesis and manuscripts
<b>Centre for Health Protection</b> Hong Kong Gov. Dept. of Health	Virologist (12/2004-12/2007)	Clinical diagnostics, surveillance, public health, providing expertise in matters regarding emerging viruses including drafting contingency plans, etc.
<b>Oklahoma State University</b> Department of Microbiology and Molecular Genetics	Assistant Professor (01/1998 – 11/2004)	Teaching (student evaluation >3.3 out of 4.0) Research: influenza and *vaccine (publications and a US patent granted [US 7,244,435 B2]) ; Service (served at various university and departmental committees) <i>*Conducted vaccine trial (equine influenza) funded by Hong Kong Jockey Club and by Fort Dodge Animal Health</i>
<b>University of Kentucky</b> Gluck Equine Research Center	Research Specialist and Postdoctoral Scholar (12/1992 – 12/1997)	Research: equine influenza (*antigenicity, evolution, and epidemiology); Clinical: diagnostics (veterinary); Liaison with industrial partners;
<b>University of Florida School of Medicine</b> Department of Microbiology & Immunology	Postdoctoral Associate (02/1992 – 11/1992)	Research: vaccinia virus (pathogenesis); Write research papers and proposals
<b>Australian National University John Curtin Sch. of Med. Research</b> Viral Engineering Group	Postdoctoral Fellow (08/1989 – 01/1992)	Research: vaccinia virus (cytokine, pathogenesis, recombinant vaccinia as vaccine candidate), HIV (vaccinia-based vaccine development); Write research papers and proposals
<b>Mt. Sinai School of Medicine City University of New York</b> Dept. Neoplastic Diseases	Postdoctoral Fellow 05/1989 – 07/1989)	Research: breast cancer (developed 1 <sup>st</sup> generation PCR test for MMLV-like sequences in breast tumor samples)
<b>Dept. of Health, HK Govt. Princess Margaret Hospital</b> Pathology Department	Medical Laboratory Technician (09/1983 – 08/1984)	Technical services at the hospital's hematology laboratory
<b>Kansas University Medical Center</b> Department of Microbiology	Research Assistant (08/1982 – 07/1983)	Research on human T cell markers



### Professional Qualifications, Affiliations & Honors

#### **Certification/Practice License:**

1. Hong Kong Board of Medical Technologist
2. American Medical Technologist Certification (\*Pending activation)

#### **Affiliation:**

1. Sigma Xi
2. American Association for the Advancement of Science
3. American Society for Microbiology
4. American Society for Virology
5. Society of Chinese Bio-Scientists in America
6. Hong Kong Institute of Medical Laboratory Sciences
7. Hong Kong Society for Immunology and Hong Kong Society for Infectious Diseases
8. Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC)

#### **Prize and Honors:**

1. Bronze and Silver Medals, Duke of Edinburgh Award Scheme
2. Sigma Xi Society: Best Student Presentation, 1988

### Teaching and Research

#### **Teaching Experience:**

1. Teaching Biology, Microbiology, Virology, Anatomy & Physiology, and Immunology at Kentucky State University (**Current**)
2. Taught graduate and undergraduate courses at University of Hong Kong and Hong Kong Baptist University
3. Taught >17 courses (including Introductory Microbiology, Cell & Molecular Biology, Virology, and Emerging Infectious Diseases) at Oklahoma State University, with an average teaching rating of 3.2 (out of 4.0), and supervised more than 50 undergraduate, graduate students and postdoctoral students in their research
4. Established new course (Emerging Infectious Agents) at OSU, *still offered and in demand even though I have left OSU*
5. Teaching involvement at University of Kentucky and at the Australian National University

#### **Invited Lecture:**

1. >30 invited seminars at various universities and at scientific conferences. Topics included molecular pathogenesis of poxvirus, and immune evasion, molecular evolution of influenza virus, emerging viruses, and DNA vaccine.

#### **Special Presentation:**

1. Various news stories and interviews by the mass media in Hong Kong and in Oklahoma regarding human, equine, and avian influenza, and on DNA vaccine

#### **Reviewer for Scientific Journal:**

1. Clinical Infectious Diseases
2. BioTechniques
3. FEMS Immunology & Medical Microbiology
4. Veterinary Record
5. Virology
6. PLOS
7. Journal of General Virology
8. Journal of Clinical Virology
9. Trends in Microbiology
10. Journal of Medical Virology
11. Veterinary Microbiology
12. Microbial Pathogenesis

#### **Reviewer for Textbook / Monograph:**

1. Acheson: Fundamental Molecular Virology, 1<sup>st</sup> and 2<sup>nd</sup> Ed., 2003 and 2011, respectively
2. iGenetics, 2003
3. Proceedings of OIE/FAO (in collaboration with WHO) International Scientific Conference on Avian Influenza, 2006

**Reviewer for Funding Agency:**

1. National Institutes of Health
2. Research Funding for the Control of Infectious Diseases, Hong Kong Government
3. Civilian Research and Development Foundation, U.S. State Department
4. Oklahoma Center for the Advancement of Science and Technology
5. United States Department of Agriculture
6. Grayson Jockey Club Research Foundation
7. Innovation and Technology Fund, Hong Kong SAR Government

**Service:**

1. Campus Representative and Board Member, CCSA
2. Committee Member, Kentucky EPSCOR
3. Academic Review and Strategic Planning Board, HKU SPACE/Napier University
4. International Studies Committee, Kentucky State University
5. Institutional Committee on the Use and Care of Animal, Oklahoma State University
6. Institutional Review Board (IRB)
7. Academic Appeal Board, Oklahoma State University
8. University Strategic Planning Committee, Oklahoma State University

**Special Assignment:**

1. Investigation of the 1992 equine influenza epizootic in Hong Kong, January-March 1994, Hong Kong. Invited and funded by The Hong Kong Jockey Club. (*Formulated and implemented new quarantine procedures for the import, export, and transport of horses in Hong Kong*)

**Publications**

**Publication:**

- Ph.D. Thesis:  
Lai, A.C.K. Molecular and biological characterization of deletion mutants of vaccinia virus, City University of New York, New York, 1989.
- Original (peer-reviewed) articles:
  1. He, W., Li, G., Zhu, H., Shi, W., Wang, R., Zhang, C., Bi, Y., Lai, A., Gao, G., Su, S. Emergence and adaptation of H3N2 canine influenza virus from avian influenza virus: An overlooked role of dogs in interspecies transmission. *Transboundary and emerging diseases* 66 (2): 842-845, 2019 [\*author address at School of Natural Sciences, **Kentucky State University**]
  2. Su, S., Wong, G., Shi, W., Liu, J., \*Lai, A. C.K., Zhou, J., Liu, W., Bi, Y., Gao, G.F. Epidemiology, genetic recombination, and pathogenesis of coronaviruses. *Trends in Microbiology*: 24: 490-502, 2016 [\*author address at **Kentucky State University**]
  3. Xing, G., Gu, J., Yan, L., Lei, J., Lai, A. C. K., Su, S., Zhou, J. Human infections by avian influenza virus H5N6: Increasing risk by dynamic reassortment? *Infection, Genetics, and Evolution* 42: 46-48, 2016 [\*author address at **Kentucky State University**]
  4. Zhou, P., Ma, J., \*Lai, A.C.K. Gray, G., Su, S., Li, S. Avian influenza A(H7N9) virus and mixed live poultry-animal markets in Guangdong Province: a perfect storm in the making? *Emerging Microbes and Infection* 2015:4,e63 (Open access at Nature.com) \***Corresponding author**, author address at **Kentucky State University**
  5. Su, S., Tian, J., Hong, M., Zhou, P., Lu, G., Zhu, H., Zhang, G., \*Lai, A.C.K., Li, S. Global and quantitative proteomic analysis of dogs infected by avian-like H3N2 canine influenza virus. *Frontiers in Microbiology* 6:228, 2015 [\*author address at **Kentucky State University**]

6. Su, S., Wang, L., Fu, X., He, S., Hong, M., Zhou, P., \*[Lai, A.C.K.](#), Gray, G., Li, S. Equine influenza A (H3N8) virus infection in cats. *Emerg Infect Dis.* 20: 2087-2090, 2014 [\***Corresponding author**, author address at **Kentucky State University**]
  7. Su, S., Chen, J., Zhou, P., [Lai, A.C.K.](#), Ke, C., Wu, J., Li, Y., Qi, W., Zhang, G. Detection of antibodies against avian influenza virus subtypes H7 and H9 among veterinarians in Guangdong province, China. *J. Clin. Microbiol.* 51:4272-4274, 2013
  8. [Lai, A.C.K.](#), Wu, W.L., Lau, S.Y., Guan, Y., and Chen, H. Two-dimensional antigenic dendrogram and phylogenetic tree of avian influenza virus H5N1. *FEMS Immunology & Medical Microbiology* 64: 205-211, 2012.
  9. Cheng, P., Lau, C.S., [Lai, A.](#), Ho, E., Leung, P., Chan, F., Wong, A., and Lim, W. A novel reovirus isolated from a patient with acute respiratory disease. *J. Clin. Virol.* 45: 79-80, 2009.
  10. Wang, P., Song, W., Mok, B.W.-Y., Zhao, P., Qin, K., [Lai, A.](#), Zhang, J., Smith, G.J.D., Lin, T., Guan, Y., and Chen, H. Nuclear Factor 90, NF90, negatively regulates influenza virus replication by interacting with viral nucleoprotein. *J. Virol.* 83:7850-7861, 2009.
  11. Divanovic, S., and [Lai, A.C.K.](#) Cytokine induction in human cord blood lymphocytes after pulsing with uv-inactivated influenza viruses. *Immun. Lett.* 94: 201-207, 2004.
  12. [Lai, A.C.K.](#), and Rogers, K., Glazer A., Tudor, L., and Chambers, T. Alternate circulation of recent equine-2 influenza virus (H3N8) from distinct lineages in the United States. *Virus Research* 100: 159-164, 2004.
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  19. [Lai, A.C.K.](#), and Chambers, T.M. Rapid protocol for sequencing RNA virus using \*Taq\* version 2.0 DNA polymerase. *BioTechniques.* 19:704-706, 1995.
  20. Chambers, T.M., Holland, R.E. and Lai, A.C.K. Equine influenza: Current veterinary perspectives, Part II. *Equine Practice* 17:26-30, 1995.
  21. [Lai, A.C.K.](#), Lin, Y.P., Powell, D.G., Shortridge, K.F., Webster, R.G., Daly, J., and Chambers, T.M. Genetic and antigenic analysis of the influenza virus responsible for the 1992 Hong Kong equine influenza epizootic. *Virology* 204:673-679, 1994.
  22. Chang, P.Y., [Lai, A.C.K.](#), and Pogo, B.G.T. Attenuated deletion mutants of vaccinia virus IHD-W recovered virulence by re-insertion of a terminal restriction fragment. *Microbial Pathogenesis* 13:49-59, 1992.
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  24. [Lai, A.C.K.](#), and Chu, Y. A rapid method for screening vaccinia virus recombinants. *BioTechniques* 10:564-565, 1991.
  25. [Lai, A.C.K.](#), and Pogo, B.G.T. Attenuated deletion mutants of vaccinia virus lacking the VGF gene are defective in replication in vivo. *Microbial Pathogenesis* 6:219-226, 1989.
  26. [Lai, A.C.K.](#), and Pogo, B.G.T. Characterization of vaccinia virus deletion mutants isolated from persistently infected Friend erythroleukemia cells. *Virus Research* 12:239-250, 1989.
  27. Pogo, B.G.T., [Lai, A.C.K.](#), Holland, J.G., and Friend, C. Difference in the susceptibility of human blood cell lines to vaccinia virus. *Intervirology* 29:11-20, 1988.
  28. Moran, T., Monestier, M., [Lai, A.C.K.](#), Norton, G., Reale, M., Thompson, M., Schulman, J.L., Riblet, R., and Bona, C.A. Characterization of variable-region genes and shared cross-reactive idiotypes of antibodies specific for antigens of various influenza viruses. *Viral Immunology* 1:1-12, 1987.
- Book / Book Chapter:

1. Chambers, T.M., Lai, A.C.K., Powell, D.G., and Shortridge, K.F. Equine influenza outbreaks in China, including Hong Kong, 1989-94: A review. In: Proceedings of International symposium on emergence and control of zoonotic ortho- and paramyxovirus diseases. Eds: Dodet, B., and Vicari, M., John LibbeyEurotext, Montrouge (France), 2001.
  2. Lai, A.C.K., Chambers, T.M., Morley, P.S., Haines, D., Townsend, H. and Barrandeguy, M. Surveillance for equine influenza viruses in the Western Hemisphere: An update. Proceedings of the 8th Equine Infectious Diseases Conference, Eds: Wernery, U., Wade, J.F., Mumford, J.A., and Kaaden O.-R. R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1999.
  3. Barrandeguy, M., Parreno, V., Chambers, T., Lai, A., Saif L., Constantini, V., Craig, B., and Fernandez, F. Viral infections of horses in Argentina, Proceedings of the 8th Equine Infectious Diseases Conference, Eds: Wernery, U., Wade, J.F., Mumford, J.A., and Kaaden O.-R. R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1999.
  4. Lai, A.C.K. and Chambers, T.M. Rapid protocol for sequencing RNA virus using \*Taq\* version 2.0 DNA polymerase: An update. The PCR Techniques: DNA Sequencing II. Eds: Gyllensten, U. and Ellingboe, J., Eaton Publishing, Natick, MA, USA, 1997.
  5. Powell, D.G., Watkins, K.L., Li, P.H., Lai, A.C.K., and Chamber, T.M. International movement and equine infectious diseases: An outbreak of influenza among racehorses in Hong Kong. Proceedings of the 7th Equine Infectious Diseases Conference, Eds: Nakajima, H., and Plowright, W., R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1994.
  6. Chambers, T.M., Lai, A.C.K., Franklin, K.M., and Powell, D.G. Recent evolution of the haemagglutinin of equine-2 influenza virus in the USA. Proceedings of the 7th Equine Infectious Diseases Conference, Eds: Nakajima, H., and Plowright, W., R &W Publications (Newmarket) Ltd., Newmarket, Suffolk, UK, 1994.
- Book Review:
    1. Lai, A.C.K. OIE/FAO International Scientific Conference on Avian Influenza. Clinical Infectious Diseases 44: 622, 2007.
  - Student Thesis (as major mentor):
    1. Thapa, M. Protective mucosal immunity elicited by intranasal DNA vaccination expressing the HA1 for equine influenza virus, M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August 2005.
    2. Ramamoorthy, S. Development of a mucosal DNA vaccine for equine influenza. M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August 2002.
    3. Divanovic, S. Cytokine induction by influenza virus: A possible correlation to pathogenicity, M.S. Thesis, Microbiology & Molecular Genetics, Oklahoma State University, August, 2000.
  - Peer-review articles submitted/In-preparation:
    1. Emergence and adaptation of H3N2 canine influenza virus from avian influenza virus: An overlooked role of dogs in interspecies transmission. Submitted to Emerg. Inf. Dis
    2. Host range shift of H3N8 canine influenza virus: A phylodynamics approach to delineate its origin and adaptation from horses to dogs. Submitted to mBio
  - Presentation and Published Abstract:
 

>50 presentations (with published abstracts) at national and international conferences
  - Convener / Chair in Conference/ Scientific Meeting: >10, e.g., 8<sup>th</sup> Asia Pacific Congress of Virology, 2009
  - Sequences submitted to Genbank plus other database:
 

>100 primary sequences submissions, fully annotated since 1992
  - Funding:
 

>US\$2.2M funding (past & current) from various agencies (USDA, RFCID), Hong Kong Jockey Club, and industries (Wyeth/Fort Dodge Animal Health)
  - Patent:
    1. **US 7,244,435 B2**: DNA vaccine expressing HA1 of equine-2 influenza virus. (Issued Date: July 17, 2007)

April 15, 2019

**Andrew J. Ray, Ph.D.**

Assistant Professor of Aquaculture Production

Kentucky State University, School of Aquaculture

103 Athletic Rd., Frankfort KY 40601 USA • Andrew.Ray@kysu.edu • 502-597-8109

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**EDUCATION:**

- **Doctor of Philosophy in Coastal Sciences, December 2012**  
The University of Southern Mississippi, Ocean Springs, MS
- **Master of Science in Environmental Studies, August 2008**  
The University of Charleston, Charleston, SC
- **Bachelor of Science in Biology, May 2005**  
The University of Central Missouri, Warrensburg, MO

**PROFESSIONAL EXPERIENCE:**

- **Assistant Professor, Kentucky State University, September 2014 – Present**  
This tenure-track appointment began September 16, 2014. I am currently conducting sustainable indoor shrimp farming systems research, and integrated agriculture research in high tunnel greenhouses. Some specific topics under study are greenwater biofloc systems, indoor biofloc systems, RAS technology simplification and improvement, aquaculture isotope dynamics, polyculture, and phytoremediation of reused marine water. My research focus is sustainable systems development. I teach Water Quality Management, I am working to take this course online, and I am developing a course on Recirculating Aquaculture Systems. I routinely work with farmers to help transfer the technology I am developing at KSU. These efforts include a workshop I hosted on September 14 and 15, 2018 which attracted 216 attendees from 28 states and 5 countries. I facilitated the opening of two indoor Kentucky shrimp farms in 2018 that are showing a great deal of profit potential. My lab currently includes an undergraduate RA and three graduate (MS) students, a full time Research Assistant, a full time Research Associate, and numerous other student, intern, and faculty collaborators.
- **Post-Doctoral Fellow, The University of Southern Mississippi, January 2013 – August 2014**  
During this full-time faculty appointment I solicited grants to fund sustainable aquaculture research projects at the Gulf Coast Research Laboratory's Thad Cochran Marine Aquaculture Center. As part of this appointment I taught at the undergraduate and graduate levels, published research papers, worked with private industry to develop and improve aquaculture projects in the United States and globally including a large project I led temporarily in South Africa, and I participated in international conferences.
- **Research Assistant, The University of Southern Mississippi, August 2009 – December 2012**  
As part of a Ph.D. research program, I managed a large-scale, over 16,000 square foot shrimp production facility and taught undergraduate and graduate level laboratory courses. I designed and managed large and meso-scale experiments, analyzed and disseminated data through professional channels, and managed four employees. Under my supervision the facility achieved the highest level of shrimp production in its history.
- **Biologist, SC Dept. of Natural Resources, Waddell Mariculture Center, May 2008 – July 2009**  
I assisted with various animal husbandry efforts, and managed an experiment comparing two shrimp diets (a fish-free diet and a conventional fish-containing diet) and the effectiveness of

using tilapia grazing and suspended solids removal as management techniques for shrimp production systems.

- **Research Assistant, The University of Charleston, March 2007 – May 2008**

As part of a M.S. Thesis project, I helped to plan and implement an experiment analyzing the effects of shrimp diets and various management regimes on communities of microorganisms and chemical cycling dynamics within shrimp aquaculture systems.

#### **AWARDS:**

- **Top Article in the Aquaculture Advocate Magazine 2017**

- Number one ranked article for the year in this widely read magazine
- Rankings based on page views, social media shares, and reader feedback

- **Distinguished Early Career in US Aquaculture** – US Aquaculture Society, Aquaculture America 2011, New Orleans, LA

- **Best Student Poster, 2<sup>nd</sup> Place** – US Aquaculture Society, Aquaculture America 2011, New Orleans, LA

- **Best Abstract/Travel Award** – World Aquaculture Society, World Aquaculture 2010, San Diego, CA

- **Best Student Presentation, 3<sup>rd</sup> Place** – 2010 Graduate Student Symposium, Gulf Coast Research Laboratory, Ocean Springs, MS

- **Best Abstract/Travel Award** – US Aquaculture Society, Aquaculture America 2008, Orlando, FL.

- **Jack Bayless Best Presentation Award** – SC Fishery Workers Association/SC Chapter of the American Fisheries Society Joint Meeting, Santee, SC 2008

#### **TEACHING COMPETENCY:**

##### **Highlights**

- Teaching as a faculty member of an accredited university since Summer of 2013.
- Served as primary advisor for six M.S. students
- Mentored six undergraduate students as research assistants

- **University Courses**

- Water Quality Management (AQU 460; 3 CH) - Kentucky State University
  - Fall 2015, Fall 2017
- Water Quality Management (AQU 560; 3 CH) - Kentucky State University
  - Fall 2015, Fall 2017
- Water Quality Management Laboratory (AQU 461; 1 CH) - Kentucky State University
  - Fall 2015, Fall 2017
- Water Quality Management Laboratory (AQU 561; 1 CH) - Kentucky State University
  - Fall 2015, Fall 2017
- Marine Aquaculture (COA 424/424L; 6 CH) – The University of Southern Mississippi
  - Summer 2013
- Marine Aquaculture (COA 524/524L; 6 CH) – The University of Southern Mississippi
  - Summer 2013
- Marine Aquaculture Laboratory – Co-Taught (COA 424L/525L; part of a 6 CH course)
  - The University of Southern Mississippi
  - Summer 2010, 2011, and 2012

- **Master of Science Graduate Students**

- Primary Advisor

- Anthony Adams (M.S. AQU; Spring 2018 – Current)
- Leo Fleckenstein (M.S. AQU; Spring 2018 – Current)
- Nathan Kring (M.S. AQU; Fall 2017 – Current)
- John Barksdale (M.S. AQU; Spring 2016 – Current)
- Elizabeth Gamez (M.S. AQU; Fall 2015 – Current)
- Thomas Tierney (M.S. AQU; Fall 2015 – Summer 2017) – Graduated
  - Thesis Title: A comparison of biofloc, clear-water, and hybrid-water culture systems for super-intensive shrimp *Litopenaeus vannamei* nursery production (Published in the journal Aquacultural Engineering)

- Co-Advisor

- James Brown (M.S. AQU; Spring 2019 – Current)
- Joshua Dusci (M.S. AQU; Fall 2018 – Current)
- Ed Wilcox (M.S. ENV; Fall 2018 – Current)
- Eugene Blair (M.S. AQU; Spring 2016 – December 2018) – Graduated
- Kristy Allen (M.S. AQU; Spring 2015 – Fall 2017) – Graduated
- Thomas Drury (M.S. – University of Miami, Florida; conducted an internship in my lab for the Master of Professional Science Degree) – Graduated

- **Undergraduate Research Assistants (supervised and mentored)**

- Mark Johannemann (Fall 2018 – Current)
  - Supervised Practicum I (AFE 311) Project
- Malik Sims (Fall 2018 – Current)
  - KSU Student in the MBA Program
- Mayowa Titiloye (Spring 2018 – Summer 2018)
  - KSU Student in the MBA Program
- Benjamin Lawson (Summer 2017 – Current)
  - Eastern Kentucky University Student who works in my lab.
- Adam Cecil (Fall 2014 – Spring 2017)
  - Supervised Practicum I (AFE 311) and Practicum II (AFE 411) Projects
- Jill Fisk (Summer 2017 – Summer 2018)
- Nathan Kring (Spring 2016 – Summer 2017)
  - Supervised Practicum I (AFE 311) and Practicum II (AFE 411) Projects
- Dustin Casey (Spring 2015)
  - Supervised Practicum II (AFE 411) Project
- Phillip Henderson (Fall 2014 – Spring 2015)

- **Undergraduate Mentees**

- James Brace
  - Supervised Practicum II (AFE 411) Project – Fall 2017
- Latrish Williams
  - Supervised Practicum II (AFE 411) Project – Spring 2017
- Kinita Hill
  - Supervised Practicum II (AFE 411) Project – Fall 2016
  - Supervised under the Federal Work Study Program
- Ashley Craigmyle
  - Supervised Practicum II (AFE 411) Project – Spring 2016
  - Ashley presented her findings at the 2016 KSU Liberal Arts Symposium
- Caitlin Mullins

- Supervised Practicum I (AFE 311) Project – Spring 2016
  - Scott Watts
    - Supervised Practicum II (AFE 411) Project – Spring 2016
- **High School Students**
  - Ottis Jagers (Summer Apprenticeship Student; Summer 2016)
  - Keziah Thomas (Summer Apprenticeship Student; Summer 2016)
  - Anne Holden (Research Assistant; Fall 2014 – Spring 2015)
  - Delyia Oldham (Summer Apprenticeship Student; Summer 2015)
- **Interns**
  - Jonathan Olsen – Spring 2018 - From Lexington, KY
  - Viktor Vagesjo – Fall 2017 – From Sweeden
- **Other Teaching**
  - High Tunnel Greenhouse Experiential STEM Learning Facilities
    - Built and help manage a high tunnel at an elementary school in Versailles and a middle school in Lexington. They contain aquaculture and terrestrial agriculture production systems used to engage and teach students STEM principles.
    - Part of a grant-funded project that has impacted over 100 students
    - Collaboration with Versailles Montessori School and Providence Montessori Middle School
  - Biofloc Technology Shortcourse – Kuwait Institute for Scientific Research
    - 5-day course, taught in Kuwait City, Kuwait, November 2014

## **SCHOLARLY RESEARCH AND CREATIVE ACTIVITY:**

### **Highlights**

- Brought in **\$1,905,000 in competitive, external funds**. These figures do not include Evans Allen funds which are given to all Land Grant PDs at KSU and it does not include a grant that I took over after a previous colleague retired (Integrated Approach...). It also does not include funds from industry partners which is not competitive.
  - Published **15 peer-reviewed manuscripts** in eight years and I am senior author on 9 of those
- Routinely participate in **national and international professional conferences**, and involve students in those activities.

### **Funded Grants:**

- **Practical, Integrated Agriculture to Supply Year-Round Farmer Income And Fresh, Nutritious Food to Underserved Communities (\$599,062)** - Research, Teaching, and Extension Grant (Lead-PD; 2019 - current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - A collaboration between KSU, the USDA, and FoodChain (a local non-profit combating food insecurity)
- **Integrating biofloc technology with aquaponics to improve sustainable aquaculture production (\$171,698)** – Research Grant (Co-PD, University of Arkansas Pine Bluff Subaward; 2019 – current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - A collaboration between KSU and the University of Arkansas Pine Bluff



- **Practical Optimization of an Economical Salt Formulation for Inland, Rural Shrimp Production (\$499,109)** - Research and Extension Grant (Lead-PD; 2018 - current)
  - USDA-NIFA, AFRI Foundational Program, Small Farms Program.
  - A collaboration between KSU, Auburn University, and Purdue University
- **Development of shrimp culture technology for sustainable production (\$20,000)** – Collaborative Professional Development Grant (Lead-PD; 2018 – current)
  - NOAA Joint Project Agreement with the Republic of Korea Ministry of Oceans and Fisheries
- **The Practical Use of High Tunnels for Fish and Plant Production, Maximizing Energy and Nutrient Utilization Efficiencies (\$598,604)** - Research, Teaching, and Extension Grant (Lead-PD; 2015 - current)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
- **Simplifying and Optimizing Denitrification to Facilitate Long-Term Water Use in Recirculating Aquaculture Systems (\$391,802 – estimated, the award is not yet finalized)** Research Grant (Lead-PD; 2018 - current)
  - USDA – National Institute of Food and Agriculture, Evans Allen Research Program
- **Southern Regional Aquaculture Center Factsheet Preparation (\$1,650)** - Publication Grant (Lead PD; 2018 – current)
  - USDA – National Institute of Food and Agriculture, Southern Regional Aquaculture Center Program.
  - Preparing a publication tentatively titled “Indoor Shrimp Farming”
- **The Effects of Density and Artificial Substrate on Shrimp (*Litopenaeus vannamei*) Production in Recirculating Aquaculture Systems (\$186,666)** - Research Grant (Lead-PD; 2015 - 2017)
  - USDA – National Institute of Food and Agriculture, Evans Allen Research Program
- **Integrated Approach for Sustainable Aquaculture and Agriculture Production with the Use of Reclaimed Water from Rural Communities (\$599,751)** Research, Teaching, and Extension Grant (Substitute Lead-PD; 2015 - 2016)
  - USDA – National Institute of Food and Agriculture, 1890 Capacity Building Grant Program
  - I took over as Lead-PD after the initial PD retired from KSU.
- **Optimizing the use of algal meal (*Schizochytrium sp.*) as a fish oil replacer in the practical diets of Pacific white shrimp (*Litopenaeus vannamei*) (\$32,000)** Research Grant (Co-PD, 2015 - 2016)
  - Alltech Corporation
- **Aquaculture Demonstration – Marine Shrimp in Biofloc Demonstration Grant (\$15,000)** Demonstration Grant (Lead-PD; 2014 - 2015)
  - Kentucky Agricultural Development Board “Sustainability of Farms and Families”
- **An Evaluation of Salt Mixtures for the Culture of *Litopenaeus vannamei* (\$61,278)** Research Grant (Lead-PD; 2013 - 2014)
  - Bosasa Operations (Pty) Ltd., Gauteng, South Africa.
- **The Michael Castagna Student Grant for Applied Research; 2010 - 2011 (\$1,250)**
  - The National Shellfisheries Association, Aquaculture Triennial Meeting, San Diego, CA 2010.
- **SEASPACE Academic Scholarship; 2010 (\$2,000)**
  - SEASPACE Adventure Sports and Travel Expo 2010 Scholarship Program
- **US Environmental Protection Agency Fellowship; 2006 - 2007 (\$1,000)**
  - The University of Charleston through an award from the US EPA

**Submitted Grants (not funded):**

- **Practical, Brackish-Water Aquaponics to Supply Year-Round Farmer Income And Fresh, Nutritious Food to Underserved Communities (\$599,062)**
  - Submitted May 31, 2017 to the USDA-NIFA 1890 Capacity Building Grants Program

- Re-submitted in 2018 and it was selected for funding
  - A collaboration between KSU, Providence Montessori Middle School (Lexington), Versailles Montessori School (Versailles), Spark Community Café (Versailles), and Foodchain (Lexington)
- **Integrating Aquatic and Terrestrial Agricultural Systems to Enhance Sustainable Food Production (\$299,667)**
  - Submitted November 17, 2015 to the USDA-NIFA Sustainable Agriculture Research and Education Grants Program
  - A collaboration between KSU and the University of Southern Mississippi
- **Demonstration and technology transfer of biofloc marine shrimp production to the private sector along the northern Gulf of Mexico (\$300,000; KSU portion = \$76,000)**
  - Submitted November 2, 2015 to the NOAA, National Marine Fisheries Service, Saltonstall-Kennedy Competitive Research Program
  - A collaboration between KSU, the University of Southern Mississippi, and Auburn University
- **An Algae-based Platform for the Production of Food and Fuel from Waste Water and Carbon Dioxide (\$6,000,000; KSU portion = \$1,336,916)**
  - Submitted February 23, 2015 to the National Science Foundation EPSCoR Program
  - A collaboration between KSU, University of Kentucky, Nicholls State University, Santa Fe Community College, and the University of Delaware

### Refereed Publications:

- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2019. Effects of supplemental LED lighting on water quality and Pacific white shrimp (*Litopenaeus vannamei*) performance in intensive recirculating Systems. *Aquaculture* 504: 219-226.
- Ray, A.J., Leffler, J.W., and C.L. Browdy. 2019. The effects of a conventional feed versus a fish-free feed and biofloc management on the nutritional and human sensory characteristics of shrimp (*Litopenaeus vannamei*). *Aquaculture International* 27: 261-277.
- Weineck, K., Ray, A., Fleckenstein, L., Medley, M., Dzubuk, N., Piana, E., and R. Cooper. 2018. Physiological changes as a measure of crustacean welfare under different standardized stunning techniques: Cooling and electroshock. *Animals* 8 (158): 1-21.
- Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water, and hybrid nursery systems (Part D): Shrimp (*Litopenaeus vannamei*) production, water quality, and stable isotope dynamics. *Aquacultural Engineering* 82: 73-79.
- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water, and hybrid recirculating nursery systems (Part II): Tilapia (*Oreochromis niloticus*) production and water quality Dynamics. *Aquacultural Engineering* 82: 80-85.
- Wycoff, S., Weineck, K., Conlin, S., Suryadevara, C., Grau, E., Bradley, A., Cantrell, D., Eversole, S., Grachen, C., Hall, K., Hawthorne, D., Kinmon, C., Guerrero, P.O., Patel, B., Samuels, K. Valdes, F., Ray, A., Fleckenstein, L., Piana, E., and Cooper R. 2018. Effects of clove oil (eugenol) on proprioceptive neurons, heart rate, and behavior in model crustaceans. *Impulse* 2018: 1–21.
- Ray, A.J., and J.M. Lotz. 2017. Comparing salinities of 10, 20, and 30‰ in intensive, commercial-scale biofloc shrimp (*Litopenaeus vannamei*) production systems. *Aquaculture* 476: 29-36.
- Ray, A.J., Drury, T.H., and Cecil, A. 2017. Comparing clear-water RAS and biofloc systems: Shrimp (*Litopenaeus vannamei*) production, water quality, and biofloc nutritional contributions estimated using stable isotopes. *Aquacultural Engineering* 77: 9-14.
- Ray, A.J., and J.M. Lotz. 2017. Shrimp (*Litopenaeus vannamei*) production and stable isotope dynamics in clear-water RAS versus biofloc systems. *Aquaculture Research* 48: 4390-4398.

- Joesting, H.M., Blaylock, R., Biber, P., and A. Ray. 2016. The use of marine aquaculture solid waste for nursery production of the salt marsh plants *Spartina alterniflora* and *Juncus roemerianus*. *Aquaculture Reports* 3: 108-114.
- Ray, A.J., and J.M. Lotz. 2014. Comparing a chemoautotrophic-based biofloc system and three heterotrophic-based systems receiving different carbohydrate sources. *Aquacultural Engineering* 63: 54-61.
- Ray A.J., Seaborn G., Vinatea L., Browdy C.L., and J.W. Leffler. 2012. Effects of biofloc reduction on microbial dynamics in minimal-exchange, superintensive shrimp (*Litopenaeus vannamei*) culture systems. *Journal of the World Aquaculture Society* 43(6): 790-801.
- Ray A.J., Dillon K.S., and J.M. Lotz. 2011. Water quality dynamics and shrimp (*Litopenaeus vannamei*) production in intensive, mesohaline culture systems with two levels of biofloc management. *Aquacultural Engineering* 45: 127-136.
- Ray A.J., Seaborn G., Wilde S.B., Leffler J.W., Lawson A., and C.L. Browdy. 2010. Characterization of microbial communities in minimal-exchange, intensive aquaculture systems and the effects of suspended solids management. *Aquaculture* 310: 130-138.
- Ray A.J., B.L. Lewis, C. L. Browdy, and J.W. Leffler. 2010. Suspended solids removal to improve shrimp (*Litopenaeus vannamei*) production and an evaluation of a plant-based feed in minimal-exchange, superintensive culture systems. *Aquaculture* 299: 89-98.

### **Book Chapters:**

- Ray, A.J. 2014. Biofloc technology for super-intensive shrimp culture. Pages 177-198 In Y. Avnimelech, ed. *Biofloc Technology: A Practical Guidebook*, 3<sup>rd</sup> Ed., The World Aquaculture Society, Baton Rouge, Louisiana, USA.
- Browdy C.L., Ray A.J., Leffler J.W., and Y. Avnimelech. 2012. Biofloc based aquaculture systems. Pages 278-307 In J.H. Tidwell, ed. *Aquaculture Production Systems*, Wiley-Blackwell, Oxford, UK.
- Ray, A.J. 2012. Biofloc technology for super-intensive shrimp culture. Pages 167-187 In Y. Avnimelech, ed. *Biofloc Technology: A Practical Guide Book*, 2<sup>nd</sup> Ed., The World Aquaculture Society, Baton Rouge, Louisiana, USA.
- Ray A.J., A.J. Shuler, J.W. Leffler, and C.L. Browdy. 2009. Microbial ecology and management of biofloc systems. Pages 255-266 In C.L. Browdy and D.E. Jory, eds. *The Rising Tide, Proceedings of the Special Session on Sustainable Shrimp Farming, World Aquaculture 2009*. World Aquaculture Society, Baton Rouge, Louisiana.

### **Magazine Articles:**

- Ray, A.J., and R. Rode. 2019. Small-scale, year-round shrimp farming in temperate climates. *Aquaculture Magazine*. February/March 2019 Issue: 34-35.
- Fleckenstein, L.J., Tierney, T.W., and A.J. Ray. 2018. Comparing biofloc, clear-water and hybrid RAS systems as tilapia nurseries. *The Global Aquaculture Advocate*. October 1, 2018.
- Ray, A.J., and J.M. Lotz. 2018. Comparing salinities in intensive, commercial-scale biofloc for Pacific white shrimp. *The Global Aquaculture Advocate*. April 16, 2018.
- Ray, A.J., Drury, T.H., and Cecil, A. 2017. Biofloc and clear-water RAS systems: a comparison. *The Global Aquaculture Advocate*. June 19, 2017. Number One Top Article of 2017.
- Ray, A.J., and J.M. Lotz. 2016. Testing shrimp growth in different biofloc systems. *The Global Aquaculture Advocate*. July 22, 2016.
- Ray, A.J. 2015. Indoor-raised shrimp find potential market in Kentucky State University test. *The Global Aquaculture Advocate* 18(6): 76-77.

- Ray, A.J., and J.M. Lotz. 2014. A method of intensive shrimp production: Faster growth, lower FCR. *The Practical*, Asian Aquaculture Network 5(17): 8-11.
- Ray A.J., and J.M. Lotz. 2014. Biofloc trial results in fast shrimp growth, low FCR, high survival. *The Global Aquaculture Advocate* 17(1): 22-23.
- Ray A.J., and J.M. Lotz. 2012. Study shows lower biofloc concentration may improve shrimp production. *The Global Aquaculture Advocate* 15(2): 28-31.
- Ray A.J., Lotz J.M., Brunson J.F., and J.W. Leffler. 2011. Shrimp sampling method improves stocking process. *The Global Aquaculture Advocate* 14(4): 14-15.
- Ray A.J., Lewis B.L., Browdy C.L., and J.W. Leffler. 2011. Suspended solids removal to improve *Litopenaeus vannamei* production in minimal-exchange, superintensive culture systems. *Panorama Acuicola* 16(3): 8-21.
- Ray A.J., J.A. Venero, C.L. Browdy, and J.W. Leffler. 2010. Simple settling chambers aid solids management in biofloc systems. *The Global Aquaculture Advocate* 13(4): 28-30.

### **Thesis and Dissertation:**

- Ray A.J. 2008. The effects of simple management techniques on microbial community dynamics within biofloc-based culture systems and the relationship to shrimp (*Litopenaeus vannamei*) production. Master's Thesis, The University of Charleston, Charleston, South Carolina, USA
- Ray A.J. 2012. Management of biological and chemical constituents for the advancement of intensive, minimal-exchange, biofloc-based shrimp (*Litopenaeus vannamei*) aquaculture. Ph.D. Dissertation, The University of Southern Mississippi, Mississippi, USA.

### **Extension Publications:**

- Ray, A.J. 2018. Banking on shrimp. *Agknowledge*, KSU's Community Research Service Publication. 2017 Ed., Vol. 3.
- Ray, A.J. 2017. Innovative aquaculture production. *Agknowledge*, KSU's Community Research Service Publication. 2018 Ed., Vol. 4.
- Ray, A.J. 2016. Nitrate accumulation in aquaculture – The problem and potential solutions. *The Indiana Aquaculture Association December Newsletter*.
- Ray, A.J. 2016. The basics of biofloc aquaculture systems. *Buckeye Aquafarming*, The Ohio State University Extension Services. 1(2): 6-7.

### **Online Publications:**

- Ray, A.J. 2018. Kentucky State University Solar Panels at High Tunnels. YouTube Video. (<https://www.youtube.com/watch?v=Jr6bwg-xv-o&t=257s>)
- Ray, A.J. 2017. Indoor Shrimp Aquaculture. Online Webinar. (<https://www.ncrac.org/video/indoor-shrimp-aquaculture>)
- Ray, A.J. 2016. Growing Marine Shrimp in a Bio Floc System. YouTube Video. 75,413 Views as of September 25, 2018 ([https://www.youtube.com/watch?v=IwbDqBOC\\_-Y&t=9s](https://www.youtube.com/watch?v=IwbDqBOC_-Y&t=9s))
- Ray, A.J. 2016. Constructing Fish Tanks in High Tunnel Greenhouses. YouTube Video. 112,399 Views as of September 25, 2018 (<https://www.youtube.com/watch?v=HuJyqM719wE&t=69s>)

### **Oral Scientific Presentations:**

- Tierney T.W., Fleckenstein L.J., Ray, A.J. 2019. Evaluating a low-cost salt mixture in brackish water intensive shrimp (*Litopenaeus vannamei*) production systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Kring N.A., Ray A.J. 2019. The effects of stocking density and artificial substrate on Pacific white shrimp *Litopenaeus vannamei* production and water quality dynamics in greenhouse-based biofloc systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Fleckenstein L.J., Ray A.J. 2019. The effects of different solids and biological filters in Pacific white shrimp production systems. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ragaza J.A., Rossi, W., Habte-Tsion H.M., Kolimadu G.D., Yadav A.K., Ray A.J. 2019. Use of recovered biofloc material from production tanks as feed ingredient in diets of Pacific white shrimp *Litopenaeus vannamei*. Aquaculture 2019 Meeting Abstract Book, New Orleans, Louisiana, USA.
- Fleckenstein, L.J. Kring, N., and Ray, A.J. 2018. The effects of vertical substrate and shrimp *Litopenaeus vannamei* density on water quality and production dynamics in intensive greenhouse-based biofloc systems. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Fleckenstein L.J., Ray A.J. 2018. Effects of supplemental LED lighting on water quality and Pacific white shrimp (*Litopenaeus vannamei*) performance in a chemoautotrophic-based hybrid system. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Kring N.A., Ray A.J. 2018. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc aquaculture systems. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Tierney, T.W., and Ray, A.J. 2018. The effects of density and artificial substrate on intensive shrimp (*Litopenaeus vannamei*) nursery production. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Grau, E., Kinmon, C., Bradley, A., Cantrell, D., Eversole, S., Grachen, C., Hall, K., Hawthorne, D., Ortiz-Guerrero, P., Patel, B., Samuels, K., Suryadevara, C., Valdes, G., Wycoff, S., Weineck, K., Conlin, S., Ray, A., Fleckenstein, L., Piana, E., and Cooper, R.L. 2018. Investigating potential mechanisms of clove oil (eugenol) in model crustaceans. Aquaculture America 2018 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray, A.J., and Kring, N.A. 2017. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc systems. Latin American and Caribbean Aquaculture 2017 Conference, Mazatlán, Mexico.
- Ray, A.J., Fleckenstein, L., Barksdale, J.O.B., Cecil, A., and Kring, N. 2017. Integrating biofloc systems with organic plant production and renewable energy at KSU's high tunnel complex. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Tierney, T.W., and Ray, A.J. 2017. A comparison of biofloc, clear-water, and hybrid culture systems for intensive shrimp (*Litopenaeus vannamei*) nursery production. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Barksdale, J.O.B., Fleckenstein, L., and Ray, A.J. 2017. The effects of supplementary LED lights on the function of biofloc systems and growth of tilapia. Aquaculture America 2017 Meeting Abstract Book, San Antonio, Texas, USA.
- Barksdale, J.B.O., Fleckenstein, L., and Ray, A.J. 2017. The Effects of Supplementary LED Lights on the Function of Biofloc Systems and Growth of Tilapia. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Gamez, E.R., and Ray, A.J. 2017. Static aquaponics systems for the removal of nitrate and metals from reused marine biofloc water. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.

- Tierney, T.W., and Ray, A.J. 2017. A Comparison of Biofloc, Clear-Water, and Hybrid Culture Systems for Intensive Shrimp (*Litopenaeus vannamei*) Nursery Production. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Kring, N.A., and Ray, A.J. 2017. Polyculture of Pacific white shrimp *Litopenaeus vannamei* and juvenile tilapia *Oreochromis niloticus* in indoor biofloc aquaculture systems. Association of 1890 Research Directors Research Symposium, April 1-4, 2017, Atlanta, GA, USA.
- Ray, A.J., Cecil, A., and Auberry, W.P. 2016. Indoor marine shrimp production at Kentucky State University. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Drury, T.H., and Ray, A.J. 2016. Shrimp production in clear water and biofloc systems. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Thompson, K.R., Allen, K.M., Bowman, B.A., Cummins, V.C., Filer, K., Tidwell, J.H., Ray, A.J., and V. Kumar. 2016. Use of algal meal, soybean meal, and decreasing levels of fish oil in practical diets without fish meal for Pacific white shrimp *Litopenaeus vannamei* Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Allen, K.M., Bowman, B.A., Thompson, K.R., Cummins, V.C., Filer, K., Tidwell, J.H., Ray, A.J., and V. Kumar. 2016. Optimizing the use of algal meal *Schizochytrium sp.* as a fish oil replacer in the practical diets of Pacific white shrimp *Litopenaeus vannamei*. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray, A.J. 2015. Applications and advancements in biofloc technology. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray, A.J. 2014. Perspectives and innovations in biofloc-based aquaculture. Proceedings of the 10<sup>th</sup> International Conference on Recirculating Aquaculture, Roanoke, Virginia, USA. (Invited)
- Ray, A.J., and J.M. Lotz. 2014. Clear water RAS versus biofloc technology and an evaluation of the nutritional contribution of biofloc to shrimp (*Litopenaeus vannamei*). Proceedings of the 10<sup>th</sup> International Conference on Recirculating Aquaculture, Roanoke, Virginia, USA. (Invited)
- Ray, A.J. 2013. Perspectives and innovations in biofloc-based aquaculture. Proceedings of the 15<sup>th</sup> Annual Ecuadorian Aquaculture and AquaExpo Conference, Guayaquil, Ecuador. (Invited Expert Lecturer)
- Ray, A.J. 2013. Sustainable aquaculture – biofloc systems for farming of shrimp and prawn. Proceedings of the 50<sup>th</sup> Annual Meeting of the Brazilian Society of Animal Science, Campinas, Sao Paulo, Brazil. (Invited Expert Lecturer)
- Ray A.J., and J.M. Lotz. 2013. A preliminary comparison of Clearwater RAS and biofloc-based shrimp *Litopenaeus vannamei* culture systems. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., and J.M. Lotz. 2013. Recent indoor shrimp *Litopenaeus vannamei* production research at the Gulf Coast Research Laboratory. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., and J.W. Leffler. 2013. Biofloc-based shrimp culture systems: Advantages, challenges, and the state of current research. Aquaculture 2013 Abstract Book, Nashville, Tennessee, USA.
- Ray A.J., Wood M.E., and J.M. Lotz. 2012. Comparing salinities of 10, 20, and 30‰ in minimal-exchange, intensive shrimp *Litopenaeus vannamei* culture systems. Aquaculture America Annual Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Breland V.M., Farno C.C., Dillon K.S., and J.M. Lotz. 2012. Comparing chemoautotrophic-based systems and the use of three carbohydrates to promote heterotrophic-based biofloc shrimp *Litopenaeus vannamei* culture systems. Aquaculture America Annual Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Farno C.C., Breland V.M., Duncan J.A., Nicholson C., and J.M. Lotz. 2011. The effects of biofloc management on shrimp (*Litopenaeus vannamei*) production and water quality in mesohaline, intensive culture systems. Marine and Estuarine Graduate Student Association/American Fisheries Society Lunchtime Lecture Series, Ocean Springs, Mississippi, USA. (Invited)

- Ray A.J., Farno C.C., Breland V.M., Dillon K.S., and J.M. Lotz. 2011. Differences in chemical dynamics between chemoautotrophic and three different heterotrophic biofloc-based shrimp (*Litopenaeus vannamei*) culture systems. The National Shellfisheries Association Annual Meeting Abstract Book, Baltimore, Maryland, USA.
- Ray A.J., Farno C.C., Breland V.M., Duncan J.A., Nicholson C., and J.M. Lotz. 2011. Refining biofloc management in mesohaline, intensive shrimp (*Litopenaeus vannamei*) culture systems. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2011. Solids management in biofloc-based aquaculture systems. Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2011. Minimal-exchange, superintensive systems for sustainable shrimp aquaculture. Alabama Inland Shrimp Producers Meeting, Greensboro, Alabama, USA. (Invited)
- Ray A.J., Seaborn G., Drake M.A., Browdy C.L., and J.W. Leffler. 2010. The effects of fish-based versus plant-based feeds and solids management on shrimp (*Litopenaeus vannamei*) flesh characteristics. Aquaculture 2010 Abstract Book, San Diego, California, USA.
- Ray A.J., Seaborn G., Drake M.A., Browdy C.L., and J.W. Leffler. 2010. The effects of protein source and suspended solids on nutritional and sensory characteristics of shrimp (*Litopenaeus vannamei*). The 13th Annual Gulf Coast Graduate Student Symposium Abstract Book, Gulf Coast Research Laboratory, Ocean Springs, Mississippi, USA.
- Ray A.J., Shuler A.J., Browdy C.L., and J.W. Leffler. 2009. Microbial ecology and biofloc management of minimal exchange superintensive shrimp *Litopenaeus vannamei* culture systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico.
- Ray A.J., Shuler A.J., Browdy C.L., and J.W. Leffler. 2009. Microbial ecology and biofloc management of minimal exchange superintensive shrimp *Litopenaeus vannamei* culture systems. Asian-Pacific Aquaculture Annual Meeting Abstract Book, Kuala Lumpur, Malaysia.
- Ray A.J., Leffler J.W., Seaborn G., Venero J.A., and C.L. Browdy. 2009. Effects of fishmeal versus soybean-based feeds and solids removal by settling tanks and tilapia on high-density shrimp (*Litopenaeus vannamei*) production in biofloc culture systems. Aquaculture America Annual Meeting Abstract Book, Seattle, Washington, USA.
- Ray A.J., Browdy C.L., Lewis B.L., Venero J.A., Vinatea L., Shuler A., and J.W. Leffler. 2009. Differences in shrimp (*Litopenaeus vannamei*) production and microbial dynamics as they relate to dietary protein source and solids management in minimal exchange superintensive culture systems. National Shellfisheries Association Annual Meeting Abstract Book, Savannah, Georgia, USA.
- Leffler J.W., Ray A.J., Lewis B.L., Venero J.A., Vinatea L., Shuler A.J., and C.L. Browdy. 2009. Effects of an organic certifiable plant-based diet in conjunction with solids removal on the production of shrimp (*Litopenaeus vannamei*) in minimal exchange superintensive biofloc systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico USA.
- Leffler J.W., Venero J.A., Ray A.J., Lewis B.L., Lawson A., Haveman J., and C.L. Browdy. 2009. Development of sustainable, commercially viable "organic" shrimp production by integrating plant-based feeds with microbial biofloc community structure. National Shellfisheries Association Annual Meeting Abstract Book, Savannah, Georgia, USA.
- Ray A., Shuler A., McAbee B., Seaborn G., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Influence of microbial community dynamics on the production of shrimp *Litopenaeus vannamei* in zero exchange biofloc systems. Aquaculture America Annual Meeting Abstract Book. Orlando, Florida, USA.
- Ray A., Shuler A., McAbee B., Seaborn G., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Relationships between shrimp (*Litopenaeus vannamei*) growth parameters and microbial abundance in zero exchange culture systems. South Carolina Chapter of the American Fisheries Society and South Carolina Fishery Workers Association Joint Meeting. Santee, SC, USA.

### **Oral Extension Presentations:**

- Ray, A.J. 2018. Indoor Shrimp Production at KSU. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2017. Overview of indoor marine shrimp production systems, nutrition, and water quality. KSU Indoor Tilapia, Shrimp, and Aquaponics Workshop, Frankfort, Kentucky, USA.
- Fleckenstein, L.J., and Ray, A.J. 2017. Effects of LED lighting on Pacific white shrimp performance and water quality in intensive RAS. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2016. Introduction and Fundamental Concepts to Recirculating Aquaculture, Biological and Chemical Processes in Recirculating Aquaculture, and Engineering and Design Concepts in Recirculating Aquaculture. The Shrimp Academy, Sherlock Shrimp Company, Ridgeway, Iowa, USA.
- Ray, A.J. 2016. Biofloc management, water quality, RAS alternative rearing. Marine Shrimp Workshop, The Indiana Aquaculture Association, Indianapolis, Indiana, USA.
- Ray, A.J. 2016. Shrimp aquaculture. The 2016 Iowa Aquaculture Conference, Des Moines, Iowa, USA.
- Ray, A.J. 2016. Indoor marine shrimp production at Kentucky State University. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.
- Ray, A.J. 2015. Applications of Intensive and Semi-intensive Aquaculture Systems in Kentucky. KSU Third Thursday Thing Extension Event. Frankfort, Kentucky, USA.

### **Poster Presentations:**

- Kring, N.A., and Ray, A.J. 2017. Polyculture of Pacific white shrimp, *Litopenaeus vannamei*, and juvenile tilapia, *Oreochromis niloticus*, in indoor biofloc aquaculture systems. Posters at the Capital, Frankfort, Kentucky, March 2, 2017.
- Gamez, E.R., Cuevas-Urbe, R., Mims, S.D., and A.J. Ray. 2016. Tissue concentrations of heavy metals in hybrid striped bass grown in a municipal reclaimed water aquaculture facility. Aquaculture 2016 Meeting Abstract Book, Las Vegas, Nevada, USA.
- Ray A.J., Farno C.C., and J.M. Lotz. 2011. Use of settled solids from intensive shrimp culture as a fertilizer alternative for Bitter Panicum (*Panicum amarum var. amarum*). Aquaculture America Annual Meeting Abstract Book, New Orleans, Louisiana, USA.
- Ray A.J., and J.M. Lotz. 2010. Sustainable marine shrimp aquaculture at The Gulf Coast Research Laboratory. Bays and Bayous Symposium Abstract Book, Mobile, Alabama, USA.
- Ray A.J., Venero J.A., and J.W. Leffler. 2009. An evaluation of shrimp (*Litopenaeus vannamei*) stocking practices in minimal exchange superintensive biofloc culture systems. World Aquaculture Annual Meeting Abstract Book, Veracruz, Mexico.
- Lewis B.L., Leffler J.W., Ray A.J., Atwood H., Haveman J., Lawson A., McAbee B., Shuler A., Venero J., and C.L. Browdy. 2009. Use of settling tank clarifiers to manage the microbial biofloc community in superintensive, zero-exchange shrimp production systems. Aquaculture America Annual Meeting Abstract Book, Seattle, Washington, USA.
- Ray A.J., Shuler A., McAbee B., Wilde S., Browdy C.L., and J.W. Leffler. 2008. Relationships between microbial community structure and shrimp (*Litopenaeus vannamei*) performance in zero exchange culture systems. College of Charleston Graduate School Poster Session. Charleston, South Carolina, USA.
- Ray A.J., Shuler A., McAbee B., Wilde S., Seaborn G., Browdy C.L., and J.W. Leffler. 2008. Manipulations of microbial communities and the effects on shrimp (*Litopenaeus vannamei*) in zero



exchange culture systems. Marine Biology Research Colloquium, College of Charleston. Charleston, South Carolina, USA.

## **SERVICE:**

### **University Service:**

- **The KSU Small Scale Farm Grant Review Committee**
  - Member; Spring 2018 - Current
- **Member of the KSU Faculty Senate**
  - Fall 2014 – Spring 2016
  - Served on the Budget and Academic Support Committee
- **Hiring Committee Chair** – Research Assistant in Aquaculture Production
  - Spring 2016
- **Hiring Committee Member** – Research Associate in Aquaculture Nutrition
  - Spring 2016
- **Thorobred Express Recruiting Event – Keynote Speaker**
  - Hopkinsville, Kentucky; January 31, 2015

### **Service to the Community:**

- **Gave a Presentation to the Butler County Adult Farmers Organization**
  - Presentation was an overview of aquaculture and the work being done at KSU
  - February 5, 2019
- **Organized and Hosted the First Ever KSU Indoor Shrimp Farming Workshop**
  - September 14 and 15, 2018
  - 216 attendees from 5 countries and 28 US states. 27 of the attendees were from Kentucky
  - Focused a global aquaculture spotlight on Kentucky
  - Led over 120 people on tours of the KSU Aquaculture facilities
  - Interactive and engaging discussions with World leaders in aquaculture
  - Largest indoor shrimp farming workshop, perhaps the largest shrimp workshop of it's kind
- **Extend Research to Farmers**
  - Answered over 200 inquiries into shrimp farming at KSU
  - Currently working with new shrimp farmers in Henry and Fayette Counties
    - Helped design and get these farms started. They are currently producing shrimp.
- **Guest Instructor for the Jefferson County Master Gardeners Class**
  - October 17, 2017; two hour long course on aquaculture
- **Collaborated on a Grant Proposal with Spark Community Café in Versailles**
  - Spring 2017 and Spring 2018; Spark is a Pay-What-You-Can Non-profit charity kitchen
- **Collaborated on a Grant Proposal with Foodchain in Lexington**
  - Spring 2017 and Spring 2018; Foodchain is a Non-Profit providing food and food education to the community
- **Presentation at a Former Mentor's Retirement Celebration**
  - Ray, A.J. An Early Career in Ecology. Pre-Retirement Research Symposium, Dr. Stephen Wilson. April 28, 2017, University of Central Missouri, Warrensburg, MO, USA.
- **Presentation to the Frankfort, KY Kiwanis Club**
  - June 30, 2016; hour-long lunchtime presentation on KSU and KSU Aquaculture

- **Presentation at the Rosenwald Center for Families and Children**
  - August 25, 2016; hour-long presentation on KSU Aquaculture
- **Departmental Seminar at the University of Kentucky**
  - March 26, 2016; hour-long seminar in the Plant & Soil Sciences Department
- **Judge at the Kentucky Junior Academy of Science Symposium**
  - At KSU, Spring 2016
- **Guest Lecture at the University of Kentucky**
  - October 1, 2014; hour-long lecture in Agricultural Biotechnology (ABT 101)

### **Service to Profession:**

- **Aquacultural Engineering Society** – Member 2010 – present
  - Webpage Editor, AES Biofloc Webpages
  - US-Based Director 2015 - 2018
- **Master of Environmental Studies Student Association** – The University of Charleston
  - Treasurer 2006 – 2007
- **USDA-NIFA Southern Regional Aquaculture Center**
  - Publications, Videos, and Computer Software Project Technical Committee Member
- **The Global Aquaculture Alliance** – Member 2010 – present
  - Magazine Contributor 2010 – present
- **The United States Aquaculture Society** – Member 2007 – present
  - Co-Chair of the Conference Program, Aquaculture America 2018
  - Chair of the Biofloc/Intensive Systems session, Aquaculture America 2017
  - Chair of the Biofloc Session, Aquaculture America 2015
  - Chair of the Biofloc Session, Aquaculture America 2014
  - Awards Committee Member, Aquaculture 2013
  - Co-chair of the Biofloc Technology Session, Aquaculture America 2011
  - Career Seminar Coordinator, Aquaculture America 2009
  - Student Field Trip Coordinator, Aquaculture America 2009
- **The World Aquaculture Society** – Member 2007 – present
  - Chair of the Shrimp Production Session, Aquaculture 2019
  - Co-Chair of the Shrimp Nutrition Session, Latin American & Caribbean Aquaculture 2017
  - Chair of the Shrimp Program, Aquaculture 2016
  - Co-chair of the Shrimp Program, Aquaculture 2013
  - Co-chair of the Shrimp Production Session, Aquaculture 2013
- **Tri-Beta National Biological Honor Society** – Lifetime Member
  - Secretary and Treasurer of the Gamma Phi Chapter 2004 – 2005
- **Manuscript Referee:**
  - Aquacultural Engineering
  - Aquaculture
  - Aquaculture Research
  - Aquatic Living Resources
  - Brasileira de Zootecnia
  - Egyptian Journal of Aquatic Research
  - International Aquatic Research
  - International Journal for Biotechnology and Molecular Biology Research
  - International Journal of Recirculating Aquaculture
  - Journal of Applied Aquaculture
  - Journal of International Aquatic Research

- Journal of the International Society for Microbial Ecology
- Journal of Marine Science & Research Development
- Journal of the World Aquaculture Society
- Linnologica
- Marine & Freshwater Behaviour & Physiology
- North American Journal of Aquaculture
- Revista Brasileira de Zootecnia
- Water
- **Grant Proposal Referee:**
  - USDA-NIFA Small Business Innovation Research Program
    - Full Panel Member; Spring 2018, Spring 2019
  - Maryland Industrial Partnerships Program
    - Ad Hoc Reviewer; Spring 2017
  - South Carolina SeaGrant Consortium
    - Ad Hoc reviewer; Fall 2017
  - Natural Sciences and Engineering Research Council of Canada Strategic Project Grants Program
    - Ad Hoc reviewer; Fall 2017
  - USDA-NIFA Small Business Innovation Research Program-Small and Mid-Sized Farms
    - Ad Hoc reviewer; Fall 2017
  - USDA-NIFA Small Business Innovation Research Program-Small and Mid-Sized Farms
    - Ad Hoc reviewer; Fall 2016
  - USDA-NIFA AFRI Agricultural Production Systems Program
    - Full Panel Member; Fall 2015

# Curriculum Vitae

**David L. Shabazz**

720 Ridgeview Drive, Apt 909

Frankfort, KY 40601

(502) 597-5979 (office)

(502) 848-4067 (home)

[david.shabazz@kysu.edu](mailto:david.shabazz@kysu.edu)

## Education:

**Ph.D. (candidate) in Communication**, School of Communication & the Arts, Regent University,

Concentration: Media Studies, Expected Graduation date: May 2019

Dissertation: *An Exploration of Viewers' Motivations and Social Interactions Before, During and After Watching the Super Bowl on Television*

Advisor / Committee Chair: Dr. John Keeler

**M.A. in Education**, College of Education, Wake Forest University, *Master Teacher Fellowship*, 1998

Concentration: History/Social Studies

Research Project: *The Effects of Race and Gender on Students' Perception of Social Studies*

Advisor / Committee Chair: Dr. John Litcher

**M.A. in Journalism**, College of Mass Communications, University of South Carolina, 1994

Concentration: Media and Social Learning

Thesis: *The Effects of Race, Gender, and Educational Level on Audience Perceptions of Music Videos*

Advisor / Committee Chair: Dr. Kenneth Campbell

**B.A. in Journalism**, Benedict College, 1991

Concentration: Broadcast Journalism

Advisor: Dr. George Redman

## Academic Leadership:

**Associate Chair, School of the Humanities and Performing Arts** (July 2018 - present)

College of Humanities and Social Sciences, Kentucky State University

Supervise a staff of 15 employees and oversee programs in English, mass communication and journalism, world languages, speech communication and philosophy. Additionally, I oversee portions of the liberal studies offerings including literature, and the Integrative Studies (IGS) courses.

**Interim Chair, Division of Literature, Languages & Philosophy** (Aug 2016 – July 2018)

College of Arts & Sciences, Kentucky State University

Supervise a staff of 15 employees and oversee programs in English, mass communication & journalism, world languages, speech communication and philosophy.

**Public Relations Director (Interim)**, Kentucky State University (May 2004- Aug. 2006)

Responsible for a \$300,000 annual budget and supervised two fulltime employees and two work-study students. Served on the President's Senior Staff. My responsibilities included giving the president's daily briefing, writing and editing press releases, organizing press conferences and other special events, promoting the University to internal and external publics by creating a President Newsletter and enhancing existing publications. My secondary responsibilities include advising and counseling university personnel on media training and the protocols for university publication standards, writing speeches, commercials and advertising scripts, conducting media research and maintenance of news files.

## **Academic Experience:**

### **Assistant Professor of Mass Communication and Journalism, (Aug 2007 -present)**

College of Humanities and Social Sciences, Kentucky State University

- Courses Taught: ENG 204: Journalism I, JOU 363: Journalism II, COM 215: Mass Communications & Society, JOU 367: TV & Radio Production, JOU 366: Seminar in Public Relations, JOU 370: Public Relations Campaigns, JOU 369: Community Journalism, JOU 435: Practicum in Broadcast Journalism
- Courses Developed: JOU 204: Introduction to Sports Communication, (approved Fall 2010); JOU 372: Television and Radio Production II (approved Fall 2010); Communication Law Ethics, (approved Fall 2013), Student Media Workshop I & II (approved Fall 2013), Media Literacy and Multimedia Journalism (approved Spring 2019).

### **Part-Time Faculty, (Nov. 2011-Aug. 2014)**

University of Phoenix, Louisville Campus; College of Humanities

Courses Taught: COM 172: English Composition; HUM 186: Media Influences on American Culture

### **Adjunct Instructor, (January 2007-July 2016)**

Bluegrass Community & Technical College

Courses Taught: COM 181: Basic Public Speaking, COM 101: Introduction to Communication, COM 252: Introduction to Interpersonal Communication and JOU 101: Introduction to Journalism.

### **Visiting Assistant Professor of Speech Communication, (Aug. 2003-04, 2006-2007)**

College of Arts & Sciences, Kentucky State University

Courses Taught: SPE 103: Interpersonal Communication, COM 215: Mass Communication & Society

### **Adjunct Instructor, (Aug. 2002- Aug. 2003)**

College of Arts & Sciences, Forsyth Technical Community College

Courses Taught: COM 252: Public Speaking,

## **Professional Experience:**

### **Contributing Columnist, Lexington Herald-Leader (Jan 2005- present)**

Write perspectives for newspaper on language and popular culture as it relates to Kentucky area youths usually every other month.

### **Copy Writer, Walt Klein & Associates (1995-1997)**

My primary focus was writing letters for clients nationwide against tobacco regulations imposed by the Clinton administration during the 1990's. I was a member of an 8-person team responsible for creating letters and writing news articles for the tobacco coalition, which included Phillip Morris, R.J. Reynolds, Brown & Williamson and smokeless (chewing) tobacco companies. We also developed the "We Card" Promotional program for retail stores.

### **Copy Editor/Reporter, Winston-Salem Chronicle (1993-1995)**

My responsibilities as Senior Writer involved investigative reporting as well as copy editing the work of our staff writers and from wire reports.

### **Copy Editor/Reporter, South Carolina Black Media Group (1989-1993)**

I started off as a production and design artist for the Community Focus section during my junior year in college. The next year, I began reporting and writing news articles that covered the Columbia region.

**Public Relations Officer, S. C. Department of Health and Environmental Control (1991-1992)**

As a graduate assistant, I wrote many articles promoting the company events mostly in the Columbia area. I not only wrote press releases, but also feature stories for the company's monthly newsletter. I also assisted with arranging press conferences with the local media.

**Reporter, The Clinton Chronicle (1991)**

Served as the first African American newspaper reporter for my hometown paper during the summer of 1991. I covered mostly government, crime and schools, but also wrote feature articles and a monthly column entitled "The Real Deal."

**News Director, WKWQ-FM Radio (1989-1990)**

I started as an intern, tracking play lists and local record sales for the radio station. I became the News Director and morning news announcer after three weeks of internship. I recorded Public Service Announcements (PSA's) and commercials for the morning newscast and the spots to run throughout the day. I also participated in station remotes at community events and with retail stores.

**Presentations:**

Shabazz, D.L. (2019). *Assessing Student Learning in the Mass Communications Program*, Paper presented at the Broadcast Education Association convention, April 9, 2019, Las Vegas, NV.

Shabazz, D.L. (2018). *7-Word Story*, presented at the Broadcast Education Association convention's BEA Ignite! Teaching ideas session, April, 2018, Las Vegas, NV.

Shabazz, D.L. (2017). *An Exploration of Parasocial Relationships and the Celebrity Influence of LeBron James among High School Students*, Paper presented at the meeting of the Broadcast Education Association convention, Las Vegas, NV.

Shabazz, D.L. (2017). *Perceptions of the Steve Harvey Radio Show Morning Inspirational Among African American College Students: An Exploratory View*, Paper presented at the Association for Education in Journalism and Mass Communication (AEJMC) Midwinter Conference, Norman, OK.

Shabazz, D.L. (2015). *Rhetorical Vision of Oz: The Great and Powerful*, Paper accepted for presentation at the meeting of the Popular Culture & American Culture Association conference, New Orleans, LA.

Shabazz, D.L. (2015). *Barbershops as cultural forums for African American males*, Paper accepted for presentation at the meeting of the Association for Education in Journalism and Mass Communications (AEJMC) Mid-Winter conference, Norman, OK.

Shabazz, D.L. (2012). *An exploration of affective learning as a predictor of mediated sports enjoyment*. Paper presented at the meeting of the Kentucky Communication Association, Carrollton, Kentucky.

Shabazz, D.L. (2011). *New journalism, media ethics and the future of print publications*. Paper presented at the annual HBCU Student News Media Conference, Columbia, South Carolina.

Shabazz, D.L. (2010). *Perceptions of Names as an Indicator of Socio-Economic Success*, Paper presented at the SIRAS Conference, Kentucky State University, Frankfort, KY.

Shabazz, D.L. (2009). *Media, Leadership and Me*, KSU Student Leadership Retreat, Louisville, KY,

Shabazz, D.L. (2009). *Rhythm of Writing and Publishing*, National Black Theatre Festival, Winston-Salem, NC.

Shabazz, D.L. (1994). *The Fundamentals of Journalism and Mass Communications*, Paper presented at the Winston-Salem Urban League Project Uplift, Winston-Salem, NC.

Campbell, Ken & Shabazz, D.L. (1993). *The Effects of Race and Gender of Music Videos*, Joint Conference of the Southern Association of Popular Culture in the South and the American Association of Popular Culture in the South.

Shabazz, D.L. (1992). *Analysis of the Effects of Music Videos on Adolescent Behavior*, South Carolina Black Male Conference, Columbia, S.C.

## **Community Service:**

**Oral History Research**, Kentucky Historical Society/First Baptist Church (2010)

Aided researchers and trained students to interview participants for an ethnographic study of the oldest African American church in Frankfort.

**Writing Instructor**, Showcase of HBCU (Louisville, KY) 2006-2014

Train high school students on the fundamentals of writing a college application essay. Students are taught basic grammar, sentence structure and literary elements to enhance their writing.

**Speech Instructor**, REAP (Research Extension Apprenticeship Program) 2007-2008

Taught public speaking course to high school students during the summer program.

## **Grants:**

- Environmental Education Mini-Grant, \$1,500 (Fall 2008). Submitted faculty mini-grant through Kentucky State University's College of Agriculture/USDA to incorporate environmental education into the existing courses. Grant created a funded student editor's position with the campus newspaper, *Thoroughbred News* for the Spring 2009 semester.
- USDA Capacity Building Grant (submitted March 2012) "Agricultural Journalism students helping small and minority farmers." Grant not funded.

## **Works Referenced In:**

Asante, M.K. *It's Bigger than Hip Hop: The Rise of the Post Hip Hop Generation*. New York, NY: St. Martins Press, 2009

Campbell, Kermit. *Getting' Our Groove on: rhetoric, language and literacy for the hip hop generation*. Detroit, Michigan: Wayne State University Press, 2005

Cheney, Charise. *Brothers Gonna Work it Out: Sexual Politics in the Golden Age of Rap Nationalism*. New York: New York University Press, 2005.

Parker, Ron. "Hip Hop Cultural Curriculum Development Project," unpublished paper presented at the School of Educational Policy & Leadership, Ohio State University, June 2004.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Maymester Update  
FROM: Academic Affairs  
ACTION ITEM: NO

---

**BACKGROUND:** Academic Affairs, in collaboration with a working group of faculty members and the University Faculty Senate, created a May summer semester, the Maymester, in which courses in the liberal studies as well as major program requirements may be offered in a condensed learning format. The classes meet daily to assure contact hours are met, M-F, in the month of May. Students are offered reduced tuition, reduced housing and meal plans during this term to incentivize them to enroll in Maymester courses.

**SUMMARY OF PROGRAMS/ACTIVITIES:** The Maymester is a new summer course scheduling option designed to provide students and faculty members a space to offer a shorter term compressed schedule of core and major field coursework. Current courses are scheduled for the first iteration; however, opportunities exist to pilot new courses and to expand the schedule to add internships, study abroad, and other co-curricular learning modalities. Maymester is presently designed for face to face instruction and is intended to assist students in degree completion by offering required classes in key programmatic areas. Currently, there are 119 students enrolled in the 2019 Maymester.

**ALIGNMENT WITH STRATEGIC GOALS:** The Maymester aligns with student completion and student success goals.

**COMMITTEE/PROGRAM ACTION:** The Faculty Senate approved the alternative semester proposals in the Spring 2019.

**PROGRAM IMPLICATIONS:** Improving degree completion opportunities and potential to accelerate graduation for students.

**FISCAL IMPLICATIONS:** N/A

**ATTACHMENTS:** N/A

**RECOMMENDATION:** N/A



# Maymester Facts

## Brief History

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Maymester was approved to be offered between the end of the spring semester and the beginning of summer school, as an opportunity to give students additional opportunity to earn credit to stay on the four-year graduation trajectory. This was our first foray at Kentucky State University.

### Courses

- Ten courses were offered
  - ECON 201--**Principles of Economics**
  - MAT 115A--**Accelerated Math**
  - ALH 205--**Dimensional Analysis**
  - ALH 210--**Terminology of Nurses**
  - ENG 101--**English 101**
  - ENG 102--**English 102**
  - FNU 104--**Basic Nutrition**
  - ART 130--**Introduction to Art**
  - COS 107--**Problem Solving in Computer Science**
  - SPE 103--**Interpersonal Communications**

### Students

- 119 Students
- A little over 50% were dual credit students

### Grades

- Maymester is technically a part of summer school, so grades are not due until the end of summer school. However, some faculty have submitted grades early, and it appears that there is a positive distribution of grades.

MAT 115A

<b>NAME</b>	<b>ID NUMBER</b>	<b>Course Grade</b>
Student 1		A
Student 2		B
Student 3		C
Student 4		B
Student 5		A
Student 6		C
Student 7		B
Student 8		C

COS 107

<b>NAME</b>	<b>ID NUMBER</b>	<b>Course Grade</b>
Student 1		A
Student 2		A
Student 3		A
Student 4		A
Student 5		I
Student 6		B
Student 7		A
Student 8		A
Student 9		A
Student 10		B
Student 11		A
Student 12		A
Student 13		A

## **SURVEY**

- A survey was sent to each faculty and each student to identify strengths, weaknesses and opportunities to improve Maymester. The qualitative results for each group follows.

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# Evaluations of Maymester (Faculty)

## Major Findings

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### Feelings Prior to Maymester

- I was unsure of the student's expectations and commitment to the three weeks of intense requirements for success
- I thought I may not be able to cover all the course objectives and material in a short period of time. I also was not sure about student attendance.
- Neutral—no prior feelings

### Professional Development

- Very beneficial. I had taught the class in previous semesters and reviewed several tutorials to maximize my time with the students. It prepared me to design the class in a manner that would promote success for the students.
- The PD before the Maymester was beneficial.

### To Improve Maymester

- Other than promoting the Maymester, I don't have any suggestions. I felt that Maymester was very successful
- I would suggest the PD to focus more on time management
- Only offer electives, non-science
- Don't update blackboard before the grade deadline is over

### Feelings After Maymester

- I was pleasantly surprised to see that the students raised to the course expectations. They were in class at 8:00 am everyday and stayed and worked till 11:30 am. Because the students were engaged and working during the class, we could cover all the material, schedule four exams, online homework, and gave a final exam
- Too much material (STEM) for so short a time
- I had fun

### Other Observations

- I felt that Maymester was very successful and a very unique opportunity for our students
- It is intense but since it is only three weeks, it is not exhausting

# Evaluations of Maymester (Students)

## Major Findings

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### Feelings Prior to Maymester

- I wouldn't do well because of the time. I was taking a risk.
- Concerned about the time
- It was a good idea for students like me to earn credit for classes I needed
- I thought it would be boring/challenging
- Had no thoughts about it honestly

### To Improve Maymester

- Encourage more students to come
- More after class help/assistance
- Expand the schedule
- Nothing. Maymester was great—got a lot of work done
- To master the material, we should have had more homework
- I loved Maymester. It went smoothly, I learned a lot

### Wish Instructor would have done more.....

- I think my teacher did a great job with the allotted time
- The teacher was great. Very patient explained well
- Test prep—I was unsure what to study for the exam
- He was great, smart, aware, but unfortunately forced to lecture constantly. He did a good job but it wasn't ideal circumstance

### Wish Instructor would have done less.....

- Nothing, she did very well or Nothing I really liked the course or no improvements at this time
- Lecturing. Wasn't his fault though.
- Moving so fast, I found myself getting behind every once in a while

### Overall Impression of Maymester...

- I loved it! And would definitely do it again.
- Intense and stressful
- It was kinda stressful kinda, but once you got in the flow, it was fine.
- Very good way to catch up if you're behind
- Good, positive, decent, positive. I liked my classes.

### Recommendation to friends to take Maymester

- Yes--65.63%
- Maybe—28.13%
- No—6.25%



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Reduction in the Liberal Studies Core  
FROM: Academic Affairs  
ACTION ITEM: No

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**BACKGROUND:** The Liberal Studies core at Kentucky State University as currently offered exceeds the core requirements at other institutions in the Commonwealth. It would be advantageous for Kentucky State University to reduce the Liberal Studies core requirements to improve alignment with the CPE Statewide General Education Core to better achieve to the Statewide General Education Student Learning Outcomes as published in KRS 164.2951(2)(c).

**SUMMARY OF PROGRAMS/ACTIVITIES:** The proposal is to align the Liberal Studies core with other Commonwealth universities by moving to adopt 31-2 credits from the current 43.

**ALIGNMENT WITH STRATEGIC GOALS:** The proposal to align the core meets Strategic Goals for enrollment, persistence, transfer, and student success.

**COMMITTEE/PROGRAM ACTION:** The Liberal Studies Core Curriculum committee has made their proposal to the Curriculum Committee of the Faculty Senate for approval of the credit alignment and reduction. The Executive Committee of the Faculty Senate will work together with the administration over the summer of 2019 to develop the actual courses that will be included in the aligned core.

**PROGRAM IMPLICATIONS:** Reducing the Liberal Studies core is anticipated to provide the following results:

- Ability to map the core competencies and Statewide General Education SLOs across the Liberal Studies and the University curriculum as a whole
- Shift ownership of the core to the academic departments
- Create greater flexibility for students to explore internships, cooperative education, and other curricular and co-curricular learning opportunities

- Enable students to complete the core within three semesters upon first enrollment as a Kentucky State University student
- Provide opportunity for additional degree programs and cross-program/college collaborations

FISCAL IMPLICATIONS: N/A

ATTACHMENTS: Senate Action Item Summary

RECOMMENDATION:



**NEW PROGRAM/ PROGRAM CHANGE PROPOSAL**

ACADEMIC UNIT: Liberal Studies Core Curriculum Committee

DATE PREPARED: April 29, 2019

PRIMARY AUTHOR(S): Bruce Griffis, Chair, LSCCC

ACADEMIC DISCIPLINE  
 FACULTY APPROVED:  
 (Committee Chairperson's Signature)

Bruce Griffis

5/6/2019  
 (Date)

CHAIRPERSON  
 APPROVED:  
 (Chairperson's Signature)

N/A

\_\_\_\_\_  
 (Date)

**1. DESCRIPTION OF CHANGE**

Recommendation to change the Liberal Studies Core Curriculum (General Education Core) to align with other Kentucky public universities. The proposed alignment includes the number of courses/credit hours in each Statewide General Education Core category from the CPE Statewide Transfer Policy (2012) and the total (minimum) number of hours in the General Education Core. This recommendation will change the total number of hours in the General Education Core from 43 hours (not counting orientation courses) to 31-32 hours (not counting orientation courses). Hours listed for each category are considered *minimums* based on current KSU courses.

**2. STARTING WITH:**

Fall X Spring \_\_\_ Summer \_\_\_ 2019 Year

**3. EXPLANATION AND JUSTIFICATION FOR REQUESTED CHANGE**

The recommended change to the KSU General Education Core will bring the total number of hours in the KSU core in alignment with the other Kentucky public universities. KSU had been at a core of 43 credit hours (not counting orientation courses) while the other public universities were in the range of 30-37 hours, with most at 33 or fewer. This transformation follows the CPE Statewide General Education Core (2012).

Additionally, this change will:

- Simplify the core
- Provide the ability to map core competencies and learning experiences across the curriculum







**KENTUCKY STATE UNIVERSITY**

FACULTY SENATE

CURRICULUM COMMITTEE

Last Revised 2/2019

- Enhance the ability to measure student learning outcomes and act on results because the core program has narrowed to a manageable size
- Provide greater flexibility for students to engage in internships and co-operative learning; undergraduate thesis opportunities; and study abroad within the four year graduation period
- Potential completion of the minimum core in one academic year (though individual distributions may be different)

**4. PROVIDE NEW OR BOTH OLD AND REVISED PROGRAM LADDERS**

Category	SACSCOC	CPE (2012)	KSU Current	KSU Proposed
Communications -Written and Oral	3*	6-9	10 ENG 101 ENG 102 SPE 103	10 3 courses
Quantitative Reasoning	3*	3-6	3	3 1 course
Arts/Humanities	3*	6-9	18 1 + 6 FL+ 9 IGS	9 3 courses
Natural Sciences	3*	3-7	6* one w/lab	3/4 *must meet CPE Transfer Policy hands-on project category experience 1 course
Social/Behavioral Sciences	3*	6-9 2 areas	6 2 areas	6 2 courses 2 areas (CPE)
<b>Gen Ed Total</b>	<b>30</b>	<b>30</b>	<b>43</b>	<b>31/32</b>
University Required	x	x	1-2 KSU 101 KSU 102	
<b>Total Gen Ed + University Required</b>	<b>30</b>	<b>30</b>	<b>44-45</b>	



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# KENTUCKY STATE UNIVERSITY

FACULTY SENATE

CURRICULUM COMMITTEE

Last Revised 2/2019

- I. **GENERAL STUDIES: (31/32 credit hours)** using **current** coursework for the category pools. The credit hours in each category are based on a typical 3-hour framework for most courses and represent *minimum* hours for each category; however, there may be justification, such as with ENG 101, to use 4 credits in a traditional 3-credit course during revision of a currently available course or developed as a General Studies course for the future.

Even though this proposal uses one Natural Science course instead of the current two courses, it will still be necessary for any included course in the pool to meet the Category Experience to “[c]onduct a hands-on project using scientific principles.” By definition, laboratory courses meet this non-assessed outcome that is required for block transfer certification by CPE.

<b>Communication: Written and Oral (3 courses)</b>		<b>Credit Hours</b>	<b>Grade</b>	<b>Semester</b>
ENG 101	English Composition I	4		
ENG 102	English Composition II	3		
SPE 103	Interpersonal Communication	3		
	<b>Total</b>	<b>10</b>		
<b>Quantitative Reasoning: (1 course) (may differ by major)</b>				
MAT 111	Contemporary Mathematics	3		
	*other courses may fit with approval			
	<b>Total</b>	<b>3</b>		
<b>Arts and Humanities: (3 courses) (should be refined by “Liberal Studies Institute” to determine if courses fit the category and outcomes)</b>				
ART 130	Introduction to Art OR	3		
MUS 130	Introduction to Music OR	3		
THE 130	Introduction to Theatre OR	3		
ENG 211	Introduction to Literature	3		
	Foreign Language I/Foreign Language II	6/3		
IGS 200	Foundations of Cultures OR	3		
IGS 201	Convergence of Cultures OR	3		
EDU 204	Cultural Responsiveness OR	3		
IGS 300	Search for New Forms of Culture OR	3		
IGS 301	Studies in African Cultures OR	3		
IGS 302	Studies in Asian Cultures OR	3		
IGS 303	Studies in Latin American Cultures OR	3		
IGS 304	The African-American Experience OR	3		
IGS 305	The Latino Experience OR	3		
COS 303	Human Perspective on Computing OR	3		
ENG 313	Non-Western Literature OR	3		
ENG/AAS 409	Literature of African-Americans OR	3		
MAT 304	Perspectives on Mathematics OR	3		
MGT 470/ MKT 470	International Bus. Management/ International Bus. Marketing OR	3		
MUS/AAS 323	African-American Music OR	3		
MUS/AAS 325	Jazz History and Literature OR	3		
MUS 333	Music of Africa and Asia	3		
	*other courses may fit with approval			



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**KENTUCKY STATE UNIVERSITY**

FACULTY SENATE

CURRICULUM COMMITTEE

Last Revised 2/2019

	<b>Total</b>	<b>9</b>		
<b>Natural Sciences (1 Course) *Must demonstrate how to meet hands-on project component for CPE block transfer met by definition with a lab science (may differ by major)</b>				
BIO 101	Life Science (lab science)	3		
CHE 109	Chemistry in Context (lab science)	3		
*BIO 103	Environmental Biology	3		
*BIO 112	Exploration of Modern Topics in Biology	3		
*PHS 201	Physical Science I (does inquiry-based = lab?)	3		
*PHS 202	Physical Sciences II (does inquiry-based = lab?)	3		
*PHS 211	Earth and Environmental Science (does inquiry-based = lab?)	3		
*?PHS 221	Introduction to Weather Studies (lecture/laboratory in course description, but also listed as lecture course)	3		
*PHS 231	Introduction to Astronomy (does inquiry-based = lab?)	3		
*PHY 130	Physics and Society	3		
	*other courses may fit with approval			
	<b>Total</b>	<b>3/4</b>		
<b>Social and Behavioral Science (2 courses from different disciplines)</b>				
POS 101	American Government OR	3		
FIN 101	Financial Literacy OR	3		
HIS 103	Western Civilization OR	3		
ECO 200	Survey of Economics OR	3		
PSY 200	General Psychology OR	3		
SOC 203	Principles of Sociology	3		
	*other courses may fit with approval			
	<b>Total</b>	<b>6</b>		
<b>Grand Total</b>		<b>31/32</b>		

The Liberal Studies Core Curriculum Committee realizes that the courses within each pool – or in development at present or in the future – may need to be examined to see which specific Student Learning Outcomes are met in each category for categories where each course is not required to meet all outcomes (i.e., in Written and Oral Communication; Arts and Humanities; and Social and Behavioral Sciences).

This would potentially best be accomplished with a “Liberal Studies Institute” during Summer 2019 made up of stakeholders from undergraduate degree programs in conjunction with members of the Liberal Studies Core Curriculum Committee and the Faculty Senate Curriculum Committee.



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# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Southern Association of Colleges and Schools Commission  
on Colleges Update  
FROM: Academic Affairs  
ACTION ITEM: No

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**BACKGROUND:** March 19-21, 2019, Kentucky State University had its on-site review for reaccreditation by SACSCOC.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Feedback from the On-Site Reaffirmation Committee has been received. Work is progressing to respond to the reaffirmation report for submission to SACSCOC.

**ALIGNMENT WITH STRATEGIC GOALS:** This meets the goals of maintaining high quality liberal arts programming and providing a means to increase enrollment, as external stakeholders respond favorably to accredited programs.

**COMMITTEE/PROGRAM ACTION:** None at this point

**PROGRAM IMPLICATIONS:** Successful reaffirmation is an institutional goal.

**FISCAL IMPLICATIONS:** N/A

**ATTACHMENTS:** N/A

**RECOMMENDATION:** N/A



# KENTUCKY STATE UNIVERSITY

## Board of Regents

**DATE:** June 6, 2019  
**SUBJECT:** Quarterly Media and Brand Identity Report  
**FROM:** Brand Identity and University Relations  
**ACTION ITEM:** No

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**BACKGROUND:** The Quarterly Media and Brand Identity Report reveals insights into the brand reputation and position of Kentucky State University in the news and among its publics.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Brand Identity creates content and supports University programs and activities to promote, increase, advance and monitor the brand reputation of Kentucky State University while strengthening broad public and internal support of the institution.

**ALIGNMENT WITH STRATEGIC GOALS:** It is our goal to position Kentucky State University among the nation's most visible post-secondary institutions and as an effective force for progress in the Commonwealth of Kentucky, working collaboratively and efficiently to boast its position of providing the highest quality education for the highest return on investment while improving the quality of life and driving economic growth in the Commonwealth.

**COMMITTEE/PROGRAM ACTION:** None

**PROGRAM IMPLICATIONS:** By establishing and monitoring strategic communications targeted to specific constituency groups, we will be able to advance and increase the brand position and reputation of Kentucky State University.

**FISCAL IMPLICATIONS:** The total quarterly value of Kentucky State University's free media and brand efforts is \$2.7 million.

**ATTACHMENTS:** Report attached.

**RECOMMENDATION:** Please continue to share news, media and branding strategies with the Division of Brand Identity and University Relations via [news@kysu.edu](mailto:news@kysu.edu).

# KENTUCKY STATE BRAND IDENTITY

## JUNE 2019 SYNOPSIS





# SOCIAL MEDIA



**Page Likes: 9,185**  
**Posts: 64**

**Post Engagement: 58,714**  
**Total Reach: 107,460**  
**Video View: 9,452**



**Most Liked Post:**

#ICYMI Da Butt | The Mighty Marching Thorobreds #KySUGrad19

**7,983 Reactions,  
Comments & Shares**



**4,653 Followers**  
**Tweets: 96**

**Top Tweet:** Swag Surfin' #KySUGrad19 pic.  
[twitter.com/wM7LckWshc](https://twitter.com/wM7LckWshc)

**Impressions: 8,495**  
**Media Views: 4,077**  
**Total Engagements: 1,497**  
**Media Engagements: 1,114**  
**Likes: 139**  
**Detail Expands: 113**  
**Retweets: 64**  
**Profile Clicks: 62**  
**Hashtag Clicks: 3**  
**Replies: 2**



**3,454 Followers**  
**Photos: 123**

**Most Interaction (947):**  
**#Repost @koachq\_1911 •••••**  
**"When all our student days are done....."**



**Videos: 3**  
**Most Viewed (6): Our Team Needs Your Vote**



**Videos: 3**  
**Most Viewed (6): Our Team Needs Your Vote**

## WEBSITE

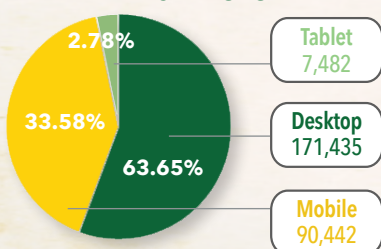
**Sessions: 269,359**

**Users: 110,885**  
**Page Views: 697,115**

**Page Sessions: 2.59**  
**Avg. Session Duration: 3:05**

**Bounce Rate: 47.54%**  
**New Sessions: 77.7%**

### DEVICE ENGAGEMENT



### DEMOGRAPHICS

#### Top 10 States

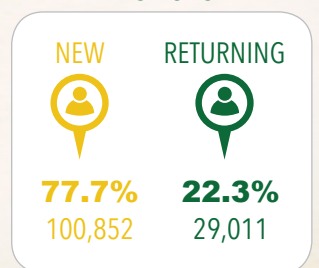
Rank	State	Sessions
1.	Kentucky	160,112
2.	Tennessee	19,584
3.	Illinois	10,820
4.	Ohio	7,822
5.	Virginia	4,250
6.	Michigan	6,062
7.	Georgia	5,744
8.	Texas	4,404
9.	Indiana	4,226
10.	California	3,422

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#### Top 10 Cities

Rank	City	Sessions
1.	Frankfort	107,634
2.	Nashville	16,566
3.	Louisville	13,797
4.	Lexington	15,004
5.	Chicago	8,255
6.	Ashburn	2,505
7.	Atlanta	2,572
8.	Detroit	2,405
9.	(not set)	1,764
10.	New York	1,691

### VISITORS





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Thorobreds of the Month Update  
FROM: Brand Identity and University Relations  
ACTION ITEM: No

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**BACKGROUND:** Strategic employee recognition fuels an environment that inspires new ideas and gives its communities victories to celebrate. At Kentucky State University, when an employee or a team achieves outstanding results — big or small — we must shine the spotlight on brand champions and their great work — the big finish with entry into the Winner's Circle.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Our goal is to build a culture that thrives and understands the relationship between great customer experiences and Kentucky State University's brand reputation. The program aims to encourage constant workplace improvements, including evaluation of processes, work flow, communication, and ways to inspire enthusiasm for victories in the hearts of our employees, believing true success happens from the inside out.

The campus community and others will be encouraged to nominate employees who deserve special recognition for going above and beyond the call of duty to impact the customer experience while advancing the brand reputation of Kentucky State University. This program will recognize individuals whose service to the University provides exceptional benefits in the furtherance of the goals and mission of the institution.

**ALIGNMENT WITH STRATEGIC GOALS:** It is our goal to position Kentucky State University among the nation's most visible post-secondary institutions and as an effective force for progress in the Commonwealth of Kentucky, working collaboratively and efficiently to boast its position of providing the highest quality education for the highest return on investment while improving the quality of life and driving economic growth in the Commonwealth.

**COMMITTEE/PROGRAM ACTION:** None



# KENTUCKY STATE UNIVERSITY

## Board of Regents

**PROGRAM IMPLICATIONS:** The Thoroughbred Program will increase employee morale and aid in the advancement of Kentucky State University's brand position and reputation while recognizing individuals whose service to the University provides exceptional benefits in the furtherance of the goals and mission of the institution.

**FISCAL IMPLICATIONS:** Minor

**ATTACHMENTS:** Certificates

**RECOMMENDATION:** N/A





# Kentucky State University

CONGRATULATES

T'EBONY TORAIN

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

AMY MCGEE

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

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M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

JOANN WEBBER

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

REBECCA MCCOY

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

ASTER HAILE

*on your nomination as a*

*Thoroughbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

LISA TURNER

*on your nomination as a*

*Thoroughbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

RUSHETTA MASON

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

MARY ELLEN BROADDUS

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*





# Kentucky State University

CONGRATULATES

JACK WOLLMAN

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

## GERALDINE YOUNG

*on your nomination as a*

# *Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

RAY BANKSTON

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

ALVIN LEVEL

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

IMMANUEL SHUFORD

*on your nomination as a*

*Thorobred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

ANDREA RAGLIN

*on your nomination as a*

*Thoroughbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

A handwritten signature in black ink that reads "Elaine Farris".

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

A handwritten signature in black ink that reads "M. Christopher Brown II".

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

BEN CHILDS

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*



# Kentucky State University

CONGRATULATES

RAMONIA JONES

*on your nomination as a*

*Thorbred Brand Champion*

*Thank you for your outstanding dedication and service to  
Kentucky State University.*

---

DR. ELAINE FARRIS  
*Board of Regents Chair*

---

M. CHRISTOPHER BROWN II, PH.D.  
*Eighteenth President*





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: University Graphics Standards Update  
FROM: Brand Identity and University Relations  
ACTION ITEM: No

---

**BACKGROUND:** The intent of the Kentucky State University Graphics Standards and Editorial Style Guide is to serve as an effective resource for communicators across the campus community to establish consistency in editorial style for websites, print publications, social media and more. Our foremost goals are clarity, consistency and tone, ensuring we speak in one voice.

Generally speaking, these style guidelines are written for use in narrative copy — complete sentences and paragraphs as you’d employ in a news story, annual report or descriptive web copy. For narrative copy, our starting point is the Associated Press Stylebook (AP). Unless we establish Kentucky State University style to the contrary, AP style will always be correct. For style questions not addressed by the Associated Press, we use the Chicago Manual of Style as a secondary guide and Merriam-Webster Collegiate Dictionary.

The graphic standards establish official standards for our visual identity. It is designed to help stakeholders like you promote Kentucky State consistently and accurately throughout every point of contact with our audiences. Inside, you will find guidelines for the proper use of Kentucky State University logo, official seal, and other symbols, as well as acceptable color use, approved typefaces, and more.

**Adherence to these standards reflects our credibility, strengthens our brand, and enhances our recognition as we move #KSUForward.**

**SUMMARY OF PROGRAMS/ACTIVITIES:** The new Kentucky State University Graphics Standards and Editorial Style Guide will be available at [www.kysu.edu](http://www.kysu.edu) and the University community may request printed copies via [news@kysu.edu](mailto:news@kysu.edu).

**ALIGNMENT WITH STRATEGIC GOALS:** It is our goal to position Kentucky State University among the nation’s most visible post-secondary institutions and as an



# KENTUCKY STATE UNIVERSITY

## Board of Regents

effective force for progress in the Commonwealth of Kentucky, working collaboratively and efficiently to boast its position of providing the highest quality education for the highest return on investment while improving the quality of life and driving economic growth in the Commonwealth.

COMMITTEE/PROGRAM ACTION: None

PROGRAM IMPLICATIONS: While the Kentucky State University brand has served us well over the years, it is time to create a new, bold brand that represents our commitment to academic excellence and our promise to address the special needs of the Commonwealth and its citizens.

FISCAL IMPLICATIONS: Minor

ATTACHMENTS: Current graphics standard

RECOMMENDATION: N/A



# 2019 GRAPHIC STANDARDS MANUAL

# OFFICIAL LOGOS AND USAGE

The Jackson Hall logo is the official mark for Kentucky State University. The logo is considered a signature for our campus and should be included in all university communications.

Colleges, departments, and administrative offices may add their unit name to the horizontal logo as a unit signature.

To strengthen the university's visual identity, a central aspect of our brand, the creation of additional logos is restricted. Some secondary logos exist, and in rare instances, secondary logos are allowable. All publications with a secondary logo must still include the Jackson Hall logo. Secondary logos should be subordinate to the Jackson Hall logo.

If there is a compelling need to produce a unique logo, you must contact the Division of Brand Identity and University Relations to discuss your needs. Logos other than the official university mark will be considered under the following circumstances:

- When a grant or external partnership requires a unique logo
- For administrative units that have compelling needs for a unique identity
- For special university-sponsored events
- For special university-wide initiatives

All logos and guidelines for their usage must either be created by or approved by the Brand Identity and University Relations before implementation. All existing logos, as of February 2015, are subject to review and approval.

# OFFICIAL COLORS



Green: PMS 349



Gold: PMS 109





ALTERNATIVE ACCEPTABLE FORMATS



This is what is currently on the website.



# DEPARTMENTAL LOGOS

Departmental names  
Minion Pro Bold in SMALL CAPS



COLLEGE OF  
ARTS AND SCIENCES



COLLEGE OF  
ARTS AND SCIENCES



COLLEGE OF  
ARTS AND SCIENCES



KENTUCKY STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES



KENTUCKY STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES



KENTUCKY STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES

## OTHER UNIVERSITY LOGOS

### THE SEAL

The University Seal is restricted by policy for use only by the university president and the Kentucky State University Board of Regents.



### ATHLETIC LOGOS

Athletic logos may be used as a logo only by the Athletics Department and Athletic Teams.





# OTHER UNIVERSITY LOGOS

In All Things Excellence

*IN ALL THINGS  
Excellence*

130<sup>th</sup> Anniversary Logo



# INCORRECT USAGE OF THE LOGO

The brand logos should always be used as provided in all applications. Care should be taken to ensure the logo is presented properly. When reproducing the logo, the accuracy of both color and detail is extremely critical. Examples of incorrect logo usage are shown below.

**DO NOT** reproduce the logotype and slogan in another typeface.



*Inspiring Innovation.  
Growing Leaders.  
Advancing Kentucky.*

**DO NOT** alter the perspective by “stretching” or “squeezing” the logo.



*Inspiring Innovation.  
Growing Leaders.  
Advancing Kentucky.*

**DO NOT** reproduce the logo in any colors other than the ones included in the brand color palette.



*Inspiring Innovation.  
Growing Leaders.  
Advancing Kentucky.*

**DO NOT** reproduce the logo in combination with another logo.



**NSBE** NATIONAL SOCIETY OF BLACK ENGINEERS  
AT KENTUCKY STATE UNIVERSITY

**DO NOT** rearrange, reconfigure or add to the elements of the logo.



*Inspiring Innovation  
Growing Leaders  
Advancing Kentucky.*

# APPROVED FONTS

Two typefaces have been selected for the brand identity. These are Minion Pro and Calibri. The entire Minion Pro and Calibri families are available for use, including Regular, Italic, Bold and Bold Italic styles. Care should be taken to ensure the typefaces are not manually condensed or expanded, and that proper line, letter and word spacing is used at all times to ensure good readability.

## CALIBRI

Calibri is a highly readable sans-serif font. It is most suitable for setting technical or short blocks of information, such as captions, charts, headlines and subheads. It is also the preferred choice for on-screen applications, such as PowerPoint presentations. If Calibri is not available on your computer, Arial may be used as a substitute.

Calibri Regular

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890

Calibri Italic

*ABCDEFGHIJKLMNOPQRSTUVWXYZ*

*abcdefghijklmnopqrstuvwxyz*

*1234567890*

Calibri Light

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890

*Calibri Light Italic*

*ABCDEFGHIJKLMNOPQRSTUVWXYZ*

*abcdefghijklmnopqrstuvwxyz*

*1234567890*

Calibri Bold

**ABCDEFGHIJKLMNOPQRSTUVWXYZ**

**abcdefghijklmnopqrstuvwxyz**

**1234567890**

Calibri Bold Italic

***ABCDEFGHIJKLMNOPQRSTUVWXYZ***

***abcdefghijklmnopqrstuvwxyz***

***1234567890***

# APPROVED FONTS

## MINION PRO

Minion Pro is a serif font suitable for creating word processing documents and setting large blocks of text, such as letters, memos, reports, etc. If Minion Pro is not available on your computer, Garamond or Adobe Garamond Pro may be used as a substitute.

### Minion Pro Regular

ABCDEFGHIJKLMNOPQRSTUVWXYZ  
abcdefghijklmnopqrstuvwxyz  
1234567890

### Minion Pro Bold Italic

***ABCDEFGHIJKLMNOPQRSTUVWXYZ***  
***abcdefghijklmnopqrstuvwxyz***  
***1234567890***

### Minion Pro Italic

*ABCDEFGHIJKLMNOPQRSTUVWXYZ*  
*abcdefghijklmnopqrstuvwxyz*  
*1234567890*

### Minion Pro Bold Cond

**ABCDEFGHIJKLMNOPQRSTUVWXYZ**  
**abcdefghijklmnopqrstuvwxyz**  
**1234567890**

### Minion Pro Medium

ABCDEFGHIJKLMNOPQRSTUVWXYZ  
abcdefghijklmnopqrstuvwxyz  
1234567890

### Minion Pro Bold Cond Italic

***ABCDEFGHIJKLMNOPQRSTUVWXYZ***  
***abcdefghijklmnopqrstuvwxyz***  
***1234567890***

### Minion Pro Medium Italic

*ABCDEFGHIJKLMNOPQRSTUVWXYZ*  
*abcdefghijklmnopqrstuvwxyz*  
*1234567890*

### Minion Pro Semibold

ABCDEFGHIJKLMNOPQRSTUVWXYZ  
abcdefghijklmnopqrstuvwxyz  
1234567890

### Minion Pro Semibold Italic

*ABCDEFGHIJKLMNOPQRSTUVWXYZ*  
*abcdefghijklmnopqrstuvwxyz*  
*1234567890*

### Minion Pro Bold

**ABCDEFGHIJKLMNOPQRSTUVWXYZ**  
**abcdefghijklmnopqrstuvwxyz**  
**1234567890**



**OFFICE OF THE BURSAR**  
 ACADEMIC SERVICES #343 | 400 EAST MAIN STREET  
 FRANKFORT, KY 40601 | (502) 597-6278  
 bursar@kysu.edu | KYSU.EDU



**KENTUCKY STATE UNIVERSITY**  
 IN ALL THINGS EXCELLENCE  
 www.kysu.edu

**First Last**  
*Title*  
*Division or Department*

BUILDING NAME, XXX      first.last@kysu.edu  
 400 EAST MAIN STREET      OFFICE: (502) 597-XXXX  
 FRANKFORT, KENTUCKY 40601

BUSINESS CARD



**ONWARD. UPWARD. FORWARD.**  
 ACADEMIC SERVICES #323 | 400 EAST MAIN STREET  
 FRANKFORT, KENTUCKY 40601

MAILING LABEL



**ONWARD. UPWARD. FORWARD.**  
 ACADEMIC SERVICES #323 | 400 EAST MAIN STREET  
 FRANKFORT, KENTUCKY 40601

ENVELOPE

**ONWARD. UPWARD. FORWARD.**

## OFFICIAL STATIONERY SYSTEM

This is the official stationery system for Kentucky State University. It is designed to ensure that communications mailed from Kentucky State appear authentic and polished.

The stationery system includes all basic elements necessary to communicate by mail: letterhead, envelopes, business cards, and mailing labels. This stationery may be used for communications from Kentucky State University faculty, staff, departments, and schools to one another, to current and prospective students, to alumni, and to all other individuals and organizations both within and outside the University community. To maintain a professional and credible appearance, official stationery components should never be mixed with unofficial letterhead, envelopes, business cards, or mailing labels. To order stationery, please complete an online request on the Brand Identity and University Relations web page.

**FIRST LAST**

Title, Office

first.last@kysu.edu | KYSU.EDU

phone (xxx) xxx-xxxx | fax (xxx) xxx-xxxx

400 East Main Street | Frankfort, KY 40601



## UNIVERSITY SIGNATURE APPLICATION

Sign all emails. Your signature should automatically be included on each email sent and replied to in this format. To add signatures to your emails, go to Tools and then Options. For a signature template and further assistance, contact the IT Helpdesk at (502) 597-7000.

# OTHER DOCUMENT REQUIREMENTS

## **DISCLAIMER**

All documents must include the following legal non-discrimination disclaimer:

*Equal opportunity shall be provided to all persons throughout the University. Kentucky State University does not discriminate in the administration of or access to any educational services or in regard to any employment decisions on the basis of race, color, religion, gender, sexual orientation, age (except for minors), national origin, ethnicity, citizenship status (except as required by law), disability, military service status, marital status or any other status protected by law, absent a bona fide occupational qualification. Non-discrimination requires compliance with federal, state and local employment laws and regulations, including, but not limited to, the following: Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, and the Americans with Disabilities Act.*

It should be Minion Pro Italic and no smaller than 7 pt.

Condensed version for letterhead.

*Kentucky State University is an equal educational and employment opportunity/affirmative action institution.*

## **DATE**

All documents must include a revision date. It may be the same size and included with the legal disclaimer.

*Equal opportunity shall be provided to all persons throughout the University. Kentucky State University does not discriminate in the administration of or access to any educational services or in regard to any employment decisions on the basis of race, color, religion, gender, sexual orientation, age (except for minors), national origin, ethnicity, citizenship status (except as required by law), disability, military service status, marital status or any other status protected by law, absent a bona fide occupational qualification. Non-discrimination requires compliance with federal, state and local employment laws and regulations, including, but not limited to, the following: Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, and the Americans with Disabilities Act.*

*Rev. 01/14/16*

## **COOPERATIVE EXTENSION ONLY**

Cooperative Extension has a federal disclaimer that is different from the university and must be included on all publications.

Also, Cooperative Extension publications must have a publication number and date number that is assigned.

# APPROVAL PROCESS

These standards have been developed for use as a resource by anyone responsible for the creation or implementation of new or revised communication materials (printed or electronic). Early submission of projects for approval is encouraged.

If you have any questions or require additional information, please contact the following:

FOR BRAND MANAGEMENT:

Clara Ross Stamps

*Senior Vice President for Brand Identity and University Relations*

(502) 597-6786

[clara.stamps@kysu.edu](mailto:clara.stamps@kysu.edu)

FOR PRINTED MATERIALS AND ELECTRONIC DESIGN:

[kysu.edu/projectrequest](http://kysu.edu/projectrequest)





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of National Bus Sales Leasing Contracts  
FROM: Finance and Administration  
ACTION ITEM: Yes

---

**BACKGROUND:** The University has an aging fleet of buses with constant maintenance and mechanical issues that have caused delays in travel and additional cost in operating expenses.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Students, Faculty and Staff travel for

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

**FISCAL IMPLICATIONS:** The University will benefit with approximately \$50,000 in annual savings by exercising the option to lease two new buses. The University expended approximately \$150,000 during this current fiscal year for chartering services and maintenance on the current fleet.

**ATTACHMENTS:** National Bus Sales Leasing Agreements

**RECOMMENDATION:** Approve leasing contracts with National Bus Sales.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of CRM Residential Hall Construction Planning  
FROM: Finance and Administration  
ACTION ITEM: Yes

---

**BACKGROUND:** Request for financial authorization to formally engage with CRM Companies, the approved and selected P3 company, for work related to the New Student Resident Hall project, per RFP 19-03.

### SUMMARY OF PROGRAMS/ACTIVITIES:

The outcome of the project will provide the right balance of student residency and provide a balance between student housing cost and competitive housing for the University's benefit. The CRM Companies proposal will include scenarios for financial structure and budget to support the effort for additional student housing on campus.

A (P3) for student housing will eliminate developer and construction risk and obtain allow the University to obtain ownership of the dormitory at the conclusion of the lease period. This model will also reduce the impact on the University's balance sheet.

### ALIGNMENT WITH STRATEGIC GOALS:

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2]: Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

COMMITTEE/PROGRAM ACTION: N/A

**PROGRAM IMPLICATIONS:**

Providing quality educational and housing facilities is essential for the growth, development, and success of our students.

**FISCAL IMPLICATIONS:**

The financial authorization will cover up to \$1MM of expenses as well as additional work required to cover costs of design, drawings, site evaluations and other expenses associated with the New Student Residence Hall P3 project.

ATTACHMENTS: N/A

RECOMMENDATION: Approval of CRM Residential Hall Construction Planning



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of FY 2019-20 Budget Revision  
FROM: Finance and Administration  
ACTION ITEM: Yes

---

**BACKGROUND:** KRS 164.350 directs the Kentucky State University Board of Regents, upon recommendation of the President, to adopt an allocation process for distributing funds appropriated to Kentucky State University by the General Assembly. KRS 164.350 also directs the Board of Regents to assure that the budget planning and implementation processes are consistent with the adopted strategic agenda, the biennial budget, and the mission of Kentucky State University.

The budget enacted by the Kentucky General Assembly for the FY 2018-20 fiscal biennium reduced state funding for Kentucky State University by 1 percent in fiscal year 2019-20. Also reflective in the revised FY2019-20 budget is a 35 percent increase in both employer paid retirement contributions and health insurance premiums to the Kentucky Employees Retirement System.

All comprehensive state universities in Kentucky are struggling with how to address reduced revenues and increased pension costs.

**SUMMARY OF PROGRAMS/ACTIVITIES:** N/A

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal 1 – Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

Goal 3 – Increase the University’s Financial Strength and Operational Efficiency

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

**FISCAL IMPLICATIONS:** The proposed amended budget addresses long term structural issues and aligns ongoing revenues with ongoing expenses. Reductions in state funding along with necessary restructuring led to a redistribution and re-alignment of the approved FY2020 budget.

As a result of the FY2019 contract efficiency review, the University ended its contract with Xerox and entered into a contract with Ricoh Services. Ricoh will begin fully servicing the University on July 1, 2019. The University also entered into a contract with Follett to manage the Spirit Shop/Campus Bookstore effective July 1, 2019. These changes are reflected in the FY2020 amended budget.

**ATTACHMENTS:**

- FY2020 Summary By Department - Overview
- FY2020 Summary of Operational Costs by Function/Expense
- FY2020 Summary by Department - Detailed

**RECOMMENDATION:** Approve the FY 2019-20 Amended Financial Plan and Budget Resolution.

**Kentucky State University**  
**E&G Funds**  
*Budget Allocation FY2020*

<u>Source of Revenue Funds</u>	<u>FY20 Amended Budget</u>
State Appropriation	25,259,100
Tuition and Mandatory Fees	17,000,000
Non-mandatory (Optional) Fees	500,000
Employee Parking	35,000
Interest Income	175,000
Indirect Cost Recovery	500,000
Auxiliary Enterprises	5,205,000
<b>TOTAL REVENUE</b>	<b><u><u>48,674,100</u></u></b>
 <b>EXPENDITURES</b>	
<b>BOARD OF REGENTS</b>	
Personnel	40,000
Fringe Benefits	14,400
Operating Expenses	45,000
	<u>99,400</u>
 <b>PRESIDENTIAL AREA</b>	
Personnel	1,190,870
Fringe Benefits	428,713
Operating Expenses	554,500
	<u>2,174,083</u>
 <b>ATHLETICS</b>	
Personnel	1,489,000
Fringe Benefits	536,040
Operating Expenses	720,500
	<u>2,745,540</u>
 <b>ACADEMIC AFFAIRS</b>	
Personnel	7,955,800
Fringe Benefits	2,830,335
Operating Expenses	849,720
	<u>11,635,855</u>
 <b>LAND GRANT</b>	
	6,584,900
 <b>STUDENT AFFAIRS</b>	
Personnel	1,517,447
Fringe Benefits	546,281
Operating Expenses	453,400
	<u>2,517,128</u>

**FINANCE AND ADMINISTRATION**

Personnel	3,290,881
Fringe Benefits	1,184,717
Operating Expenses	5,527,200
	<hr/>
	10,002,798

**BRAND IDENTITY**

Personnel	631,500
Fringe Benefits	227,340
Operating Expenses	250,500
	<hr/>
	1,109,340

**FACILITIES**

Personnel	1,903,758
Fringe Benefits	685,353
Operating Expenses	3,215,500
	<hr/>
	5,804,611

**AUXILIARIES**

Personnel	132,759
Fringe Benefits	47,793
Operating Expenses	4,819,892
	<hr/>
	5,000,444

**UNIVERSITY GENERAL**

Personnel	
Fringe Benefits	
Operating Expenses	1,000,000
	<hr/>
	1,000,000

**TOTAL EXPENDITURES**

**48,674,100**

**Kentucky State University**  
**E&G Funds**  
 Budget Allocation FY2020

**Summary of Operations Costs by Function**

	FY19-20 Amended Budget
Instruction	16,886,014
Special Initiatives	1,823,600
Student Services	6,337,824
Institutional Support	9,321,605
Physical Plant Operations	5,805,975
Student Scholarships	3,500,000
Auxiliary	4,999,082
	<b>48,674,100</b>

**Summary of Operations Costs by Expense**

	FY19-20 Proposed Budget
Personnel Services	24,702,988
General Operating Supplies	1,040,632
Travel	972,500
Communication	13,750
Contracted Services	10,101,430
Interdepartmental	86,250
Other Expenses	343,150
Rent	66,500
Insurance	632,250
Computer Software and Equipment	544,500
Equipment Non-Capital	85,250
Land Grant - R & E	6,584,900
Student Scholarships	3,500,000
	<b>48,674,100</b>



<b>BOARD OF REGENTS</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
101001 Board of Regents	40,000	14,400	45,000	99,400
103001 Internal Audit	125,000	45,000	15,000	185,000
<b>TOTAL BOARD OF REGENTS</b>	<b>165,000</b>	<b>59,400</b>	<b>60,000</b>	<b>284,400</b>

<b>PRESIDENTIAL AREA</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
100001 Office of the President	607,400	218,664	300,000	1,126,064
102001 General Counsel	365,970	131,749	155,000	652,719
104001 Institutional Research	192,500	69,300	4,500	266,300
106003 Commencement		-	20,000	20,000
106006 Faculty Council - Faculty Ombudsman	25,000	9,000		34,000
<b>TOTAL PRESIDENTIAL AREA</b>	<b>1,190,870</b>	<b>428,713</b>	<b>479,500</b>	<b>2,099,083</b>

<b>ATHLETICS DEPARTMENT</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
105001 Athletics Administration	431,000	155,160	143,000	729,160
105004 Men's Football	588,000	211,680	167,500	967,180
105005 Men's Basketball	96,000	34,560	75,000	205,560
105006 Men's Baseball	40,000	14,400	40,000	94,400
105008 Men's Golf	14,000	5,040	7,500	26,540
105010 Women's Basketball	125,000	45,000	72,500	242,500
105011 Women's Softball	62,000	22,320	40,000	124,320
105012 Women's Volleyball	47,000	16,920	30,000	93,920
105014 Cross Country - Track and Field	40,000	14,400	50,000	104,400
105015 Women's Golf	14,000	5,040	7,500	26,540
105016 Band Travel		-	75,000	75,000
301002 Cheerleading	32,000	11,520	12,500	56,020
<b>TOTAL ATHLETICS DEPARTMENT</b>	<b>1,489,000</b>	<b>536,040</b>	<b>720,500</b>	<b>2,745,540</b>

<b>ACADEMIC AFFAIRS</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
200001 Provost Academic and Student Affairs	724,000	260,640	220,000	1,204,640

201001 Academic Affairs	30,000	10,800	50,000	90,800
201005 ROTC		-	7,500	7,500
201007 Online Learning - eLearning	27,500	9,900	10,500	47,900
201008 Dual Credit	100,000	36,000	15,000	151,000
201010 Center for Research on the Eradication of Educational Disparities	-	-	7,500	7,500
201011 Institutional Effectiveness		-	5,850	5,850
201012 Atwood Institute	183,000	65,880	51,120	300,000
202011 College of Natural, Applied and Health Sciences	245,000	88,200	7,500	340,700
202013 School of Natural Sciences	555,952	200,143	22,500	778,595
202020 School of Nursing - Doctorate	250,000	90,000	12,500	352,500
202023 School of Nursing - Associate	265,100	95,436	12,500	373,036
202024 School of Nursing - Bachelor	150,100	54,036	12,500	216,636
202071 School of Mathematics and Computer Science	620,332	223,320	22,500	866,152
203001 College of Humanities and Social Sciences	90,000	32,400	-	122,400
203011 School of Social and Behavioral Sciences	581,250	209,250	9,750	800,250
203021 School of Humanities and Performing Arts	790,323	284,516	12,500	1,087,339
203023 Music	327,220	117,799	7,500	452,519
203024 Band - Instruction	96,600	34,776	17,500	148,876
203025 Concert Choir		-	10,000	10,000
203026 Gospel Ensemble		-	4,000	4,000
203029 Speech Theatre	-	-	-	-
203030 Bradford Hall		-	40,000	40,000
203071 Whitney Young Honors Collegium	207,000	74,520	22,500	304,020
204001 College of Business and Computational Sciences	170,083	61,230	17,500	248,813
204011 School of Business and Technology	322,300	116,028	22,500	460,828
204021 School of Education and Human Development	303,365	109,211	22,500	435,076
204022 School of Family an Consumer Sciences	156,638	46,991		203,629
204024 HPER	148,980	53,633	5,000	207,613
204025 Teacher Supervision		-	14,000	14,000
204031 College of Public Service and Leadership Studies	19,500	7,020	2,000	28,520
204032 School of Public Administration	153,594	55,294	7,000	215,888
204033 School of Government, Policy, and Justice Studies	261,383	94,098	4,500	359,981
204035 School of Social Work	107,000	38,520	12,500	158,020
206005 Land Grant - Research and Extension		-	6,584,900	6,584,900
206016 School of Aquaculture and Aquatic Sciences	195,150	58,545		253,695

206101 School of Agriculture, Food, and Environment	210,770	63,231		274,001
207001 Blazer Library	416,160	149,818	105,000	670,977
209001 Regional Stewardship	30,000	10,800	20,000	60,800
209002 CESKAA	30,000	10,800	28,500	69,300
309001 Registrar	187,500	67,500	7,500	262,500
<b>TOTAL ACADEMIC AFFAIRS</b>	<b>7,955,800</b>	<b>2,830,335</b>	<b>7,434,620</b>	<b>18,220,755</b>

<b>STUDENT AFFAIRS</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
211112 Disability Resources	75,000	27,000	3,000	105,000
300003 Vice Provost - Student Success	140,000	50,400	10,000	200,400
301001 Vice Provost - Student Engagement	300,000	108,000	10,000	418,000
303001 University Police and Security Services	427,344	153,844	105,000	686,188
305012 Student Work Program	50,000			50,000
306006 Veterans Affairs	75,000	27,000	3,500	105,500
307001 Campus Life	98,500	35,460	175,000	308,960
308001 Residence Life	266,299	95,868	12,500	374,667
310001 Student Health Services	172,069	61,945	30,000	264,014
310003 Alcohol and Drug Prevention		-	4,400	4,400
312001 University College		-		-
<b>TOTAL STUDENT AFFAIRS</b>	<b>1,604,212</b>	<b>559,516</b>	<b>353,400</b>	<b>2,517,128</b>

<b>FINANCE AND ADMINISTRATION</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
211001 Office of Research and Sponsored Programs	52,140	18,770	7,500	78,410
304001 BREDS Office	231,150	83,214	363,000	677,364
305001 Student Financial Aid - Scholarships		-	3,500,000	3,500,000
305001 Financial Aid	261,244	94,048	42,500	397,792
400001 Finance and Administration	270,000	97,200	70,000	437,200
400002 Financial Planning & Reporting	-	-	-	-
400003 Campus Wellness	75,000	27,000	12,100	114,100
401001 Business Operations	132,000	47,520	30,000	209,520
401002 General Accounting	317,500	114,300	40,000	471,800
401003 Purchasing	114,700	41,292	19,000	174,992

401004 Bursar	198,000	71,280	73,100	342,380
401005 Payroll	194,000	69,840	261,000	524,840
401006 Accounts Payable	76,000	27,360	18,500	121,860
401008 Grants Accounting	55,500	19,980	18,500	93,980
403001 Human Resources	305,700	110,052	98,500	514,252
404001 Budget, Planning, and Policy	70,000	25,200	2,500	97,700
501001 Institutional Advancement	356,000	128,160	100,000	584,160
503001 Information Technology	581,947	209,501	871,000	1,662,448
600000 University General		-	1,000,000	1,000,000
<b>TOTAL FINANCE AND ADMINISTRATION</b>	<b>3,290,881</b>	<b>1,184,717</b>	<b>6,527,200</b>	<b>11,002,798</b>

<b>BRAND IDENTITY AND UNIVERSITY RELATIONS</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
500001 Brand Identity & University Relations	631,500	227,340	250,500	1,109,340
<b>TOTAL BRAND IDENTITY AND UNIVERSITY RELATIONS</b>	<b>631,500</b>	<b>227,340</b>	<b>250,500</b>	<b>1,109,340</b>

<b>FACILITIES SERVICES</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
504001 Facilities Services	214,709	77,295	2,450,000	2,742,005
504002 Warehouse	35,000	12,600	3,500	51,100
504003 Health, Safety, and Environment	80,438	28,958	35,000	144,395
504004 Electrical Services	90,000	32,400	35,000	157,400
504005 Housekeeping	471,800	169,848	89,500	731,148
504006 Grounds	251,680	90,605	190,000	532,285
504007 Plumbing	104,916	37,770	30,000	172,686
504008 Carpentry, Painting, and Locksmith	193,804	69,770	150,000	413,574
504009 Motor pool	112,911	40,648	85,000	238,559
504010 Boiler Plant	175,000	63,000	35,000	273,000
504011 Mechanical Services - HVAC	123,500	44,460	100,000	267,960
504012 Capital Planning & Construction	50,000	18,000	13,862	81,862
<b>TOTAL FACILITIES SERVICES</b>	<b>1,903,758</b>	<b>685,353</b>	<b>3,216,862</b>	<b>5,805,973</b>

<b>AUXILIARY SERVICES</b>	<b>SALARY AND WAGES</b>	<b>FRINGE BENEFITS</b>	<b>OPERATING</b>	<b>TOTAL</b>
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508001 Auxiliary Services-Administration	132,759	47,793	36,530	217,082
508003 Auxiliary - Residence Halls		-	840,000	840,000
508005 Auxiliary - Bookstore		-	1,102,000	1,102,000
508006 Auxiliary - Ricoh		-	540,000	540,000
508009 Auxiliary - Gourmet Services		-	2,190,000	2,190,000
<b>TOTAL AUXILIARY SERVICES</b>	<b>132,759</b>	<b>47,793</b>	<b>4,708,530</b>	<b>4,889,082</b>
<b>KSU 2019-20 TOTAL BUDGET</b>	<b>18,363,780</b>	<b>6,559,208</b>	<b>23,751,112</b>	<b>48,674,100</b>



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Approval of Line of Credit Authorization  
FROM: Finance and Administration  
ACTION ITEM: Yes

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**BACKGROUND:** Public universities have the power and authority to establish a line of credit from time to time in any fiscal year in anticipation of current revenues in accordance with KRS 65.7703.

**SUMMARY OF PROGRAMS/ACTIVITIES:** In order to provide Kentucky State University with the ability to establish that line of credit, the Kentucky State University Board of Regents must pass a Resolution allowing the University to do so.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [5] Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

**COMMITTEE/PROGRAM ACTION:** Not Applicable

**PROGRAM IMPLICATIONS:** Not Applicable

**FISCAL IMPLICATIONS:** No Fiscal implications at this time.

**ATTACHMENTS:** Resolution

**RECOMMENDATION:** Approve the attached Resolution giving Kentucky State University the ability to establish a line of credit.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019

SUBJECT: Approval of Memorandum of Agreement with the Kentucky Council on Postsecondary Education

FROM: Finance and Administration

ACTION ITEM: Yes

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### BACKGROUND:

Attached is a Memorandum of Understanding between Kentucky State University and the Kentucky Council on Postsecondary Education to reduce non-resident tuition from \$9,500 per semester to \$5,775 per semester. As part of this agreement, the University agrees to provide students in the seven states contiguous to Kentucky, plus Michigan, with a \$1,500 scholarship per semester. This will result in a net tuition costs for these students of \$4,275, thereby eliminating the \$5,000 funding gap.

### SUMMARY OF PROGRAMS/ACTIVITIES:

Out of State tuition will be reduced beginning with the Fall 2019 semester. Students under the four-year tuition guarantee (Thoroughbred Promise) will have their guarantee adjusted to reflect the lower tuition levels.

### ALIGNMENT WITH STRATEGIC GOALS:

Goal [1]: Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2]: Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

This initiative reduces financial barriers for students to graduate in four years, provides financial certainty to students and families, and will increase persistence and progression.

This initiative along with the Thoroughbred Promise Tuition Program, and a redesigned financial aid program, position the University well for recruiting and marketing.

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS:

As the performance funding model is primarily a volume based model, it is essential for the University to increase enrollment quickly. This initiative is a way to do that while maintaining a high achieving student body and providing a portion of that enrollment increase from the retention of existing students.

ATTACHMENTS: Memorandum of Understanding

RECOMMENDATION: Approve the Memorandum of Understand between the University and the Kentucky Council on Postsecondary Education.



**MEMORANDUM OF UNDERSTANDING**  
between  
**KENTUCKY STATE UNIVERSITY**  
and  
**THE KENTUCKY COUNCIL ON POSTSECONDARY EDUCATION**

This Memorandum of Understanding is made between Kentucky State University, located in Frankfort, Kentucky, and the Kentucky Council on Postsecondary Education, a governmental agency of the Commonwealth, with its address at 1024 Capital Center Drive, Suite 320, Frankfort, Kentucky 40601.

**WITNESSETH:**

**WHEREAS**, the Kentucky Council on Postsecondary Education (Council or CPE) is responsible for directing the Kentucky postsecondary education system reform;

**WHEREAS**, Kentucky State University has the highest percentage of Pell eligible students of any public comprehensive university in the Commonwealth;

**WHEREAS**, Kentucky State University has identified that the cost of education is the primary factor affecting retention, persistence, and graduation rates at the University;

**WHEREAS**, a strategic goal of both the Council and Kentucky State University is to implement policies that make an undergraduate education affordable and accessible to all students;

**WHEREAS**, pursuant to KRS 164.020(8)(a) the Council is responsible for determining tuition at all public postsecondary institutions in Kentucky; and

**NOW, THEREFORE**, the Council and Kentucky State University do enter into this Agreement for the purpose and period specified below.

**SECTION ONE: TERMS OF THE AGREEMENT**

1. The Council agrees that Kentucky State University may set undergraduate tuition rates for non-resident students at 150% of the rate established by the University for resident students.
2. Kentucky State University agrees that students from the seven states that surround Kentucky, plus the state of Michigan, that meet academic requirements for admission established by the University, may receive a tuition scholarship of up to \$1,500 per semester.
3. Kentucky State University agrees that students from all other states, that meet academic requirements for admission established by the University, may receive a tuition scholarship of up to \$1,500 per semester if they agree to major in a high demand workforce sector as identified by the Kentucky Education and Workforce Development Cabinet.
4. Kentucky State University does not currently meet the CPE requirement that net tuition and fee revenue from out-of-state students is at least equal to the direct cost of instruction and student services per student. The changes outlined in this memorandum of understanding are expected


to result in enrollment growth sufficient to bring the University into compliance with the Council's direct cost coverage requirement. Kentucky State University agrees to report to the Council annually regarding progress toward meeting this requirement.

5. Kentucky State University agrees to report to the Council annually the results of this agreement. This report shall include specific effects on enrollment, retention, persistence and graduation.
6. Kentucky State University will ensure that academically qualified Kentucky residents will not be displaced as a result of this agreement.

**SECTION TWO: LENGTH OF THE AGREEMENT**

Upon approval by the Council, this agreement is effective beginning May 1, 2019, and shall renew annually upon mutual consent of the parties.


APPROVED:

  
\_\_\_\_\_  
Aaron Thompson  
President  
Kentucky Council on Postsecondary Education

May 1, 2019  
Date

\_\_\_\_\_  
M. Christopher Brown II  
President  
Kentucky State University

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Travis Powell  
General Counsel  
Council on Postsecondary Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Attorney (optional)  
Kentucky State University

\_\_\_\_\_  
Date



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: 6-year Capital Plan  
FROM: Finance and Administration  
ACTION ITEM: No

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### BACKGROUND:

KRS 7A.120(3) directs that in each odd-numbered year every state agency is to submit information about its facilities-related needs to the Capital Planning Advisory Board (CPAB) “in the form that shall be prescribed by the board.”

### SUMMARY OF PROGRAMS/ACTIVITIES:

Version 1 of the 2020-2026 Agency Capital Plan was submitted to the Capital Planning Advisory Board on April 15, 2019. No significant revisions to the plan are anticipated at this time. There are 3 additional opportunities to amend the plan until October 1, 2019.

### ALIGNMENT WITH STRATEGIC GOALS:

**Goal 1:** Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

**Goal 2:** Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

COMMITTEE/PROGRAM ACTION: N/A



# KENTUCKY STATE UNIVERSITY

## Board of Regents

### PROGRAM IMPLICATIONS:

Implications related to projects included in the current plan are yet to be determined pending authorizations and appropriations approved by the Kentucky General Assembly.

### FISCAL IMPLICATIONS:

Implications for projects included in the current plan are yet to be determined pending authorizations and appropriations approved by the Kentucky General Assembly.

ATTACHMENTS: N/A

RECOMMENDATION: N/A



2020 – 2026

## AGENCY CAPITAL PLAN

Version 1 – April 15, 2019

*KRS 7A.120(3) directs that in each odd-numbered year every state agency is to submit information about its facilities and facilities-related needs to the Capital Planning Advisory Board (CPAB) “in the form that shall be prescribed by the board.”*

Form: CPS_Form_Plan_Submit.aspx   Plan: 2020-2026   Version: 1	Select Organization/Plan   Select Option
KY State University	Return to CP System Info   Logoff

### Validate Plan

ERROR REPORT	REPORT TITLE	FORM NAME	PASSED VALIDATION	MESSAGE EXPLANATIONS
<b>Forms - Background</b>				
<a href="#">View</a>	Agency Mission and Programs	SYP-B1	4/11/2019	<a href="#">View</a>
<a href="#">View</a>	Agency Facilities Management	SYP-B2	4/11/2019	<a href="#">View</a>
<b>Forms - Plan</b>				
<a href="#">View</a>	Plan Overview	SYP-P1	4/11/2019	<a href="#">View</a>
<a href="#">View</a>	Proposed Projects	SYP-P2	4/15/2019	<a href="#">View</a>
<b>Agency Contact Functions</b>				
<a href="#">View</a>	Agency Level Priorities		4/15/2019	<a href="#">View</a>

<a href="#">Submit</a>	Submit Plan to CPAB
------------------------	---------------------

Form: Select Option   Plan: 2020-2026   Version: 1	Select Organization/Plan   Select Option
KY State University	Return to CP System Info   Logoff

### Set Agency Level Priorities

Fund Source

Sort

Save Changes

Reset

General

Road

SORT ORDER	AGENCY PRIORITY	PROJECT TITLE	CATEGORY	TOTAL BUDGET
10	1	Construct Health Sciences Center	CC-O	18,406,000
20	2	Construct Business & Technology Center	CC-O	42,717,000
30	3	Academic & Student Success Center	CC-P	29,604,000
40	4	Renovation & Renewal Projects Pool 2018	CC-P	5,967,000
50	5	Expand Campus Communications Infrastructure	CC-O	2,407,000
60	6	Upgrade Information Tech Infrastructure 2018	IT	12,263,000
70	7	Replace Enterprise Resource Planning System	IT	5,000,000

**2020-2026 CAPITAL PLAN**  
**AGENCY MISSION AND PROGRAMS**  
**FORM SYP-B1**  
**PLAN VERSION - 1**

4/15/2019

**Branch:**  
**Cabinet/Function:**  
**Agency/Institution:**

Executive Branch  
Cabinet for Postsecondary Education  
KY State University

Founded in 1886 to prepare African-American teachers for Kentucky's black schools, KSU is Kentucky's only historically black institution of higher education and the only 1890 land grant institution in the Commonwealth.

Kentucky State University (KSU) is the state's unique, small liberal studies institution and the most diverse public university in the commonwealth. As an 1890 Land Grant Institution, KSU is committed to providing quality research and community outreach initiatives. It offers three associate degree programs, 27 bachelor's degree programs, six master's degree programs and one Doctor of Nursing Practice (BSN-DNP) program: Aquaculture/Aquatic sciences, Business Administration, Computer Science, Special Education, Environmental Studies, Nursing and Public Administration. Undergraduate students choose from more than 800 courses in 27 programs in the College of Agriculture, Food Science and Sustainable Systems, the College of Arts and Sciences, the College of Business and Computer Science; and the College of Professional Studies. Aquaculture is the KSU Program of Distinction for the commonwealth.

Mission Statement: Kentucky State University, building on its legacy of achievement as a historically black, liberal arts, and 1890 land-grant university, affords access to and prepares a diverse student population of traditional and non-traditional students to compete in a multifaceted, ever-changing global society by providing student-centered learning while integrating teaching, research, and service through high-quality undergraduate and select graduate programs. Kentucky State University is committed to keeping relevant its legacy of service by pro-actively engaging the community in partnerships on civic projects driven by the objective of positively impacting the quality of life of the citizens of the Commonwealth.

The University enrolls approximately 2,050 full-time and part-time undergraduate and graduate students. Approximately 64.6 percent are from Kentucky and 35.4 percent are from more than 37 other states and 13 countries.

KSU's suburban campus is in Frankfort, Kentucky. KSU's 313-acre main campus has 38 academic, residential, athletic, and service buildings. In addition, the University has a 296-acre Land Grant research farm, and a 306-acre environmental education center. Our newest facilities are Aquaculture Production Technologies and Rosenwald Center for Families and Children.



**2020-2026 CAPITAL PLAN**  
**AGENCY FACILITIES MANAGEMENT**  
**FORM SYP-B2**  
**PLAN VERSION - 1**  
4/15/2019

**Branch:**

Executive Branch

**Cabinet/Function:**

Cabinet for Postsecondary Education

**Agency/Institution:**

KY State University

KSU has two departments that manage the use and maintenance of campus facilities. The Facilities Services Department manages the use and upkeep of campus facilities. It functions as the physical plant unit responsible for all operations, maintenance, utilities, grounds, safety and housekeeping activities. The staff consists of 6 supervisors, plus 59 employees made up of 2 plumbers, 2 HVAC mechanics, 9 grounds workers, 11 housekeepers, 1 vehicle mechanic, 4 boiler operators, 1 locksmith, 2 electricians, 2 administrative personnel, 3 tradesmen, 1 safety & compliance officer, and 2 stock clerks.

The Facilities Services Department is responsible for executing projects within its purchasing authority and provides agency assistance for all capital construction projects including minor renovations, space modifications and remodeling. Responsibilities also includes assisting with environmental requirements reporting, development of the campus master planning effort as well as any other special studies regarding facilities. Additional efforts include work associated with infrastructure maintenance and enhancement and space management as well as management of land holdings.

The Capital Planning Department is responsible for all capital construction projects, including minor renovations and space modifications and remodeling. This Department also leads the master planning effort as well as any other special studies regarding facilities, and land holdings.

The Facilities Services and Capital Planning staffs perform their duties in conjunction and cooperation with the Commonwealth's Division of Engineering and Contract Administration (DECA) as required.

The Departments report to the Associate Vice President of Physical Operations.

The Facilities Services Department utilizes several service contracts for maintenance and repair services as follows:

- Controls in the Boiler Plant (maintenance)
- Automatic Temperature Controls (maintenance)
- Pest control (service)
- Waste management (service)
- Elevator (maintenance)
- Security and Campus Lock Systems (maintenance)
- Fire Alarm Systems (maintenance)
- Fire Safety System (maintenance)
- Halon System (maintenance)

**2020-2026 CAPITAL PLAN  
AGENCY FACILITIES MANAGEMENT  
FORM SYP-B2  
PLAN VERSION - 1  
4/15/2019**

Automatic Fire Extinguisher System (maintenance)  
Emergency Inverter Systems (maintenance)  
Cafeteria Equipment (maintenance)

**2020-2026 CAPITAL PLAN  
PLAN OVERVIEW  
FORM SYP-P1  
PLAN VERSION - 1  
4/15/2019**

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

The Capital Plan for Kentucky State University includes eight priority projects for FY 2020–2026. The KSU School of Nursing has a new title; “Construct Health Sciences Center”. It remains the number one priority for new construction on campus. The Business & Technology Center for the School of Business is the second priority. Renovation of the Paul G. Blazer Library to create an “Academic & Student Success Center” is the third priority. Repair and refurbishing of existing facilities continues to be a priority. Information Technology projects included in the Plan are necessary to keep up with the constantly changing aspects of technology.

The School of Nursing at Kentucky State University is poised to grow exponentially with the further development of present academic programs and the addition of new academic programs such as the Doctor of Nursing Practice (BSN-DNP) program. A new facility is required for this program to achieve its potential.

The School of Business is the University's largest academic program, and one that will play a key role in the University's Strategic Plan. The project will permit the development of educational technologies not now available to the school and enable it to meet its mission of providing professional development classes to the entire Frankfort community. Renovation of Blazer Library to an “Academic & Student Success Center” is required in order to provide a technology-rich learning center that has: Lecture and Event Spaces, Collaboration or Individual Learning Spaces, Writing and Communication Center, maximized space and workflow, and access to technology.

Major capital-related needs and issues facing the University are limited resources, particularly for maintenance and repair, which in turn creates deferred maintenance. The challenge in addressing its aging facilities was documented in the 2007 VFA Facility Condition Assessment and Space Study. Utilization of information obtained from the 2008 Master Plan and the 2007 VFA Condition Assessment; KSU Facilities Services Department and the Information Technology Department collaborated to establish initial priorities for the plan. Some of the projects included in this Plan were submitted in previous Capital Plan submissions.

Projects to be addressed in the “Renovation & Renewal Projects Pool” will address the deferred maintenance needs in our facilities. Note: State assistance in providing matching funds for these efforts is critical to addressing these needs before they worsen.

Efforts to develop our technology infrastructure to enhance campus life and services are continued in this plan.

**2020-2026 CAPITAL PLAN  
PLAN OVERVIEW  
FORM SYP-P1  
PLAN VERSION - 1  
4/15/2019**

All projects included in the plan submission are needed to either protect investment in existing facilities or to develop academic programming and enhance student recruitment and retention. The University is committed to addressing long awaited capital renewal needs and program infrastructure improvements.

**COMMONWEALTH OF KENTUCKY  
2020-2026 CAPITAL PLANNING SYSTEM  
FORM SYP-P1A: Financial Summary**

4/15/19

**Branch:**  
**Cabinet/Function:**  
**Agency/Institution:**

Executive Branch  
Cabinet for Postsecondary Education  
KY State University

<b>Fund Source</b>	<b>FB 2020-2022</b>	<b>FB 2022-2024</b>	<b>FB 2024-2026</b>	<b>FS Total</b>
<b>General Fund</b>	116,347,000	43,640,000	18,336,000	178,323,000
<b>Restricted Funds</b>	1,061,000	1,044,000	1,407,000	3,512,000
<b>Federal Funds</b>	1,044,000	1,044,000	1,066,000	3,154,000
<b>Other LTF</b>	55,562,000			55,562,000
<b>FB Total</b>	174,014,000	45,728,000	20,809,000	240,551,000

**COMMONWEALTH OF KENTUCKY  
2020-2026 CAPITAL PLANNING SYSTEM  
FORM SYP-P1B: Projects involving the General Fund(Cash/Bonds)**

4/15/19

**Branch:**  
**Committee/Function:**  
**Agency/Institution:**

Executive Branch  
Cabinet for Postsecondary Education  
KY State University

**2020-2022**

Priority Cbnt	Agency	Agency/ Project Title Category	Total Budget	GF Funds	Other Funds	Fund Sources
1		Construct Health Sciences Center C-O	18,406,000	18,406,000		
2		Construct Business & Technology Center C-O	42,717,000	42,717,000		
3		Academic & Student Success Center C-PI	29,604,000	29,604,000		
4		Renovation & Renewal Projects Pool 2018 C-PI	5,967,000	5,950,000	17,000	RF
5		Expand Campus Communications Infrastructure C-O	2,407,000	2,407,000		
6		Upgrade Information Tech Infrastructure 2018 IT	12,263,000	12,263,000		
7		Replace Enterprise Resource Planning System IT	5,000,000	5,000,000		
<b>2020-2022 Total</b>			<b>116,364,000</b>	<b>116,347,000</b>	<b>17,000</b>	

**2022-2024**

Priority Cbnt	Agency	Agency/ Project Title Category	Total Budget	GF Funds	Other Funds	Fund Sources
		Renovate Bradford Hall C-PI	30,728,000	30,728,000		
		Renovation & Renewal Projects Pool 2020 C-PI	1,782,000	1,782,000		
		Upgrade Information Tech Infrastructure 2020 IT	11,130,000	11,130,000		
<b>2022-2024 Total</b>			<b>43,640,000</b>	<b>43,640,000</b>		

COMMONWEALTH OF KENTUCKY  
 2020-2026 CAPITAL PLANNING SYSTEM  
 FORM SYP-P1B: Projects involving the General Fund(Cash/Bonds)

4/15/19

**2024-2026**

Priority Cbnt	Agency/ Agcy	Project Title Category	Total Budget	GF Funds	Other Funds	Fund Sources
		Renovate Betty White Health Building				
		C-PI	5,882,000	5,882,000		
		Renovation & Renewal Projects Pool 2022				
		C-PI	2,136,000	1,795,000	341,000	RF
		Upgrade Information Tech Infrastructure 2022				
		IT	10,659,000	10,659,000		
		<b>2024-2026 Total</b>	<b>18,677,000</b>	<b>18,336,000</b>	<b>341,000</b>	
		<b>Grand Total</b>	<b>178,681,000</b>	<b>178,323,000</b>	<b>358,000</b>	

Category - Construction-Other (C-O), Construction - Protect Investment in Plant (C-PI), Equipment (EQ), Information Technology (IT), Grant/Loan Program (G/L)

Fund Sources - General Fund-cash or bonds (GF), Restricted Funds (RF), Federal Funds (FF), Road Funds (TF), Agency Bonds (AB), Other-Private funds/cash (OT-P), Other-Long-term financing (OT-LTF)

**COMMONWEALTH OF KENTUCKY**  
**2020-2026 CAPITAL PLANNING SYSTEM**  
**Projects involving the General Fund(Cash/Bonds)-**  
**Brief Descriptions**

4/15/19

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

	Priority	Project Title/Description	Total Budget
Cabinet	Agency		

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2020-2022

- |          |   |   |                     |
|----------|---|---|---------------------|
| <b>1</b> | <b>Construct Health Sciences Center</b>           |   | <b>\$18,406,000</b> |
|          |   | <p>The School of Nursing at Kentucky State University is poised to grow exponentially with the further development of present academic programs and the addition of new academic programs, such as the Doctor of Nursing Practice (BSN-DNP) program. Addition of nursing and allied health programs are planned in the near future. A new facility is required for this program to achieve its potential.</p> <p>A multipurpose and functional space is needed that includes laboratory space, learning laboratory configured as a virtual hospital with high-fidelity simulators, debriefing rooms, student study spaces, classrooms and teaching space in addition to a suite of offices that can be utilized for student advisement, conference space, and faculty work space. (C-O)</p>   |                     |
| <b>2</b> | <b>Construct Business &amp; Technology Center</b> |   | <b>\$42,717,000</b> |
|          |   | <p>This project would construct a new building for the School of Business, the University's largest academic program, and one that will play a key role in the University's Strategic Plan. Proposed to be located on the Main Campus south of US60, adjacent to the proposed pedestrian bridge tower which will connect to Hathaway Hall, this facility will provide a highly visible, state-of-the-art home for the Business school that is currently housed in Bradford Hall. The project will permit the development of educational technologies not now available to the school and enable it to meet its mission of providing professional development classes to the entire Frankfort community. This initiative would be the first step in addressing the programmatic and structural issues related to Bradford Hall, current home of the School of Business. The VFA Condition Assessment and Space Study found Bradford Hall to be substandard space for the Business Program and suggested that both the Business School and the Music/Theater programs, also located in Bradford Hall, would be better served in new facilities. The School, with its new MBA program, hopes to grow 5% each year, but is in a competitive disadvantage at its present location. (C-O)</p> |                     |
| <b>3</b> | <b>Academic &amp; Student Success Center</b>      |   | <b>\$29,604,000</b> |



Priority	Cabinet	Agency	Project Title/Description	Total Budget
			<p>The purpose of this project is to renovate the Blazer Library in order to provide a technology-rich learning center that has: Lecture and Event Spaces, Collaboration or Individual Learning Spaces, Writing and Communication Center, Maximize Space and Workflow, and Access to Technology. Paul G. Blazer Library was last renovation and addition was in 1988. It needs a full renovation to a facility where KSU students can enhance their academic and learning experience. It needs to be an academic and student success center as well as a repository of written knowledge. KSU is currently working with an architectural design firm to prepare road map of how Paul G. Blazer Library can be fully renovated and achieve the needs of our students. That Pre-Design effort is titled "Renovations in Blazer Library".</p> <p>This project will provide various improvements to the Blazer Library including an upgrade in the HVAC, partial roof replacement, special fire protection for the Library's Special Collections and Archives areas; replacement of the facility's security system; and window replacements in the older section of the facility. The project will also include a state-of-the-art electrical information access and retrieval system. (C-PI)</p>	
<b>4</b>			<b>Renovation &amp; Renewal Projects Pool 2018</b>	<b>\$5,967,000</b>
			<p>Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal &amp; Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair &amp; Replacement Pool".</p> <p>These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool. (C-PI)</p>	
<b>5</b>			<b>Expand Campus Communications Infrastructure</b>	<b>\$2,407,000</b>
			<p>The purpose of this project is to continue to improve upon the University's communication infrastructure with installation of new underground conduit network for redundant connectivity capability. This project will construct a conduit path from Julian Carroll ASB to Hathaway Hall and Bradford Hall plus another path from Julian Carroll ASB to Aquaculture compound. (C-O)</p>	
<b>6</b>			<b>Upgrade Information Tech Infrastructure 2018</b>	<b>\$12,263,000</b>
			<p>This project continues to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous. (IT)</p>	
<b>7</b>			<b>Replace Enterprise Resource Planning System</b>	<b>\$5,000,000</b>
			<p>This project will improve and expand the functionality of the enterprise resource planning system and ancillary systems to ensure that the requirements of the University are being met and future advancements can be realized. (IT)</p>	

2022-2024

Cabinet	Agency	Project Title/Description	Total Budget
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**Renovate Bradford Hall** **\$30,728,000**

The Performing Arts program has outgrown the available space in its present location of Bradford Hall. The VFA Condition Assessment and Space Study found Bradford Hall to be substandard space for the Music/Theater programs and suggested that both the Performing Arts program and Business School (also located in Bradford Hall) would be better served in new facilities.

Replacement is not necessary if the project "Construct Business & Technology Center" is constructed. Bradford Hall renovation to accommodate the growing Performing Arts program is planned.

"Bradford Hall was renovated in 1989 when the HVAC system was replaced. It requires a complete renovation to allow the Performing Arts program full use of the building. Necessarily, the School of Business must first be relocated to a new facility. (C-PI)

**Renovation & Renewal Projects Pool 2020** **\$1,782,000**

Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal & Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair & Replacement Pool".

These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool. (C-PI)

**Upgrade Information Tech Infrastructure 2020** **\$11,130,000**

This project will continue to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous. (IT)

2024-2026

**Renovate Betty White Health Building** **\$5,882,000**

This project will renovate the Betty White Health Center to a functioning modern facility required for support of KSU students residing on campus. Constructed in 1971, Betty White Health Center (10,400 gsf) is used as the University health center and nursing program clinical classroom space and office space. The facility was originally built as an infirmary and never renovated. Available space in the existing facility is inadequate and not well designed for the current Nursing program nor as a clinic for KSU students on campus. The School of Nursing will be relocated under the project "Construct Health Sciences Center".

The building's systems have exceeded their useful life and are in need of replacement, rather than repair, including HVAC piping that has corroded and damaged exterior soffits. (C-PI)

**Renovation & Renewal Projects Pool 2022** **\$2,136,000**

Cabinet	Agency	Project Title/Description	Total Budget
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Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal & Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair & Replacement Pool".

These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool. (C-PI)

**Upgrade Information Tech Infrastructure 2022**

**\$10,659,000**

This project will continue to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous. (IT)

**COMMONWEALTH OF KENTUCKY**  
**2020-2026 CAPITAL PLANNING SYSTEM**  
**FORM SYP-P1C: Projects not involving the General Fund or Road Fund**

4/15/19

**Project:**  
**Committee/Function:**  
**Agency/Institution:**

Executive Branch  
 Cabinet for Postsecondary Education  
 KY State University

**2020-2022**

Agency/ Project Title Category	Total Budget	Fund Sources
Acquire Land/Campus Master Plan 2018 C-O	2,088,000	RF/FF
Construct New Residence Hall C-O	55,562,000	OT-LTF
<b>2020-2022 Total</b>	<b>57,650,000</b>	

**2022-2024**

Agency/ Project Title Category	Total Budget	Fund Sources
Acquire Land/Campus Master Plan 2020 C-O	2,088,000	RF/FF
<b>2022-2024 Total</b>	<b>2,088,000</b>	

**2024-2026**

Agency/ Project Title Category	Total Budget	Fund Sources
Acquire Land/Campus Master Plan 2022 C-O	2,132,000	RF/FF
<b>2024-2026 Total</b>	<b>2,132,000</b>	
<b>Grand Total</b>	<b>61,870,000</b>	

**Category - Construction-Other (C-O), Construction - Protect Investment in Plant (C-PI), Equipment (EQ), Information Technology (IT), Grant/Loan Program (G/L)**

**Fund Sources - General Fund-cash or bonds (GF), Restricted Funds (RF), Federal Funds (FF), Road Funds (TF), Agency Bonds (AB), Other-Private funds/cash (OT-P), Other-Long-term financing (OT-LTF)**

**COMMONWEALTH OF KENTUCKY**  
**2020-2026 CAPITAL PLANNING SYSTEM**  
**Projects not involving the General Fund or Road Fund**  
**Brief Descriptions**

4/15/19

**h:**  
**Cabinet/Function:**  
**Agency/Institution:**

Executive Branc  
Cabinet for Postsecondary Educat  
KY State Universit

**2020-2022**

Agency/ Project Title Category	Total Budget	Fund Sources
<b>Acquire Land/Campus Master Plan 2018</b>	2,088,000	RF/FF
<p>This project allows the University to take advantage of real property acquisition opportunity to support the University's education program and campus development. Its primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, and Housing and Land Grant Research facilities. (C-O)</p>		
<b>Construct New Residence Hall</b>	55,562,000	OT-LTF
<p>A new residence hall is needed to house additional students as enrollment projections increase and to provide modern housing facilities. This residence hall would be the second building located in a planned residential quadrangle on the campus south of US60 beside Young Hall. This would be the first residence hall to be built on campus with privatized financing. The new facility is anticipated to contain approximately 500 beds set up in a combination of suites and apartment layouts. (C-O)</p>		
<b>2020-2022 Total</b>	<b>57,650,000</b>	

**2022-2024**

Agency/ Project Title Category	Total Budget	Fund Sources
<b>Acquire Land/Campus Master Plan 2020</b>	2,088,000	RF/FF
<p>This project allows the university to take advantage of a real property acquisition opportunity which will support the University's education program and campus development. It's primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, housing and Land Grant Research facilities. (C-O)</p>		
<b>2022-2024 Total</b>	<b>2,088,000</b>	

**2024-2026**

Agency/ Project Title Category	Total Budget	Fund Sources
<b>Acquire Land/Campus Master Plan 2022</b>	2,132,000	RF/FF
<p>This project allows the university to take advantage of real property acquisition opportunity to support the University's education program and campus development, it is primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, and housing and Land Grant Research facilities. (C-O)</p>		
<b>2024-2026 Total</b>	<b>2,132,000</b>	
<b>Grand Total</b>	<b>61,870,000</b>	

**COMMONWEALTH OF KENTUCKY**  
**2020-2026 CAPITAL PLANNING SYSTEM**  
**Projects not involving the General Fund or Road Fund**  
**Brief Descriptions**

4/15/19

**Category - Construction-Other (C-O), Construction - Protect Investment in Plant (C-PI), Equipment (EQ),  
Information Technology (IT), Grant/Loan Program (G/L)**

**Fund Sources - General Fund-cash or bonds (GF), Restricted Funds (RF), Federal Funds (FF), Road Funds (TF),  
Agency Bonds (AB), Other-Private funds/cash (OT-P), Other-Long-term financing (OT-LTF)**

COMMONWEALTH OF KENTUCKY  
CAPITAL PLANNING SYSTEM  
Projects involving Agency Bonds  
Brief Descriptions

4/15/19

Branch:  
Cabinet/Function:  
Agency/Institution:

Cabinet	Agency	Priority	Project Title/Description	Total Budget
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COMMONWEALTH OF KENTUCKY  
CAPITAL PLANNING SYSTEM  
Projects involving the Road Fund-  
Brief Descriptions

4/15/19

Branch:  
Cabinet/Function:  
Agency/Institution:

Cabinet	Agency	Priority	Project Title/Description	Total Budget
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**2020-2026 CAPITAL PLAN**  
**PROPOSED PROJECTS**  
**SUMMARY BY CATEGORY - NUMBER OF PROJECTS**  
**PLAN VERSION - 1.00**  
**4/15/2019**

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

	<u>2020-2022</u>	<u>2022-2024</u>	<u>2024-2026</u>	<u>Total</u>
Construction - Other	5	1	1	7
Construction - Protect Investment in Plant	2	2	2	6
Information Technology System	2	1	1	4
<b>Total:</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>17</b>

2020-2026 CAPITAL PLAN  
 PROPOSED PROJECTS  
 SUMMARY BY CATEGORY - TOTAL BUDGET  
 PLAN VERSION - 1.00  
 4/15/2019

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

	<u>2020-2022</u>	<u>2022-2024</u>	<u>2024-2026</u>	<u>Total</u>
Construction - Other	121,180,000	2,088,000	2,132,000	125,400,000
Construction - Protect Investment in Plant	35,571,000	32,510,000	8,018,000	76,099,000
Information Technology System	17,263,000	11,130,000	10,659,000	39,052,000
<b>Total:</b>	<b>174,014,000</b>	<b>45,728,000</b>	<b>20,809,000</b>	<b>240,551,000</b>

**Transmittal Notification**  
**2020-2026 Capital Plan**

Date: APRIL 15, 2019

Time: 3:45

Cabinet or Agency: KENTUCKY STATE UNIVERSITY

The information as transmitted electronically on the above date reflects the agency capital plan for the above named cabinet or agency as submitted pursuant to KRS Chapter 7A.

Paul T. Cable (PAUL T. CABLE)  
Name

DIRECTOR OF CAPITAL PLANNING  
Title AND FACILITIES MANAGEMENT

2020-2026 CAPITAL PLAN  
 PROPOSED CAPITAL PROJECT.  
 FORM SYP-P2  
 PLAN VERSION - 1  
 4/15/2019

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Construct Health Sciences Center  
**Category** Construction - Other  
**Biennium** 2020-2022  
**Priority** **Agency** 1 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

The School of Nursing at Kentucky State University is poised to grow exponentially with the further development of present academic programs and the addition of new academic programs, such as the Doctor of Nursing Practice (BSN-DNP) program. Addition of nursing and allied health programs are planned in the near future. A new facility is required for this program to achieve its potential.

A multipurpose and functional space is needed that includes laboratory space, learning laboratory configured as a virtual hospital with high-fidelity simulators, debriefing rooms, student study spaces, classrooms and teaching space in addition to a suite of offices that can be utilized for student advisement, conference space, and faculty work space.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	18,406,000	Land Acquisition	357,000
Restricted Funds		Site Survey/Prep	78,000
Federal Funds		Project Design	1,202,000
Road Fund		Construction Cost	14,798,000
Agency Bonds		Mov. Equip/Furn.	363,000
Other(Private - Cash)		Contingency	1,608,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>18,406,000</b>	<b>Total</b>	<b>18,406,000</b>

**Explanation of Project Budget**

In-house estimate based on RS Means data.

**IMPACT ON OPERATING BUDGET?**

**Yes**

Fund Sources	Amount
General Fund	505,400
<b>Total</b>	<b>505,400</b>

2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT.  
FORM SYP-P2  
PLAN VERSION - 1  
4/15/2019

**Explanation of Impact on Operating Budget**

Additional staff is required. Custodian salary at 53% plus Maintenance salary at 26% of a full time employee is included. Utilities, supplies and equipment is in the Operating line. 1st year cost at \$5.77 per SF.

**PROJECT DETAIL**

<b>Installation(Name and ID)</b>	Kentucky State University - 30301
<b>Facility(Name)</b>	
<b>Method of Procurement</b>	Purchase
<b>Fuel Type</b>	Natural Gas
<b>Type of Space</b>	Educational and General
<b>Completion Date</b>	09/2022

**Existing Facility?** No

**Program Relocation?** Yes

School of Nursing will move from Betty White Health building to this facility. The existing facility also has an emergency care, infirmary which will remain and be expanded on to serve the student residents on campus. After construction of the new facility, renovation of Betty White Health is planned for 2022.

**Phased Project?** No

**Eliminate the need for other proposed projects?** No

**Need eliminated by other proposed project(s)?** No

**Additional Description/Justification**

There are 120 Nursing Students with day and evening classes. Operation is from 8 am to 10 pm. There will be 50 students in BSN program in the near future. Kentucky State University (KSU) is the first HBCU to offer a post-baccalaureate (BSN-DNP) Doctor of Nursing Practice program in the role of Adult Gerontology Primacy Care Nurse Practitioner. KSU is blazing trails nationally as well. According to the American Association of Colleges of Nursing (AACN), the BSN-DNP program at KSU joins only 14% of nursing programs nationally that offer the BSN-DNP as an entry-level option into advanced practice (AACN, 2014). as well as expanding current service learning and community service opportunities so they become a more significant component of student performance. On-going improvements in these areas have a direct impact on graduating students ability to succeed in the workforce of the Commonwealth. The School of Nursing provides two accredited nursing programs; a pre-licensure, Associates Degree in Nursing and a RN-BSN program for registered nurses. Program Accreditation has been received since 1973 for the Associate Degree in Nursing and the RN-BSN Nursing Program since Spring 2006. Nursing (Associate & Bachelor) freshmen enrollment has risen over the past five years. Fall 2003 freshman enrollment was 34, Fall 2004 it was 44, Fall 2005 again 44, Fall 2006 increased to 62 and Fall 2007 it increase to 86. The 5

**2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT.  
FORM SYP-P2  
PLAN VERSION - 1  
4/15/2019**

Yr Change (2003-2007) was 153%. Undergraduate Enrollment in Nursing Associate was 175 Fall 2003, 226 Fall 2004, 217 Fall 2005, 251 Fall 2006, 292 Fall 2007; a 67% 5 Yr Change (2003-2007). Undergraduate Enrollment in Nursing Bachelor was 25 Fall 2003, 14 Fall 2004, 35 Fall 2005, 36 Fall 2006, 29 Fall 2007; a 16% 5 Yr Change (2003-2007).

In response to the question: "Are Kentuckys people, communities, and economy benefiting?"- the nursing degree programs both have a direct impact on the local economy. Specific outreach programs are being developed to assist in attracting students who can enter the work force to help ease the pressure in the health fields resulting from the nursing shortage. Increases in KSUs ability to graduate more nursing students helps to stimulate the economic development for the region, while serving the needs of the community. KSUs Action Plan indicates efforts of being stewards in offering education services to meet the economic and community needs of the designated service area and beyond.

The current and enhanced plans for this facility will have an impact on the local economy in support of the community by attracting and graduating more students to serve the specific health care needs of the community. And finally, the specialized nature of this facility potentially has the ability to offer specific benefits for outreach and assistance for the local and State governmental community. Academic research programs will offer assistance to the County and state governmental officials in their efforts to lure new industries to the region and state. This assistance may take the form of developing relevant training for the particular industry. This project supports the institutions mission and is a high institutional priority. Total space requirement is 20,923 gsf. Further details of the space needed includes the following:

- A dedicated computer laboratory to accommodate at minimum 60 students
- Large dedicated classroom spaces to accommodate at minimum 60 students 2)
- Small dedicated classroom spaces to accommodate 20-25 students (3-4)
- Space for nursing skills laboratories; simulation laboratories at minimum 4 large spaces with enough room for 20+ students (with ability to simulate a functioning hospital space)
- Control room with recording capability for high fidelity simulators
- Debriefing spaces
- Dedicated space for nursing skills laboratory with storage space for nursing supplies and storage for mannequins
- Conference rooms (2) - large
- Private conference spaces (3-4) - small (space with computer accessibility for students needing testing accommodations)
- Student study spaces
- Offices for 10 - 12 faculty, 2 staff, and 1 administrator/chairperson
- Storage space for student files (secured location)
- Community clinic space to serve the community (urgent care/primary care services)

<b>Previous CAPITAL PLANS?</b>	Yes
2018-2024	Construct Health Sciences Center
2016-2022	School of Nursing
2014-2020	Renovate & Expand Betty White Nursing Building

2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT.  
FORM SYP-P2  
PLAN VERSION - 1  
4/15/2019

2012-2018 Renovate & Expand Betty White Nursing Building  
2010-2016 Expand & Renovate Betty White Nursing Building

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes

2018-2020 Construct Health Sciences Center  
2016-2018 School of Nursing  
2014-2016 Expand & Renovate Betty White Nursing Bldg  
2012-2014 Expand & Renovate Betty White Nursing Bldg  
2010-2012 Expand & Renovate Betty White Nursing Bldg

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? Yes

2018-2020 Construct Health Sciences Center  
2016-2018 School of Nursing  
2008-2010 Expand/Renovate, construct, or Acquire Existing

Most recent authorization undertaken? No

General Funds were not authorized.

Differences between the current and most recent previous project? No

**2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT.**

**FORM SYP-P2**

**PLAN VERSION - 1**

4/15/2019

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Construct Business & Technology Center  
**Category** Construction - Other  
**Biennium** 2020-2022  
**Priority** **Agency** 2 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project would construct a new building for the School of Business, the University's largest academic program, and one that will play a key role in the University's Strategic Plan. Proposed to be located on the Main Campus south of US60, adjacent to the proposed pedestrian bridge tower which will connect to Hathaway Hall, this facility will provide a highly visible, state-of-the-art home for the Business school that is currently housed in Bradford Hall. The project will permit the development of educational technologies not now available to the school and enable it to meet its mission of providing professional development classes to the entire Frankfort community. This initiative would be the first step in addressing the programmatic and structural issues related to Bradford Hall, current home of the School of Business. The VFA Condition Assessment and Space Study found Bradford Hall to be substandard space for the Business Program and suggested that both the Business School and the Music/Theater programs, also located in Bradford Hall, would be better served in new facilities. The School, with its new MBA program, hopes to grow 5% each year, but is in a competitive disadvantage at its present location.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	42,717,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	73,000
Federal Funds		Project Design	2,772,000
Road Fund		Construction Cost	32,984,000
Agency Bonds		Mov. Equip/Furn.	1,514,000
Other(Private - Cash)		Contingency	5,374,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
Total	42,717,000	Total	42,717,000

**Explanation of Project Budget**

In-house estimate based on RS Means data.



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<u>IMPACT ON OPERATING BUDGET?</u>	Yes
Fund Sources	Amount
General Fund	1,497,600
Total	1,497,600

**Explanation of Impact on Operating Budget**

Additional staff is required. Custodian salary at 164% plus Maintenance salary at 82% of a full time employee is included. Utilities, supplies and equipment is in the operating line. 1st year cost at \$5.49 per SF.

**PROJECT DETAIL**

Installation(Name and ID)	Kentucky State University - 30301
Facility(Name)	
Method of Procurement	Purchase
Fuel Type	Natural Gas
Type of Space	Educational and General
Completion Date	09/2022

Existing Facility? No

Program Relocation? Yes

School of Business will move from Bradford Hall to this facility. After relocation the space vacated will be used by the School of Fine Arts for instruction of Music and Performing Arts.

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

New space for the School of Business will mean the school will be able to offer more programs in areas such as Agri-Business, Entrepreneurship, and Finance. The School of Business has out grown its present allotted space in Bradford Hall and is projected to continue to increase program size at a rate of 5 percent per year.

Bradford Hall is recommended for "major renovation and assign to a new use or demolition" in the VFA Facility Condition Report.

This will be a 65,200 square feet 4 story building with 12 large classrooms, 5 medium size classrooms, 5 small seminar rooms, two computer labs and one 160 person lecture hall.

It is further recommended in the KSU Master Plan, that this building feature a lower level parking structure, accessible from East Main Street, retail space on its street level floor and a small short term parking lot off E. Main St. The architectural character should build on the existing architecture of the new Young Hall dormitory to the east and utilize similar materials such as brick and glass. The new building should also employ some of the vocabulary of the north campus, including less

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reflective, more transparent glass.

Project Measurements: 65,200 sf

Site: The new building would be constructed on the Campus south of US60 according to the Master Plan location.

Economic Development Impact: Replacement space for the School of Business will significantly contribute to and improve the image of the School of Business and KSU. A strong and viable business program on campus will support state and local economic development.

Prior Planning and/or Design: The VFA Facility Condition Assessment and Space Study stated that the space for the Business School was substandard and recommended a new facility for the School of Business. KSU Master Plan Update which completed in 2008 recommended this facility.

<b>Previous CAPITAL PLANS?</b>	Yes
2018-2024	Construct Business & Technology Center
2016-2022	Construct Business & Technology Center
2010-2016	Construct Business & Technology Center
2008-2014	Construct Business & Technology Center
2006-2012	Expand & Renovate Bradford Hall

**Differences between the current and most recent previous project?** No

<b>Previous BUDGET REQUESTS?</b>	Yes
2018-2020	Construct Business & Technology Center
2010-2012	Construct Business & Technology Center
2008-2010	Construct Business & Technology Center
2006-2008	Expand & Renovate Bradford Hall
2004-2006	Expand Business Wing & Renovate Bradford Hall

**Differences between the current and most recent previous project?** No

**Previous BUDGET AUTHORIZATIONS?** No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Academic & Student Success Center  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2020-2022  
**Priority** **Agency** 3 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Item Number** 1  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

The purpose of this project is to renovate the Blazer Library in order to provide a technology-rich learning center that has: Lecture and Event Spaces, Collaboration or Individual Learning Spaces, Writing and Communication Center, Maximize Space and Workflow, and Access to Technology. Paul G. Blazer Library was last renovation and addition was in 1988. It needs a full renovation to a facility where KSU students can enhance their academic and learning experience. It needs to be an academic and student success center as well as a repository of written knowledge. KSU is currently working with an architectural design firm to prepare road map of how Paul G. Blazer Library can be fully renovated and achieve the needs of our students. That Pre-Design effort is titled "Renovations in Blazer Library".

This project will provide various improvements to the Blazer Library including an upgrade in the HVAC, partial roof replacement, special fire protection for the Library's Special Collections and Archives areas; replacement of the facility's security system; and window replacements in the older section of the facility. The project will also include a state-of-the-art electrical information access and retrieval system.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	29,604,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	
Federal Funds		Project Design	2,240,000
Road Fund		Construction Cost	22,722,000
Agency Bonds		Mov. Equip/Furn.	897,000
Other(Private - Cash)		Contingency	3,745,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>29,604,000</b>	<b>Total</b>	<b>29,604,000</b>

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**Explanation of Project Budget**

In house estimate based on RS Means cost data.

**IMPACT ON OPERATING BUDGET?**      No

**PROJECT DETAIL**

<b>Installation (Name and ID)</b>	Kentucky State University - 30301
<b>Facility (Name)</b>	
<b>Method of Procurement</b>	Purchase
<b>Fuel Type</b>	Natural Gas
<b>Type of Space</b>	Educational and General
<b>Completion Date</b>	09/2022

**Existing Facility?**      Yes

Blazer Library is a full service library facility for study and research for faculty and students. The original part of the library was constructed in 1958; an addition was completed in 1968; the last addition and renovation was completed in 1988. This three story library contains 62,200 GSF. It is in fair condition.

**Program Relocation?**      No

**Phased Project?**      No

**Eliminate the need for other proposed projects?**      No

**Need eliminated by other proposed project(s)?**      No

**Additional Description/Justification**

Blazer Library requires a complete renovation of its space to make it serve the campus community with the latest technology. The space must be revised to become an Academic and Student Success Center and not just book storage and research. Lecture and event space, collaborative work space, individual learning space, writing and communication center plus computer labs are necessary. KSU is currently working with an architectural design firm providing pre-design services aimed at developing a program scope to accomplish these goals.

The original HVAC system does not control humidity and has created excess moisture not conducive to a library. Approximately 30% of the roof needs to be replaced. The windows on the back of the original part of the library need to be replaced. Electrical systems upgrades are needed throughout the building.

The Archives and Special Collection areas need fire protection designed for such materials. The facility security system is inoperable and needs to be replaced.

Renovation of this facility will have a direct impact on the University's deferred maintenance backlog. It will significantly reduce the capital renewal and maintenance burden that would otherwise need to be done for this facility and in a more cost-effective manner.

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The library reflects educational priorities of the University and needs to be maintained in pristine condition. This project meets the criteria for improving student life and for providing a better learning environment. Site - Blazer is located on the North Campus. Economic Development Impact - Recent studies have documented the economic benefit of libraries.

Previous CAPITAL PLANS? Yes  
2018-2024 Academic & Student Success Center

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes  
2016-2018 Academic & Student Success Center

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Renovation & Renewal Projects Pool 2018  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2020-2022  
**Priority** **Agency** 4 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal & Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair & Replacement Pool".

These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	5,950,000	Land Acquisition	
Restricted Funds	17,000	Site Survey/Prep	
Federal Funds		Project Design	230,000
Road Fund		Construction Cost	5,393,000
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	344,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
Total	5,967,000	Total	5,967,000

**Explanation of Project Budget**

In-house estimates based on RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase

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Fuel Type Natural Gas  
Type of Space Educational and General  
Completion Date 09/2022

Existing Facility? Yes

This project is a pool covering various buildings and systems on KSU campus.

Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

This project would install new or upgrade current life safety systems on campus. Upgraded fire alarm systems for Chandler Hall, Combs Hall, Kentucky Hall, McCullin Hall and "The Halls". Upgraded fire suppression systems for Shauntee Hall and Russell Court. ADA improvements to the Exum Facility, the Athletic Complex and Campus pedestrian walks, Bell Gym steps, etc. Also included are HVAC, architectural, life safety and roof replacements.

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency - N/A

--Project Measurements - Small projects CR&R pool.

Paint interior of 20% of campus buildings - \$300,000

Campus wide sprinkler system improvements - \$500,000

Campus landscaping improvements - \$350,000

Replace 10 year old carpet in campus buildings - \$100,000

Replace HVAC equipment (pumps, valves, compressors, fans) - \$60,000

ADA improvements \$ 560,000.

Fire alarm system upgrade \$ 312,000.

Cost subtotal = \$2,182,000

Replacement of roofs on:

Julian Carroll Academic Services Building 43,200 SF

Betty White Health Building 6,177 SF

Exum Health and Physical Education Center 91,250 SF

Motor pool roof area is 11,020 square feet.

Jordan Shop/Warehouse roof area is 5,458 square feet.

Kentucky hall has 17,200 square feet of flat and shingle roof areas. (RF)

Bell Gym is 18,800 square feet

Total repair or replacement roof area is 193,105 square feet.

Cost subtotal = \$3,785,000 (\$140,000 Restricted Funds)

General Fund and restricted fund split with 17,200 Sq Ft of Restricted and 175,905 Sq Ft of General Funds roof area.

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--Site - Campus wide improvements.

--Prior Planning and/or Design - Scope was developed based on in-house condition assessments by maintenance staff.

--Relationship to Other Prior Projects(s)- N/A

--Economic Development Impact - N/A

**Previous CAPITAL PLANS?** Yes  
2018-2024 Renovation & Renewal Projects Pool 2018  
2016-2022 Capital Renewal & Maintenance Projects Pool 2018  
2014-2020 Capital Renewal & Maintenance Projects Pool 2018  
2012-2018 Capital Renewal & Maintenance Projects Pool 2012  
2008-2014 Capital Renewal and Maintenance Project Pool

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** Yes  
2018-2020 Renovation & Renewal Projects Pool 2018

**Differences between the current and most recent previous project?** No

**Previous BUDGET AUTHORIZATIONS?** No



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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Expand Campus Communications Infrastructure  
**Category** Construction - Other  
**Biennium** 2020-2022  
**Priority** **Agency** 5 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

The purpose of this project is to continue to improve upon the University's communication infrastructure with installation of new underground conduit network for redundant connectivity capability. This project will construct a conduit path from Julian Carroll ASB to Hathaway Hall and Bradford Hall plus another path from Julian Carroll ASB to Aquaculture compound.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	2,407,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	17,000
Federal Funds		Project Design	220,000
Road Fund		Construction Cost	1,951,000
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	219,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>2,407,000</b>	<b>Total</b>	<b>2,407,000</b>

**Explanation of Project Budget**

In-house estimate based on RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Main Campus - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Electric  
**Type of Space** Educational and General  
**Completion Date** 09/2020

**Existing Facility?** No

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Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency, N/A

--Project Measurements, A communication duct bank consisting of four, three inch conduits are concrete encased and buried. The duct bank passes through 6'x8'x7' deep concrete manholes for maintenance and cable access. The path starts at the Julian Carroll ASB facility and extends in two directions; along US60 to Hathaway Hall and Bradford Hall, the other path crosses US60 and extends buildings south of US60 and ends at the Aquaculture Classroom - Office building. Total length is 6,400 LF.

--Site, All campus.

--Prior Planning and/or Design, In-house planning for IT network coordination.

--Relationship to Other Prior Projects(s), N/A

--Economic Development Impact. N/A

Previous CAPITAL PLANS? Yes

2018-2024 Expand Campus Communications Infrastructure

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes

2018-2020 Expand Campus Communications Infrastructure

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? Yes

2018-2020 Expand Campus Communications Infrastructure

Most recent authorization undertaken? No

Lack of adequate restricted funds.

Differences between the current and most recent previous project? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Acquire Land/Campus Master Plan 2018  
**Category** Construction - Other  
**Biennium** 2020-2022  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project allows the University to take advantage of real property acquisition opportunity to support the University's education program and campus development. Its primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, and Housing and Land Grant Research facilities.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund		Land Acquisition	2,088,000
Restricted Funds	1,044,000	Site Survey/Prep	
Federal Funds	1,044,000	Project Design	
Road Fund		Construction Cost	
Agency Bonds		Mov. Equip/Furn.	
Other (Private - Cash)		Contingency	
Other (LT Financing)		Other (specify)	
Other (Local Bonds)			
<b>Total</b>	<b>2,088,000</b>	<b>Total</b>	<b>2,088,000</b>

**Explanation of Project Budget**

Project budget was based on current estimating practices.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation (Name and ID)** Kentucky State University - 30301  
**Facility (Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Natural Gas  
**Type of Space** Educational and General  
**Completion Date** 06/2020

**Existing Facility?** No

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Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

This project provides a pool of money to be used for property acquisition as properties that will enhance the University program and mission become available. Its primary use is to purchase properties adjacent to the main campus. Additional land is needed for academic buildings, service, housing buildings, parking, recreational space and Land Grant research facilities. The Campus Master Plan describes areas for expanding parking development and vehicular movement changes. In order to meet the physical plant needs of the University, additional land needs to be purchased.

The land acquisitions are based on the Campus Master Plan updated in 2008. These acquisitions will achieve many goals and objectives of the Plan including the following: increase the availability of quality open space; protect and enhance the integrity and ambiance of the south campus areas; enhance the sense of arrival and entry to the campus; provide adequate parking in close proximity to campus functions; and provide landscaped pedestrian ways to connect parking facilities with high-use functions.

Previous CAPITAL PLANS? Yes  
2018-2024 Acquire Land/Campus Master Plan 2018  
2016-2022 Acquire Land/Campus Master Plan 2018  
2014-2020 Acquire Land/Campus Master Plan 2018

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes  
2018-2020 Acquire Land/Campus Master Plan 2018

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Construct New Residence Hall  
**Category** Construction - Other  
**Biennium** 2020-2022  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

A new residence hall is needed to house additional students as enrollment projections increase and to provide modern housing facilities. This residence hall would be the second building located in a planned residential quadrangle on the campus south of US60 beside Young Hall. This would be the first residence hall to be built on campus with privatized financing. The new facility is anticipated to contain approximately 500 beds set up in a combination of suites and apartment layouts.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund		Land Acquisition	
Restricted Funds		Site Survey/Prep	234,000
Federal Funds		Project Design	3,957,000
Road Fund		Construction Cost	44,951,000
Agency Bonds		Mov. Equip/Furn.	1,506,000
Other(Private - Cash)		Contingency	4,914,000
Other(LT Financing)	55,562,000	Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>55,562,000</b>	<b>Total</b>	<b>55,562,000</b>

**Explanation of "Other LT Financing" Fund Sources**

Privatized Funding

**Explanation of Project Budget**

In-house estimate based on RS Means data.

**IMPACT ON OPERATING BUDGET?** Yes

**Explanation of Impact on Operating Budget**

Costs for maintenance personnel, supplies, repairs and utilities will be considered during the discussions on Privatized Funding opportunities. Any cost will be out of KSU Restricted Funds.

**PROJECT DETAIL**

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Installation(Name and ID) Kentucky State University - 30301  
Facility(Name)  
Method of Procurement Other  
Privatized Funds  
Fuel Type Natural Gas  
Type of Space Housing and Dining  
Completion Date 09/2022

Existing Facility? No

Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency, N/A

--Project Measurements,

1. NEW RESIDENCE FACILITIES: The University has set as a goal to double its student population (from 2,000 to 4,000 students) by 2020. Modern housing will be critical to the University meeting this goal. As a result of a student housing study conducted in 1996, housing designs will focus primarily on apartment and suite-style arrangements. Programmatic changes will include special interest housing (i.e., graduate and family housing, international housing, learning communities and theme housing). The newly constructed housing will provide for co-ed living arrangements.

2. INCREASE IN NUMBERS OF HIGH SCHOOL GRADUATES: Demographics suggest that there will be an increase of Kentucky public and non-public high school graduates. KSU has experienced in resent increase its Freshman classes and projections for the next two freshman classes indicate a need for additional housing.

3. INCREASE IN AGE OF STUDENTS: Demographics suggest that there will be an increase in older students. Consequently, resources will have to be added and expanded. For example, year-round, furnished accommodations will be necessary, as well as, access to such services as childcare.

4. TECHNOLOGY: It will be necessary for the Office of Residence Life to recognize changes in technology in order to provide facilities that offer state-of-the-art equipment. Additional computer rooms need to be developed within or near residence facilities with appropriate instructional support. Central office and support offices must have upgraded technology.

5. LEARNING ENVIRONMENT: The residence halls are a place where students learn to live cooperatively within community standards. The environment needs to be one where students can live, learn and socialize. Linkage with academic departments, increased faculty involvement, commitment to community service initiatives and collaborative effort with the New Student Experience initiatives will enhance the resident student's academic

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development outside of the classroom.

6. STAFFING PATTERNS: With new residential facilities, additional staff will be needed at all levels. The professional staff must be skilled in technology and in developing and promoting active learning through various collaborative efforts.

- Site, existing land south of US60
- Prior Planning and/or Design, N/A
- Relationship to Other Prior Projects(s), N/A
- Economic Development Impact. N/A

**Previous CAPITAL PLANS?** Yes

2018-2024	Construct New Residence Hall
2012-2018	Construct New Residence Hall - Phase III
2010-2016	Construct New Residence Hall - Phase III

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** Yes

2018-2020	Construct New Residence Hall
2012-2014	Construct New Residence Hall Phase III - Additio

**Differences between the current and most recent previous project?** No

**Previous BUDGET AUTHORIZATIONS?** Yes

2018-2020	Construct New Residence Hall
2012-2014	Construct New Residence Hall Phase III - Additio

**Most recent authorization undertaken?** No

Previous attempts to construct residential housing with Privatized Funding have failed during contract development.

**Differences between the current and most recent previous project?** No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Acquire Land/Campus Master Plan 2020  
**Category** Construction - Other  
**Biennium** 2022-2024  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project allows the university to take advantage of a real property acquisition opportunity which will support the University's education program and campus development. It's primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, housing and Land Grant Research facilities.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund		Land Acquisition	2,088,000
Restricted Funds	1,044,000	Site Survey/Prep	
Federal Funds	1,044,000	Project Design	
Road Fund		Construction Cost	
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>2,088,000</b>	<b>Total</b>	<b>2,088,000</b>

**Explanation of Project Budget**

In-House estimate was based on current estimating practices.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Natural Gas  
**Type of Space** Educational and General  
**Completion Date** 09/2024

**Existing Facility?** No



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Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

This project provides a pool of money to be used for property acquisition as properties that will enhance the University program and mission become available. Its primary use is to purchase properties adjacent to the main campus. Additional land is needed for academic buildings, service, housing buildings, parking, recreational space and Land Grant research facilities. The Campus Master Plan describes areas for expanding parking development and vehicular movement changes. In order to meet the physical plant needs of the University, additional land needs to be purchased.

The land acquisitions are based on the 2008 Campus Master Plan. These acquisitions will achieve many goals and objectives of the University including the following: increase the availability of quality open space; protect and enhance the integrity and ambiance of the south campus areas; enhance the sense of arrival and entry to the campus; provide adequate parking in close proximity to campus functions; and provide landscaped pedestrian ways to connect parking facilities with high-use functions.

Previous CAPITAL PLANS? Yes  
2018-2024 Acquire Land/Campus Master Plan 2020  
2016-2022 Acquire Land/Campus Master Plan 2016  
2014-2020 Acquire Land/Campus Master Plan 2016  
2012-2018 Acquire Land/Campus Master Plan 2016

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes  
2020-2022 Acquire Land/Campus Master Plan

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Renovate Bradford Hall  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2022-2024  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

The Performing Arts program has outgrown the available space in its present location of Bradford Hall. The VFA Condition Assessment and Space Study found Bradford Hall to be substandard space for the Music/Theater programs and suggested that both the Performing Arts program and Business School (also located in Bradford Hall) would be better served in new facilities. Replacement is not necessary if the project "Construct Business & Technology Center" is constructed. Bradford Hall renovation to accommodate the growing Performing Arts program is planned.

"Bradford Hall was renovated in 1989 when the HVAC system was replaced. It requires a complete renovation to allow the Performing Arts program full use of the building. Necessarily, the School of Business must first be relocated to a new facility.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	30,728,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	66,000
Federal Funds		Project Design	2,554,000
Road Fund		Construction Cost	24,382,000
Agency Bonds		Mov. Equip/Furn.	1,026,000
Other(Private - Cash)		Contingency	2,700,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
Total	30,728,000	Total	30,728,000

**Explanation of Project Budget**

In-house estimate based on RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**

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Method of Procurement Purchase  
Fuel Type Natural Gas  
Type of Space Educational and General  
Completion Date 09/2024

**Existing Facility?** Yes

Bradford Hall was originally constructed in 1964 as one of three primary academic facilities on the KSU campus. It is located in the southeast corner of the north campus and faces East main Street(US60). The building contains approximately 63,000 square feet of classroom, office and performance-related space on two floor levels. It is the current primary home for both the Business and Performing Arts programs. After the School of Business moves to its new facility, Performing Arts will be the sole user of Bradford Hall.

**Program Relocation?** No

**Phased Project?** No

**Eliminate the need for other proposed projects?** No

**Need eliminated by other proposed project(s)?** No

**Additional Description/Justification**

-- Citation, Order, Agreement with State or Federal Courts or Regulatory Agency - N/A

-- Project Measurements -

The Performing Arts program has outgrown the available space in its present location of Bradford Hall. The VFA Condition Assessment and Space Study found Bradford Hall to be substandard space for the Music/Theater programs and suggested that both the Performing Arts program and Business School (also located in Bradford Hall) would be better served in new facilities. Construction of a new facility for the School of Business will allow the Performing Arts program to expand into the full space of Bradford Hall. All manner of cultural and performing arts offerings will be made possible at this facility.

The building contains 63,000 square feet of classrooms, recital rooms, auditoriums and offices.

-- Site - Existing facility.

-- Prior Planning and/or Design - The VFA Facility Condition Assessment and Space Study stated that the space in Bradford Hall was "substandard".

-- Relationship to Other Prior Projects - N/A

-- Economic Development Impact - This facility will create additional revenue to the Commonwealth by providing a venue for Fine Art performances featuring Kentucky and nationally recognized artists for the KSU campus

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community and for the Frankfort Community, the Commonwealths' Capital City. It will increase student enrollment by providing state of the art classrooms and facilities for students interested in the study of performing arts.

**Previous CAPITAL PLANS?** Yes

2018-2024 Renovate Bradford Hall  
2016-2022 Construct Classrooms/Performing Arts Center  
2010-2016 Construct Classrooms/Performing Arts Center  
2008-2014 Construct Classrooms/Performing Arts Center

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** Yes

2018-2020 Renovate Bradford Hall

**Differences between the current and most recent previous project?** No

**Previous BUDGET AUTHORIZATIONS?** No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Renovation & Renewal Projects Pool 2020  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2022-2024  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal & Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair & Replacement Pool".

These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	1,782,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	
Federal Funds		Project Design	63,000
Road Fund		Construction Cost	1,652,000
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	67,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
Total	1,782,000	Total	1,782,000

**Explanation of Project Budget**

In-house estimate base on RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Natural Gas  
**Type of Space** Educational and General

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Completion Date 05/2024

Existing Facility? Yes

This project is a pool covering various buildings and systems on KSU campus.

Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

This project would install new or upgrade current life safety systems on campus. Upgraded fire alarm systems for Bell Gym, Carver Hall, Carver Annex, Jackson Hall and Hunter Hall. ADA improvements to the Campus pedestrian walks.

Roof replacement on Hathaway Hall a 19,818 SF, Hunter Hall 7,388 SF and Jackson is 5,289 SF

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency - N/A

--Project Measurements -

Paint interior of 20% of campus buildings - \$300,000

Campus landscaping improvements - \$350,000

Replace 10 year old carpet in campus buildings - \$100,000

Replace HVAC equipment (pumps, valves, compressors, fans) - \$80,000

Reseal asphalt roads and parking lots - \$150,000

Roof area:

Hathaway Hall a 19,818 SF

Hunter Hall 7,388 SF

Jackson is 5,289 SF

--Site - Campus wide improvements.

--Prior Planning and/or Design - Scope was developed based on in-house condition assessments by maintenance staff.

--Relationship to Other Prior Projects(s) - N/A

--Economic Development Impact - N/A

Previous CAPITAL PLANS? Yes

2018-2024 Renovation & Renewal Projects Pool 2020

2016-2022 Capital Renewal & Maintenance Projects Pool 2020

Differences between the current and most recent previous project? No

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Previous BUDGET REQUESTS? Yes

2018-2020 Renovation & Renewal Projects Pool 2020

Differences between the current and most recent previous project?

No

Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Acquire Land/Campus Master Plan 2022  
**Category** Construction - Other  
**Biennium** 2024-2026  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project allows the university to take advantage of real property acquisition opportunity to support the University's education program and campus development, its primary purpose will be to purchase properties adjacent to the main campus pursuant to the University's Campus Master Plan. Acquisitions will provide additional land for campus development and expansion to include potential parking, recreational areas, classroom sites, and housing and Land Grant Research facilities.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund		Land Acquisition	2,132,000
Restricted Funds	1,066,000	Site Survey/Prep	
Federal Funds	1,066,000	Project Design	
Road Fund		Construction Cost	
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>2,132,000</b>	<b>Total</b>	<b>2,132,000</b>

**Explanation of Project Budget**

Project budget was based on in-house estimates based on past acquisitions.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Natural Gas  
**Type of Space** Educational and General  
**Completion Date** 05/2026

**Existing Facility?** No



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Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

This project provides a pool of money to be used for property acquisition as properties that will enhance the University program and mission become available. Its primary use is to purchase properties adjacent to the main campus. Additional land is needed for academic buildings, service, housing buildings, parking, recreational space and Land Grant research facilities. The Campus Master Plan describes areas for expanding parking development and vehicular movement changes. In order to meet the physical plant needs of the University, additional land needs to be purchased.

The land acquisitions are based on the Campus Master Plan updated in 2008. These acquisitions will achieve many goals and objectives of the Plan including the following: increase the availability of quality open space; protect and enhance the integrity and ambiance of the south campus areas; enhance the sense of arrival and entry to the campus; provide adequate parking in close proximity to campus functions; and provide landscaped pedestrian ways to connect parking facilities with high-use functions.

Previous CAPITAL PLANS? Yes  
2018-2024 Acquire Land/Campus Master Plan 2022  
2016-2022 Acquire Land/Campus Master Plan 2020

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes  
2018-2020 Acquire Land/Campus Master Plan 2022

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Renovate Betty White Health Building  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2024-2026  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project will renovate the Betty White Health Center to a functioning modern facility required for support of KSU students residing on campus. Constructed in 1971, Betty White Health Center (10,400 gsf) is used as the University health center and nursing program clinical classroom space and office space. The facility was originally built as an infirmary and never renovated. Available space in the existing facility is inadequate and not well designed for the current Nursing program nor as a clinic for KSU students on campus. The School of Nursing will be relocated under the project "Construct Health Sciences Center".  
The building's systems have exceeded their useful life and are in need of replacement, rather than repair, including HVAC piping that has corroded and damaged exterior soffits.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	5,882,000	Land Acquisition	
Restricted Funds		Site Survey/Prep	30,000
Federal Funds		Project Design	588,000
Road Fund		Construction Cost	4,538,000
Agency Bonds		Mov. Equip/Furn.	211,000
Other(Private - Cash)		Contingency	515,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
<b>Total</b>	<b>5,882,000</b>	<b>Total</b>	<b>5,882,000</b>

**Explanation of Project Budget**

In-house estimate based on RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase

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Fuel Type Natural Gas  
Type of Space Educational and General  
Completion Date 09/2024

**Existing Facility?** Yes  
Betty White Health Center (10,400 gsf) is used as the University health center and nursing program clinical classroom space and office space. The facility was originally built as an infirmary and never renovated. Available space in the existing facility is inadequate and not well designed for the current Nursing program nor as a clinic for KSU students on campus.

**Program Relocation?** No

**Phased Project?** No

**Eliminate the need for other proposed projects?** No

**Need eliminated by other proposed project(s)?** No

**Additional Description/Justification**

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency, N/A

--Project Measurements, Betty White Health Center (10,400 gsf) is inadequate and not well designed as a clinic for KSU students on campus. Construction of a new facility for the School of Nursing will allow full use of the space for health programs for student residents. The building needs a complete renovation including replacement of all HVAC piping and equipment, plumbing and electrical systems.

--Site, existing facility

--Prior Planning and/or Design, N/A

--Relationship to Other Prior Projects(s), construction of the new School of Nursing Facility, "Construct Health Sciences Center" must occur before this project starts.

--Economic Development Impact. N/A

**Previous CAPITAL PLANS?** Yes  
2018-2024 Renovate Betty White Health Building

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** Yes  
2020-2022 Renovate Betty White Health Building

**Differences between the current and most recent previous project?** No

**Previous BUDGET AUTHORIZATIONS?** No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Renovation & Renewal Projects Pool 2022  
**Category** Construction - Protect Investment in Plant  
**Biennium** 2024-2026  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

Small projects for Renovation and Renewal of KSU facilities that need completion to keep the University's facilities at functional level. This project combines previous separate pool projects titled "Capital Renewal & Maintenance Projects Pool", "Life Safety Upgrade Pool" and "Roof Repair & Replacement Pool".

These projects range from electrical system upgrades to having new asphalt placed on deteriorating roads; install new or upgrade current life safety systems on campus - Upgraded fire alarm systems, Upgraded fire suppression systems, ADA improvements. Repair and replacement of old roofs is part of this pool.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	1,795,000	Land Acquisition	
Restricted Funds	341,000	Site Survey/Prep	
Federal Funds		Project Design	55,000
Road Fund		Construction Cost	2,019,000
Agency Bonds		Mov. Equip/Furn.	
Other(Private - Cash)		Contingency	62,000
Other(LT Financing)		Other(specify)	
Other(Local Bonds)			
Total	2,136,000	Total	2,136,000

**Explanation of Project Budget**

In-house estimates based of RS Means data.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Installation(Name and ID)** Kentucky State University - 30301  
**Facility(Name)**  
**Method of Procurement** Purchase  
**Fuel Type** Natural Gas  
**Type of Space** Educational and General

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Completion Date 06/2026

Existing Facility? Yes  
These are all small projects impacting various buildings on KSU campus.

Program Relocation? No

Phased Project? No

Eliminate the need for other proposed projects? No

Need eliminated by other proposed project(s)? No

**Additional Description/Justification**

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency - N/A

--Project Measurements -  
Small Projects CR&R pool.

Upgrade electrical system in Academic Services Building - \$80,000

Upgrade technology conference center in Alumni House -\$250,000 (RF)

Reseal asphalt roads (Athletic Drive, Cross Campus Walk) - \$282,000

Replace security system in Blazer Library - \$50,000

Upgrade electrical system in Blazer Library - \$80,000

Paint interior of 20% of campus buildings - \$300,000

Replace 10 year old carpet in campus buildings - \$100,000

Replace HVAC equipment (pumps, valves, compressors, fans) - \$60,000

Replace locks and doors in campus buildings - \$100,000

Roof replacement:

Old Rosenwald is 9,800 SF

Stadium Pressbox is 1,900SF (RF)

Hill Student Center is 16,811 SF

Two houses on east main are 1,680 SF (RF)

Split is General Fund and Restricted Fund (RF) with \$56,000 KSU restricted Fund.

--Site - Campus wide improvements.

--Prior Planning and/or Design - Scope was developed based on in-house condition assessments by maintenance staff.

--Relationship to Other Prior Projects(s)- N/A

--Economic Development Impact - N/A

**Previous CAPITAL PLANS? Yes**

2018-2024 Renovation & Renewal Projects Pool 2022

2016-2022 Capital Renewal & Maintenance Projects Pool 2016

2014-2020 Capital Renewal & Maintenance Projects Pool 2016

2012-2018 Capital Renewal & Maintenance Projects Pool 2016

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2010-2016 Capital Renewal & Maintence Projects Pool 2010  
Differences between the current and most recent previous project? No  
Previous BUDGET REQUESTS? Yes  
2018-2020 Renovation & Renewal Projects Pool 2022  
Differences between the current and most recent previous project? No  
Previous BUDGET AUTHORIZATIONS? No

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Upgrade Information Tech Infrastructure 2018  
**Category** Information Technology System  
**Biennium** 2020-2022  
**Priority** **Agency** 6 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project continues to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	12,263,000	Hardware Vendor	8,277,000
Restricted Funds		Hardware COT	
Federal Funds		Software Vendor	
Road Fund		Software COT	
Agency Bonds		Professional Services	1,551,000
Other(Private - Cash)		Other Infrastructure	
Other(LT Financing)		Contract Worker Costs	
		Contingency	
		Other(specify)	2,435,000
<b>Total</b>	<b>12,263,000</b>	<b>Total</b>	<b>12,263,000</b>

**Explanation of "Other" Cost Elements**

Cable installation.

**Explanation of Project Budget**

In-House budget from discussions with potential vendor by KSU Computer & Information Service Department.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Method of Procurement** Purchase  
**Program Purpose** Support (Academic/Instructional)

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Completion Date 09/2020

Existing System? Yes  
Projects for upgrade of IT network infrastructure.

Phased Project? Yes  
Projects for upgrade of network will be a continuous process over each biennium.

**Additional Description/Justification**

Both KSU's fiber network and its wireless network need to be expanded and upgraded. The fiber network's current topology needs to convert to a star topology which will require re-installing fiber to each building and terminating each connection at a central fiber hub. Redundant connectivity will insure neat 100% uptime for the network. Create a fully wireless campus where the network can be accessed by students, faculty, staff, alumni and visitors anywhere and anytime while on campus. This will also allow advances in information distribution using handheld devices such as cell phones, I-pods, I-touches, etc. Extend wireless access to KSU's research farm in Franklin County.

Previous CAPITAL PLANS? Yes  
2018-2024 Upgrade Information Tech Infrastructure 2018  
2016-2022 Upgrade Information Tech Infrastructure 2016  
2014-2020 Upgrade Information Technology Infrastructure  
2012-2018 Upgrade Information Technology Infrastructure  
2010-2016 Upgrade Information Technology Infrastructure

Differences between the current and most recent previous project? No

Previous BUDGET REQUESTS? Yes  
2018-2020 Upgrade Information Technology Infrastructure  
2014-2016 Upgrade Information Technology Infrastructure  
2012-2014 Upgrade Information Technology Infrastructure

Differences between the current and most recent previous project? No

Previous BUDGET AUTHORIZATIONS? Yes  
2018-2020 Upgrade Information Technology Infrastructure  
2014-2016 Upgrade Information Technology Infrastructure  
2012-2014 Upgrade Information Technology Infrastructure

Most recent authorization undertaken? No  
Lack of adequate funding.

Differences between the current and most recent previous project? No



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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Replace Enterprise Resource Planning System  
**Category** Information Technology System  
**Biennium** 2020-2022  
**Priority** **Agency** 7 **Cabinet** **Agency Bond**  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project will improve and expand the functionality of the enterprise resource planning system and ancillary systems to ensure that the requirements of the University are being met and future advancements can be realized.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	5,000,000	Hardware Vendor	1,600,000
Restricted Funds		Hardware COT	
Federal Funds		Software Vendor	1,700,000
Road Fund		Software COT	
Agency Bonds		Professional Services	1,700,000
Other(Private - Cash)		Other Infrastructure	
Other(LT Financing)		Contract Worker Costs	
		Contingency	
		Other(specify)	
<b>Total</b>	<b>5,000,000</b>	<b>Total</b>	<b>5,000,000</b>

**Explanation of Project Budget**

In-house estimate with assistance of current vendors.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Method of Procurement** Purchase  
**Program Purpose** Support (Academic/Instructional)  
**Completion Date** 09/2020

**Existing System?** Yes

This project is an enhancement of our existing Enterprise Resource Planning System.

**Phased Project?** Yes

This project is a continuous improvement of the software and systems of our

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Enterprise Resource Planning system.

**Additional Description/Justification**

--Citation, Order, Agreement with State or Federal Courts or a Regulatory Agency, N/A  
--Project Measurements, KSU's existing Enterprise Resource System supports university business operations to collect, store, manage and interpret data from many business activities, including: cash, payroll, purchasing and student information.  
--Site, Existing.  
--Prior Planning and/or Design, N/A  
--Relationship to Other Prior Projects(s), N/A  
--Economic Development Impact. N/A

**Previous CAPITAL PLANS? Yes**

2018-2024 Replace Enterprise Resource Planning System  
2016-2022 Enhance the Enterprise Resource Planning System

**Differences between the current and most recent previous project? No**

**Previous BUDGET REQUESTS? Yes**

2018-2020 Replace Enterprise Resource Planning System

**Differences between the current and most recent previous project? No**

**Previous BUDGET AUTHORIZATIONS? Yes**

2018-2020 Replace Enterprise Resource Planning System  
2016-2018 Replace Enterprise Resource Planning System

**Most recent authorization undertaken? Yes**

**Differences between the current and most recent previous project? No**

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**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Upgrade Information Tech Infrastructure 2020  
**Category** Information Technology System  
**Biennium** 2022-2024  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project will continue to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	11,130,000	Hardware Vendor	7,679,000
Restricted Funds		Hardware COT	
Federal Funds		Software Vendor	
Road Fund		Software COT	
Agency Bonds		Professional Services	1,133,000
Other (Private - Cash)		Other Infrastructure	
Other (LT Financing)		Contract Worker Costs	
		Contingency	
		Other (specify)	2,318,000
<b>Total</b>	<b>11,130,000</b>	<b>Total</b>	<b>11,130,000</b>

**Explanation of "Other" Cost Elements**

Cable Installation

**Explanation of Project Budget**

In-House budget from discussions with potential vendor by KSU Computer & Information Service Department.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Method of Procurement** Purchase  
**Program Purpose** Support (Academic/Instructional)  
**Completion Date** 06/2026

2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT  
FORM SYP-P2  
PLAN VERSION - 1  
4/15/2019

**Existing System?** Yes  
Campus wide IT network will be upgraded.

**Phased Project?** Yes  
Projects for upgrade of network will be a continuous process over each biennium. Titles will be Upgrade Information Tech Infrastructure{year}.

**Additional Description/Justification**

Both KSU's fiber network and its wireless network need to be expanded and upgraded. The fiber network's current topology needs to convert to a star topology which will require re-installing fiber to each building and terminating each connection at a central fiber hub. Redundant connectivity will insure neat 100% uptime for the network. Create a fully wireless campus where the network can be accessed by students, faculty, staff, alumni and visitors anywhere and anytime while on campus. This will also allow advances in information distribution using handheld devices such as cell phones, I-pods, I-touches, etc. Extend wireless access to KSU's research farm in Henry County.

**Previous CAPITAL PLANS?** Yes  
2018-2024 Upgrade Information Tech Infrastructure 2020  
2016-2022 Upgrade Information Tech Infrastructure 2018

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** No

**Previous BUDGET AUTHORIZATIONS?** No

2020-2026 CAPITAL PLAN  
 PROPOSED CAPITAL PROJECT  
 FORM SYP-P2  
 PLAN VERSION - 1  
 4/15/2019

**Branch:** Executive Branch  
**Cabinet/Function:** Cabinet for Postsecondary Education  
**Agency/Institution:** KY State University

**Project Title** Upgrade Information Tech Infrastructure 2022  
**Category** Information Technology System  
**Biennium** 2024-2026  
**Location (county)** Franklin  
**Location (ADD)** Bluegrass ADD  
**Appropriation Unit** 435U

**Additional Funding?** No

**Brief Description/Justification:**

This project will continue to upgrade the data infrastructure and network (wired and wireless) for data, voice and video. This project includes the purchase and installation of fiber, cabling inside the buildings, network and communications equipment and services, video systems and other items related to the maintenance, enhancement, redundancy and security of the KSU data infrastructure and systems. Due to advancements in technology, this project will be continuous.

**PROJECT BUDGET**

<u>Fund Sources</u>	<u>Amount</u>	<u>Cost Elements</u>	<u>Amount</u>
General Fund	10,659,000	Hardware Vendor	7,354,000
Restricted Funds		Hardware COT	
Federal Funds		Software Vendor	
Road Fund		Software COT	
Agency Bonds		Professional Services	1,085,000
Other(Private - Cash)		Other Infrastructure	
Other(LT Financing)		Contract Worker Costs	
		Contingency	
		Other(specify)	2,220,000
<b>Total</b>	<b>10,659,000</b>	<b>Total</b>	<b>10,659,000</b>

**Explanation of "Other" Cost Elements**

Cable Installation

**Explanation of Project Budget**

In-House budget from discussions with potential vendor by KSU Computer & Information Service Department.

**IMPACT ON OPERATING BUDGET?** No

**PROJECT DETAIL**

**Method of Procurement** Purchase  
**Program Purpose** Support (Academic/Instructional)  
**Completion Date** 06/2024

2020-2026 CAPITAL PLAN  
PROPOSED CAPITAL PROJECT  
FORM SYP-P2  
PLAN VERSION - 1  
4/15/2019

**Existing System?** Yes  
Campus Wide IT network will be upgraded

**Phased Project?** Yes  
Projects for upgrade of network will be a continuous process over each biennium. Titles will be Upgrade Information Tech Infrastructure {year}. In this Plan projects are Upgrade Information Tech Infrastructure 2016, Upgrade Information Tech Infrastructure 2018 and Upgrade Information Tech Infrastructure 2020.

**Additional Description/Justification**

Both KSU's fiber network and its wireless network need to be expanded and upgraded. Redundant connectivity will insure 100% uptime for the network. Expand the wireless campus where the network can be accessed by students, faculty, staff, alumni and visitors anywhere and anytime while on campus.

**Previous CAPITAL PLANS?** Yes  
2018-2024 Upgrade Information Tech Infrastructure 2022  
2016-2022 Upgrade Information Tech Infrastructure 2020

**Differences between the current and most recent previous project?** No

**Previous BUDGET REQUESTS?** No

**Previous BUDGET AUTHORIZATIONS?** No



# KENTUCKY STATE UNIVERSITY

## Board of Regents

**DATE:** June 6, 2019  
**SUBJECT:** Annual Staff Calendar  
**FROM:** Finance and Administration  
**ACTION ITEM:** No

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**BACKGROUND:** The Board previously approved a five year (5) staff Holiday schedule. Below is the staff holiday schedule for FY 2019-20.

<b>Holiday</b>	<b>Date(s) Observed</b>	<b>Day(s) Observed</b>
Independence Day	July 4-5, 2019	Thursday - Friday
Labor Day	September 2, 2019	Monday
Columbus Day	October 14, 2019	Monday
Veterans Day	November 11, 2019	Monday
Thanksgiving	November 28 - 29, 2019	Thursday - Friday
Winter Break	December 18, 2019 - January 1, 2020	Wednesday - Wednesday
Martin Luther King Jr. Day	January 20, 2020	Monday
President's Day	February 17, 2020	Monday
Spring Break	March 9 - 14, 2020	Monday - Friday
Good Friday	April 10, 2020	Friday
Memorial Day	May 25, 2020	Monday



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Endowment RFP  
FROM: Finance and Administration  
ACTION ITEM: No

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**BACKGROUND:** The University entered into a contract with Fifth Third Bank to provide investment services. This agreement has existed for over 12 years with very few changes to the agreement. As discussed in the December 2018 board meeting the Request for Proposal for Endowment services has been issued to ensure KSU is receiving the best services and rates available.

**SUMMARY OF PROGRAMS/ACTIVITIES:** KSU has posted an Endowment Request for Proposal to solicit a qualified, experienced, financially sound, and responsible consulting firm to provide investment consulting services for KSU's investment program.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [3] Increase the University's Financial Strength and Operation Efficiency

Goal [4] Enhance the Impact of External Relations and Development

**FISCAL IMPLICATIONS:** KSU will complete the proposal process and select the best vendor to provide investment services to ensure the University is receiving the best rate of return at a minimal cost to the University.





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Food Services Update  
FROM: Finance and Administration  
ACTION ITEM: No

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**BACKGROUND:** There was an in-depth assessment conducted, including observations, communications, food presentation, quality, and services concerning Gourmet's contract with the University. This assessment led to a notice of intent to terminate the Gourmet contract while providing them opportunity to correct the numerous deviations.

**SUMMARY OF PROGRAMS/ACTIVITIES:** A letter dated March 27, 2019 was sent to Gourmet Services notifying them of the Universities intent to terminate the contract for failure to meet expectations. On April 18, 2019 the leadership team met with Gourmet Services to follow-up and converse about the University concerns for failure to meet contract obligations. On May 7<sup>th</sup>, 2019 Gourmet services Inc. was sent the termination letter for failure to correct the deviations specified in letter dated March 27, 2019 and again at a meeting held April 18, 2019. Gourmet's contract was set to expire June 30, 2019 and will now expire on May 30,2019.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

**PROGRAM IMPLICATIONS:** During the summer Auxiliary Services operates the summer camps and conferences programs, as well, we have summer school. These programs rely on our services during their stay on campus. Auxiliary Service will operate and provide these services to our summer participants without interruption. The Auxiliary Team has been in contact with several local catering companies and the University is working with them to ensure our students, staff, faculty and guests needs are met.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Financial Services/Banking RFP  
FROM: Finance and Administration  
ACTION ITEM: No

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**BACKGROUND:** The University entered into a contract with Fifth Third Bank to provide financial and depository services. This agreement has existed for over 12 years and management has determined to exercise due diligence and solicit proposals for banking services in FY2020.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [4] Enhance the Impact of External Relations and Development

**FISCAL IMPLICATIONS:** To ensure the University is receiving the best rate of return and service for the University's depository accounts.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Quarterly Budget Update  
FROM: Finance and Administration  
ACTION ITEM: No

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**BACKGROUND:** The Board of Regents approved the FY2019 Budget on June 7, 2018

**SUMMARY OF PROGRAMS/ACTIVITIES:**

Educational and operation functions are identified by the functional classifications that include Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Operations of Facilities, and Auxiliaries.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal [1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

Goal [2] Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [4] Enhance the Impact of External Relations and Development

Goal [5] Obtain maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: The University is operating within the approved budget.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

ATTACHMENTS: 3<sup>rd</sup> Quarter Budget to Actual Report

RECOMMENDATION: Information Only

	<b>FY2018-19 Approved Budget</b>	<b>Actual as of 3/31/2019</b>	<b>Percent</b>
<b>REVENUES</b>			
State Appropriation	25,459,000	20,367,200	
Tuition and Mandatory Fees	15,960,000	12,625,067	
Other Non-Operating Revenues	1,065,000	413,948	
Fund Balance			
Auxiliary Enterprises	4,500,000	4,161,019	
<b>TOTAL REVENUE</b>	<b>46,984,000</b>	<b>37,567,234</b>	<b>80%</b>
<b>EXPENDITURES</b>			
Personnel	15,186,400	14,622,665	
Fringe Benefits	5,702,301	5,513,469	
Operating Expenses	26,095,299	15,667,484	
<b>TOTAL EXPENDITURES</b>	<b>46,984,000</b>	<b>35,803,618</b>	<b>76%</b>



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Quarterly Facilities Update  
FROM: Finance and Administration  
ACTION ITEM: No

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### State Funded Projects

- **Repair Boiler and Aging Distribution Lines** – State Account Number C756  
Scope of Work – Replace coal fired boilers with natural gas boilers and replace distribution lines.  
Phase II of replacing aging distribution lines contract of \$580,598.11 is awarded to Alpha Mechanical – work to begin June 2019 and completed August 2019.  
Appropriation - \$10,400,000.  
*Smokestack Demolition* was bid May 14 – Contract for \$44,000 to be awarded to Complete Demolition Services. Work to begin June 2019 and be completed August 2019.
- **Pedestrian Bridge** – State Account Number 151064  
Complete
- **Douglas Avenue/East Main Street Intersection** – State Account Number unavailable at this time.  
Work is being considered substantially complete except for relocation of the signal pole at the retaining/signage wall; this work is now being estimated by the contractor.  
KYTC Funded at \$1,600,000.

### Federally Funded Projects

- **Renovate Atwood Agricultural Research Building** – State Account Number C751  
Scope of Work – Total renovation of building to create modern spaces for research, teaching and extension for land grant program.  
Federally approved cost - \$7,428,393.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

Construction contract awarded to Redlee Construction – actual work to begin early June 2019 – completion date is June 2020.

- **Renovate Hunter Hall** – State Account Number C8XM  
Scope of Work – Total renovation of building’s basement and first floors to create modern spaces for research, teaching and extension for land grant program. Due to funding restrictions at this time, the second and third floors will be renovated at a later date when additional funding is available.  
Federally approved project cost - \$2,296,476. (Approved by Board 9/6/18)  
Programming phase is complete.  
Anticipated completion date – August 2020.
- **Site Work for Bell Tower** – State Account Number C96U  
Scope of Work – Site work, foundations and power supply wiring needed to erect the bell tower.  
Current budget estimates are below approved budget amount of \$500,000.  
Work is in design phase – estimated completion date is TBD based on bell manufacturer information forthcoming.
- **Farm Floating Raceways** – State Account Number C98B  
Scope of work – install power to aeration equipment at raceways used to cultivate fish growth and related research activities.  
Estimated cost - \$45,000.  
Anticipate completion date of June 2019.

### University Funded Projects

- **Blazer Library Feasibility Study** – State Account Number C8K3  
Scope of Work – Develop cost estimate of renovations with proposed design concept – completed. Project to be closed once remaining encumbrances are cleared.
- **Mold Remediation and Mechanical Renovation – “The Halls”** – State Account Number C8XN  
Scope of Work – Remediation of mold thought the building is complete.  
Mechanical work is not complete due to discovery of repairs being more extensive the originally determined. CMTA to continue design work. Estimated completion date is TBD.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

- **Develop Master Plan** – State Account Number C913  
Scope of Work – Develop campus master plan. Omni has performed preliminary fact finding work and is poised to continue under KSU's direction and funding for the work to continue.
- **Design Study for Shauntee Hall** – State Account Number C914  
Scope of Work – Develop Cost Estimate and initial design concept to convert Shauntee Hall to Nursing Education facility.  
Study received – Administration to review and determine how the Nursing program will be best served. No estimates have been developed at this time.
- **Campus Roof Evaluation and Repair** – State Account Number C915  
Scope of Work – Evaluate issues and develop repair estimates for campus buildings with roof problems. Report received April 2019.  
Total estimated cost for design and construction is \$9,300,000.  
Administration is working with state Office of Financial Management for financing opportunities.
- **Emergency Generator Replacement** – State Account Number C916  
Scope of Work – Replace and reposition emergency generator at the chilled water plant. Contract of \$296,000 awarded to Kentuckiana Electrical Services; construction start - May 2019.
- **Install Signage and Lighting on Pedway** – State Account Number C95V  
Scope of Work – Design/Install KSU identification signage and lighting on pedway roof that crosses US 60. Estimated construction cost is \$91,500.  
Extended completion date - August 2019.
- **Replace Exterior Stairs at Bell Gym** – State Account Number C96P  
Scope of Work – Replace exterior stairs at north end of building.  
Bid documents are ready to advertise; construction estimate is \$70,000.  
Extended completion date – August 2019.
- **Construct Softball Field** – State Account Number C96Q  
Scope of Work – Design on campus softball field – awaiting revised cost estimate before deciding to proceed. Preliminary budget of \$48,000.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

- **Install Fountain at Student Center** – State Account Number C96R  
Scope of Work – Wiring, piping and foundation work to install fountain in front of Student Center. Developed budget of \$60,000.  
Extended completion date of August 2019.
- **Install Pedestal at Arboretum** – State Account Number C96S  
Scope of Work – Install pedestal for statuary at end of ASB parking lot.  
Extended completion date – August 2019.
- **Mold Remediation in Exum Basement** – State Account Number C97F  
Scope of Work – Mold remediation; project budget \$25,000 – portions of finish work to be completed.
- **Install Access Control at Hume Hall** – State Account Number C97Y  
Scope of Work – Wiring to install access control system at Hume Hall  
Preliminary budget is \$10,000.
- **Transition to Synthetic Athletic Field** – State Account – N/A  
Scope of Work – Install a synthetic Athletic Field  
Working with stakeholders to develop budget and potential cost sharing opportunities.  
Estimated completion date – September 2020.
- **Energy Performance Savings Contract** – State Account – N/A  
Scope of Work – Develop project to reduce energy costs and improve efficiency.  
Project is funded from guaranteed savings on utility costs.  
Contract closing scheduled for June 13, 2019.  
Estimated completion date – December 2020.





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Board Self-Evaluation Results  
FROM: Governance  
ACTION ITEM: No

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BACKGROUND: Board Self-Evaluation Results.

Board Self-Evaluation Results – Broadly speaking, there is a **consensus of agreement in Section I** with the questions asked of the Board. The question with the **least agreement** was a question of Board Organization and Operation. Specifically that, “**Board committees have clear and appropriate responsibilities to effectively assist the Board in its policy-making role and function.**” In Section II, the Board’s greatest strength is **diversity**. “**Areas in which the Board could improve**”, is their effectiveness in **Committee meetings**. “**The major accomplishments of the Board this past year**”, are centered on the **choice of and work with KSU’s 18th President**. “**Board members are most pleased about**”, the **direction of the University** and its **honest communication** under President Brown. “**Board members are most concerned about**”, the **financial state** of the University. The top three goals that the Board recommends are: **(1)** Greater campus engagement and visibility for themselves on campus and **(2)** better committee meetings, and **(3)** better communication.

SUMMARY OF PROGRAMS/ACTIVITIES: N/A

ALIGNMENT WITH STRATEGIC GOALS: N/A

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

ATTACHMENTS: Information Item - Board Self-Evaluation Results

RECOMMENDATION: Perform another self-evaluation now that there is a baseline with goals.



# KENTUCKY STATE UNIVERSITY

## Board of Regents



# 2018 BOARD SELF-EVALUATION RESULTS

# 2018 ANNUAL SELF-EVALUATION INSTRUMENT

BOARD POLICY-MAKING ROLE AND FUNCTION	LEVEL OF AGREEMENT				
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNCERTAIN
1. The Board understands that its primary role and function is policy-making.	4	5	0	0	0
2. The Board’s policy-making process is clear, public and inclusive.	4	3	2	0	0
3. The Board periodically reviews its policies to ensure that both its Bylaws and Policy Manual are current, relevant and useful.	3	4	2	0	0
4. Board members uphold the final majority decision of the Board.	5	3	0	0	0
5. The Board regularly reviews the role, scope and mission of the University.	4	4	1	0	0

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS  
ANNUAL SELF-EVALUATION INSTRUMENT

BOARD ORGANIZATION AND OPERATION		LEVEL OF AGREEMENT				
		STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNCERTAIN
6.	Board officer responsibilities are clearly defined in the Board's Bylaws.	6	3	0	0	0
7.	Board committees have clear and appropriate responsibilities to effectively assist the Board in its policy-making role and function.	2	3	3	1	0
8.	Board meetings are effectively conducted to advance the Board's policy-making role and function.	4	5	0	0	0
9.	Board meeting agendas are relevant to the Board's policy-making role and function.	6	3	0	0	0
10.	Board minutes effectively capture and summarize Board actions.	5	4	0	0	0

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS  
ANNUAL SELF-EVALUATION INSTRUMENT

BOARD LEADERSHIP AND ACCOUNTABILITY		LEVEL OF AGREEMENT				
		STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNCERTAIN
11.	The Board understands and adheres to its legal responsibilities as defined in its The Bylaws.	6	3	0	0	0
12.	The Board adheres to the Commonwealth of Kentucky Code of Ethics for public officials.	7	2	0	0	0
13.	Board members are well-prepared for Board meetings.	2	5	1	0	0
14.	The Board has an active Board development program that includes new Board members receiving comprehensive orientation to the Board institution.	2	6	1	0	0
15.	The Board periodically evaluates itself to assess its performance, contributions and to establish a strategic forward-looking policy priorities agenda.	3	3	3	0	0

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS  
ANNUAL SELF-EVALUATION INSTRUMENT

BOARD EXPECTATIONS		LEVEL OF AGREEMENT				
		STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNCERTAIN
16.	The Board engages in long-range strategic planning evidenced by a current Board Strategic Plan and expects its institution to do likewise.	2	6	1	0	0
17.	The Board expects the development and implementation of an institutional effectiveness model across the university designed to establish an evidence-based planning and assessment culture focused on continuous improvement that will further elevate academic and administrative excellence.	4	5	0	0	0
18.	The Board monitors the effectiveness of the university in fulfilling its stated mission by routinely examining performance data for established expected outcomes for the University.	3	4	2	0	0
19.	The Board expects the development and implementation of a financial health index across the University.	3	5	1	0	0
20.	The Board expects to be informed of all relevant accomplishments, issues and concerns across the University.	4	4	0	0	0

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS  
ANNUAL SELF-EVALUATION INSTRUMENT

BOARD - PRESIDENT RELATIONS		LEVEL OF AGREEMENT				
		STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNCERTAIN
21.	The Board sets clear expectations for the President of Kentucky State University.	5	4	0	0	0
22.	The President's job description is current and active.	7	2	0	0	0
23.	The Board effectively evaluates the President.	4	5	0	0	0
24.	The Board maintains open communication with the President.	5	4	0	0	0
25.	The Board provides the highest level of support for the President.	4	5	0	0	0



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS  
ANNUAL SELF-EVALUATION INSTRUMENT

**OVERALL RATING OF THE BOARD'S PERFORMANCE**

**OVERALL**

5	4	3	2	1
OUTSTANDING	ABOVE AVERAGE	AVERAGE	BELOW AVERAGE	POOR
0	6	3	0	0

# SECTION I

## Statement with the most agreement:

- **“Board members uphold the final majority decision of the Board.”**
- **“Board officer responsibilities are clearly defined in the Board's Bylaws.”**
- **“Board meeting agendas are relevant to the Board's policy-making role and function.”**
- **“The Board understands and adheres to its legal responsibilities as defined in its Bylaws.”**
- **“The Board adheres to the Commonwealth of Kentucky Code of Ethics for public officials.”**
- **“The President's job description is current and active.”**

## SECTION I

# The Question with the Least Agreement

- **“Board committees have clear and appropriate responsibilities to effectively assist the Board in its policy-making role and function.”**
- **“The Board periodically evaluates itself to assess its performance, contributions and to establish a strategic forward-looking policy priorities agenda.”**

# SECTION II

## What are the Board's greatest strengths?

- **Diversity (5), Diversity of experience (1)**  
“Areas in which the Board could improve”
- **Committee Meetings (3), Committee meetings on a regular basis (1)**  
“The major accomplishments of the Board this past year”
- **New president [and key employees] (2), President's comprehensive evaluation (1)**

## SECTION II

# Board members are most pleased about

- Confidence in the president's leadership (1), The president is moving the university forward without glossing over problems (2), Open communication with President (1)

# Board members are most concerned about

- Finances (1), Internal audit for year 2011 - 2017 (1), Long term financial viability given decreasing public funds (1), Our budget and monetary contributions to KSU (1)

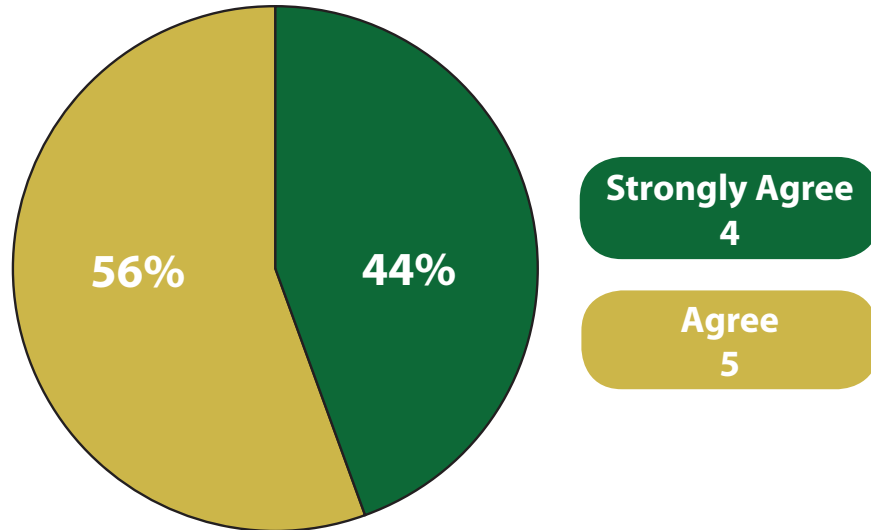
## SECTION II

# Two (2) of the top three goals that the Board

- **Be more engaged on campus (1), More Board participation in college events (1), More Board visibility on campus (1), Involvement (at KSU events)**
- **Better committee work (1), Improve committee meetings (1), More meetings (1)**
- **Communicate goals (1), More effective communication (1)**

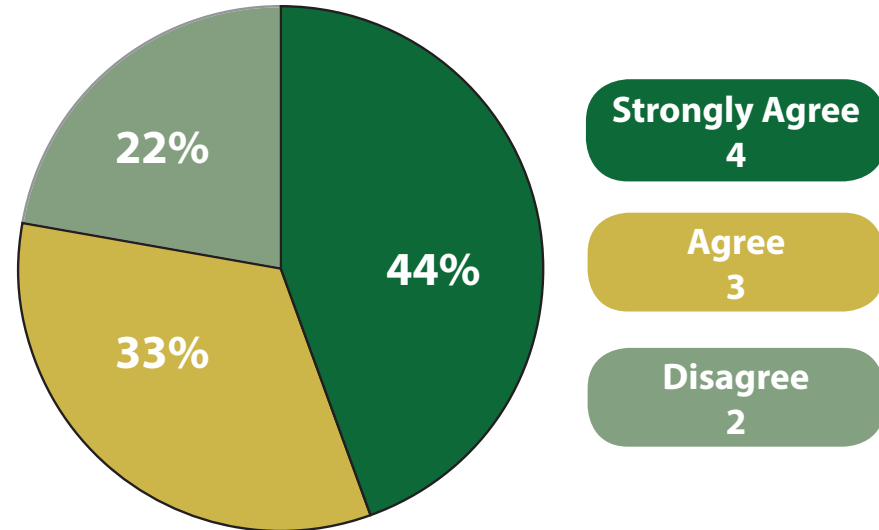
### Question 1

The Board understands that its primary role and function is policy-making.



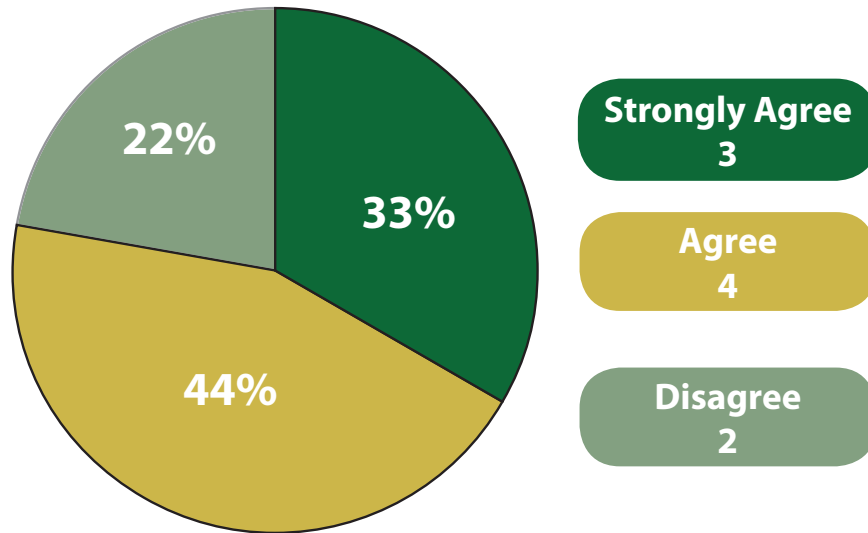
### Question 2

The Board's policy-making process is clear, public and inclusive.



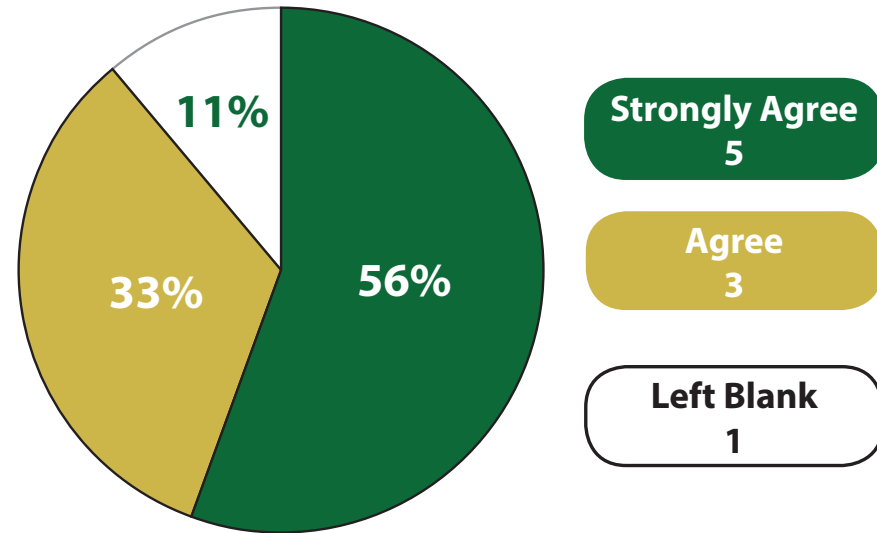
### Question 3

The Board periodically reviews its policies to ensure that both its Bylaws and Policy Manual are current, relevant and useful.



### Question 4

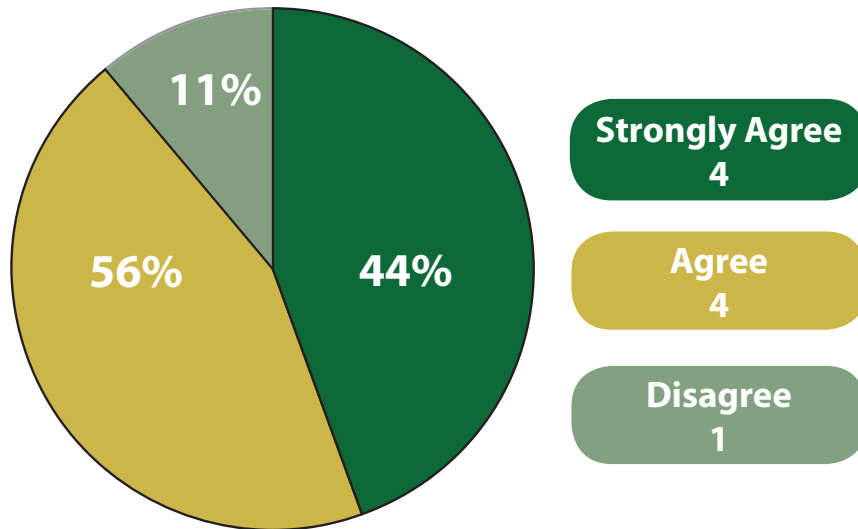
Board members uphold the final majority decision of the Board.





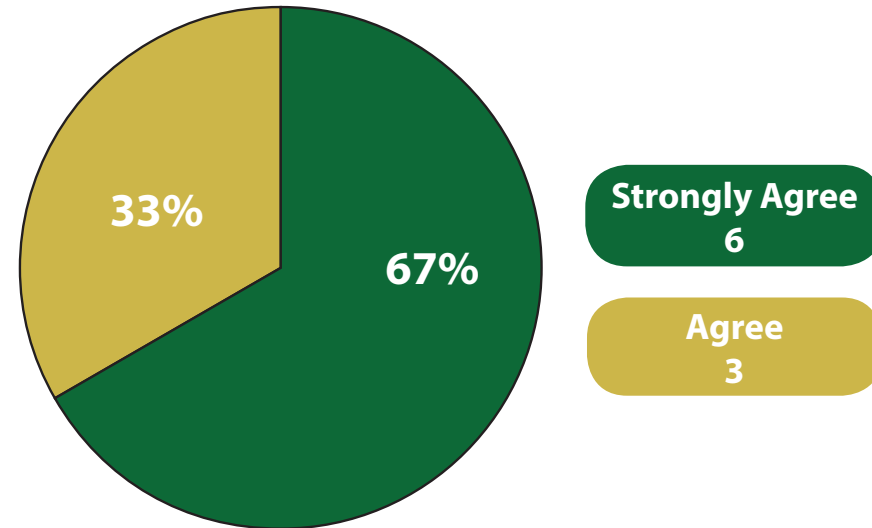
### Question 5

The Board regularly reviews the role, scope and mission of the University.



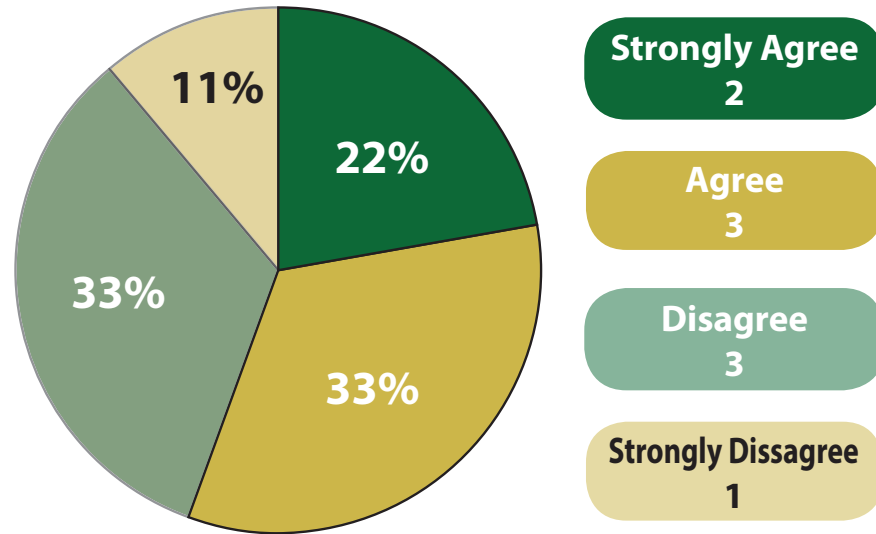
### Question 6

Board officer responsibilities are clearly defined in the Board's Bylaws.



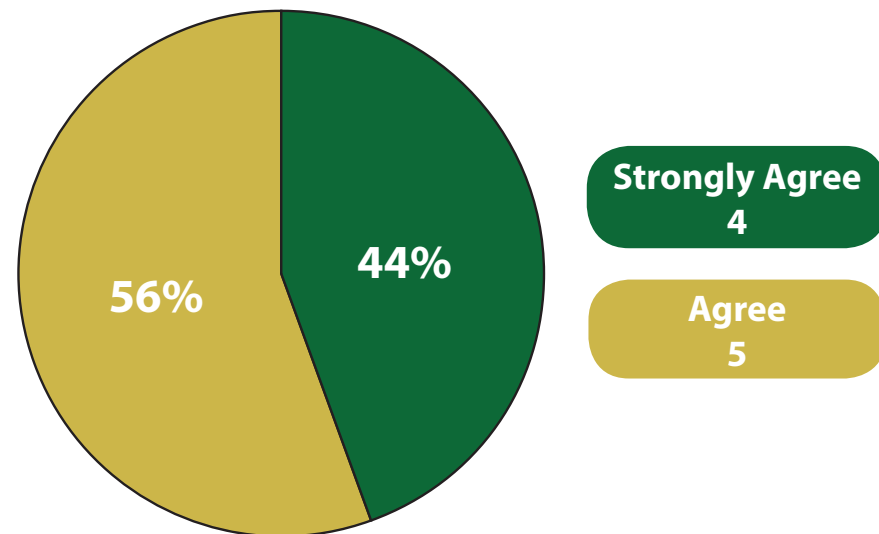
### Question 7

Board committees have clear and appropriate responsibilities to effectively assist the Board in its policy-making role and function.



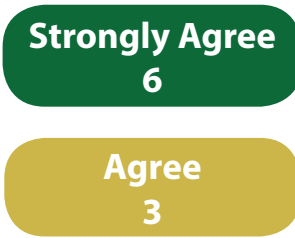
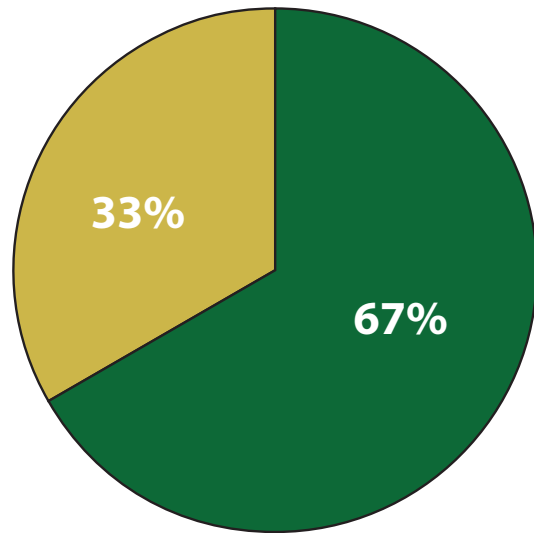
### Question 8

Board meetings are effectively conducted to advance the Board’s policymaking role and function.



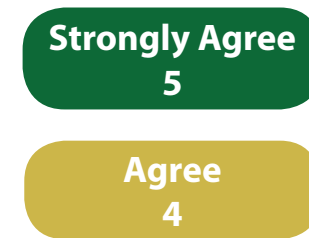
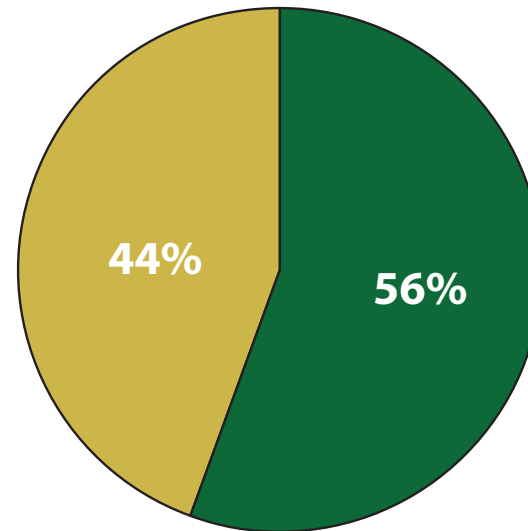
### Question 9

Board meeting agendas are relevant to the Board's policy-making role and function.



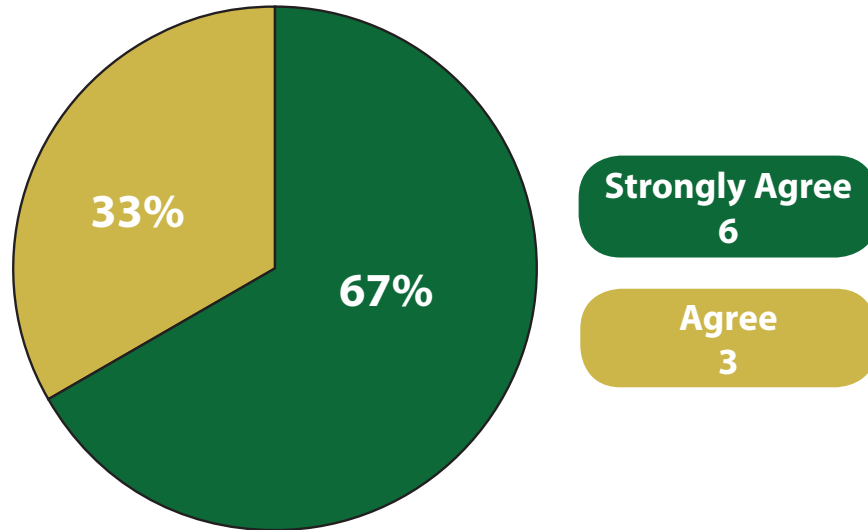
### Question 10

Board minutes effectively capture and summarize Board actions.



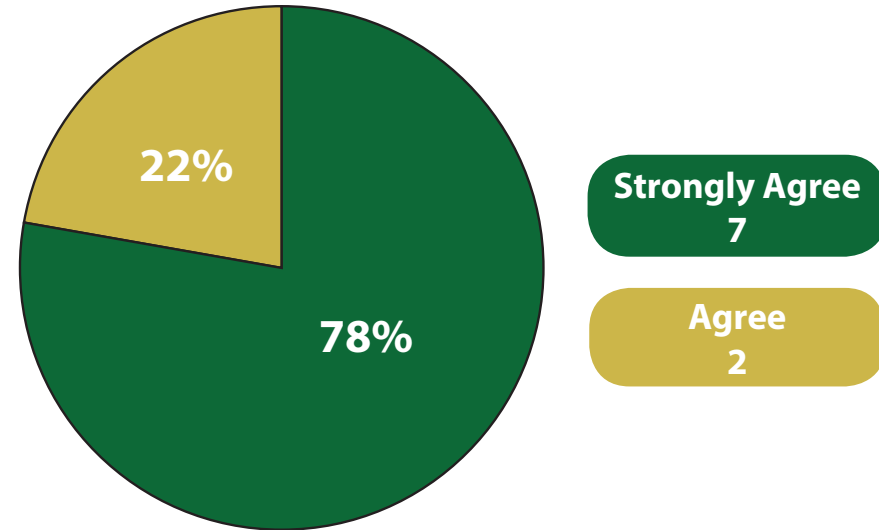
### Question 11

The Board understands and adheres to its legal responsibilities as defined in its Bylaws.



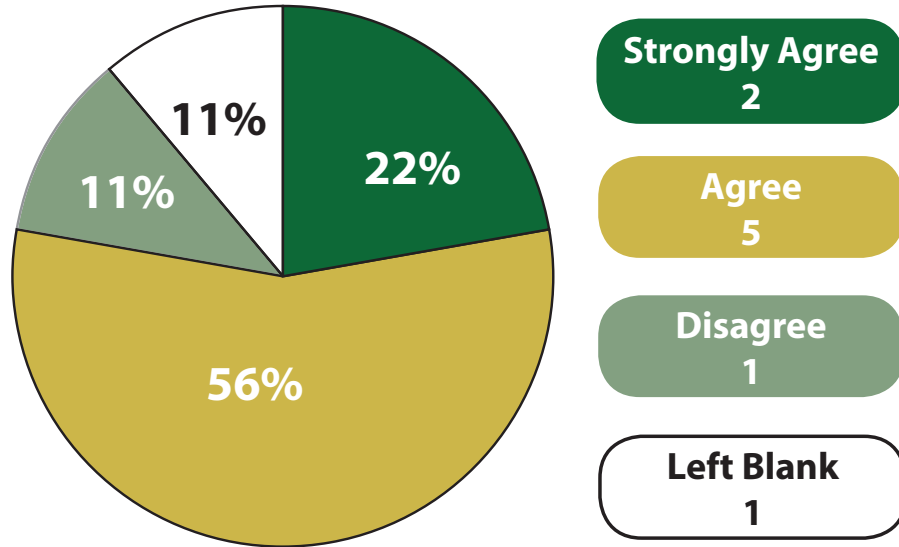
### Question 12

The Board adheres to the Commonwealth of Kentucky Code of Ethics for public officials.



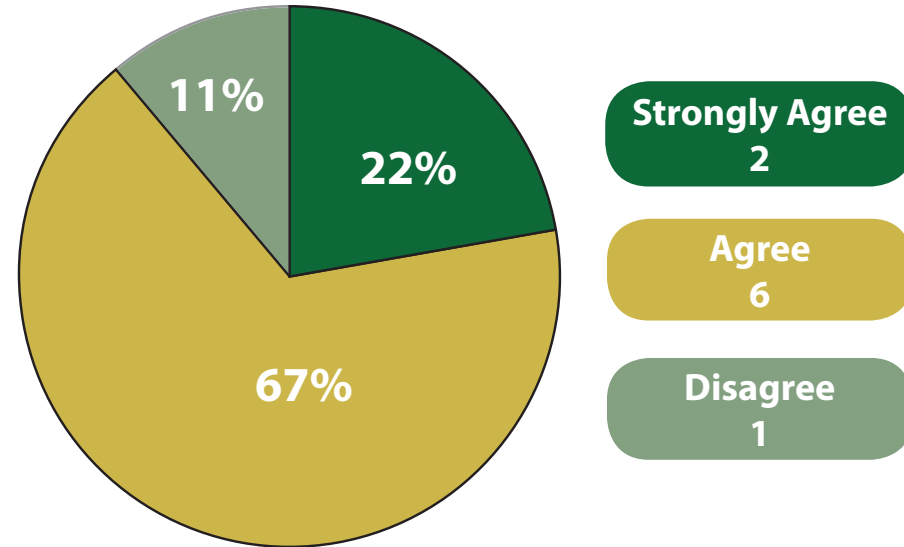
### Question 13

Board members are well-prepared for Board meetings.



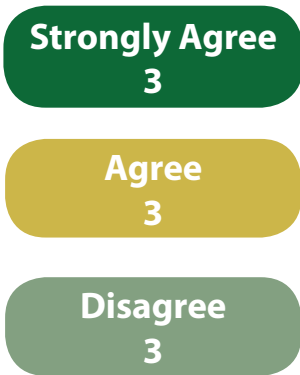
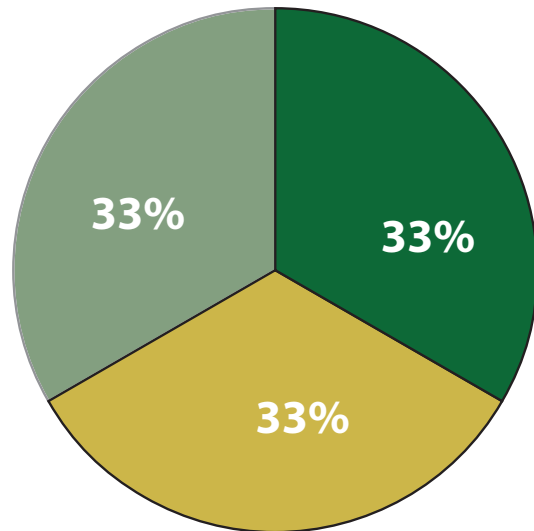
### Question 14

The Board has an active Board development program that includes new Board members receiving comprehensive orientation to the Board institution.



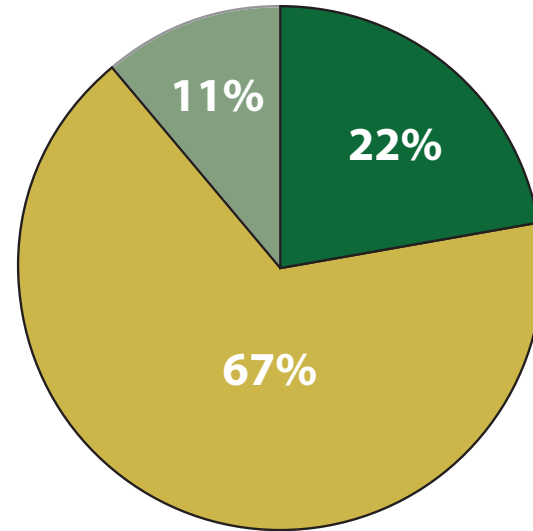
### Question 15

The Board periodically evaluates itself to assess its performance, contributions and to establish a strategic forward-looking policy priorities agenda.



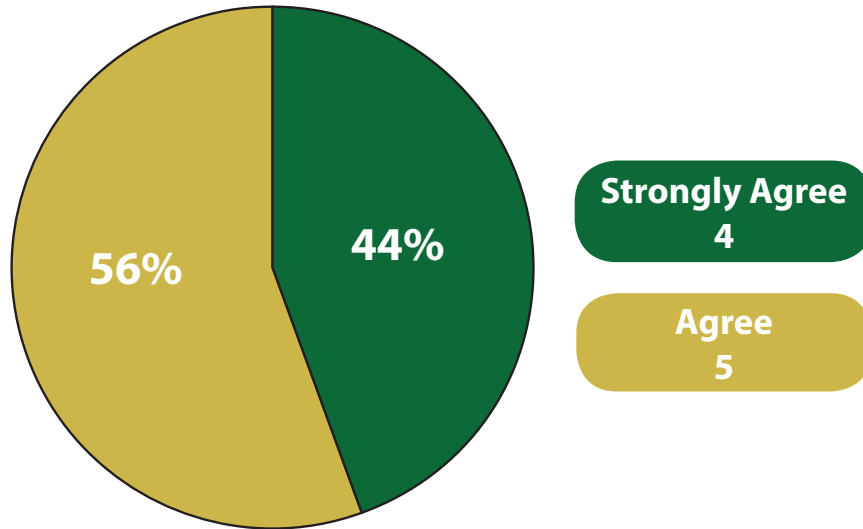
### Question 16

The Board engages in long-range strategic planning evidenced by a current Board Strategic Plan and expects its institution to do likewise.



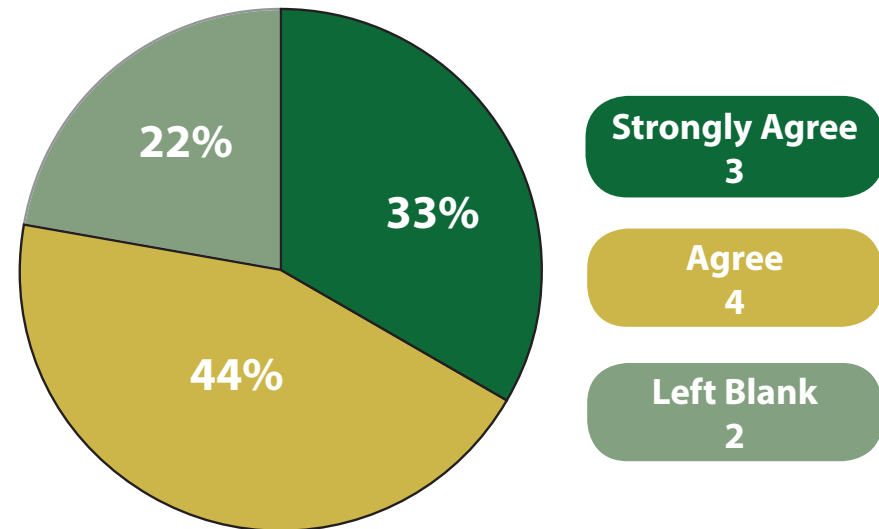
### Question 17

The Board expects the development and implementation of an institutional effectiveness model across the university designed to establish an evidence-based planning and assessment culture focused on continuous improvement that will further elevate academic and administrative excellence.



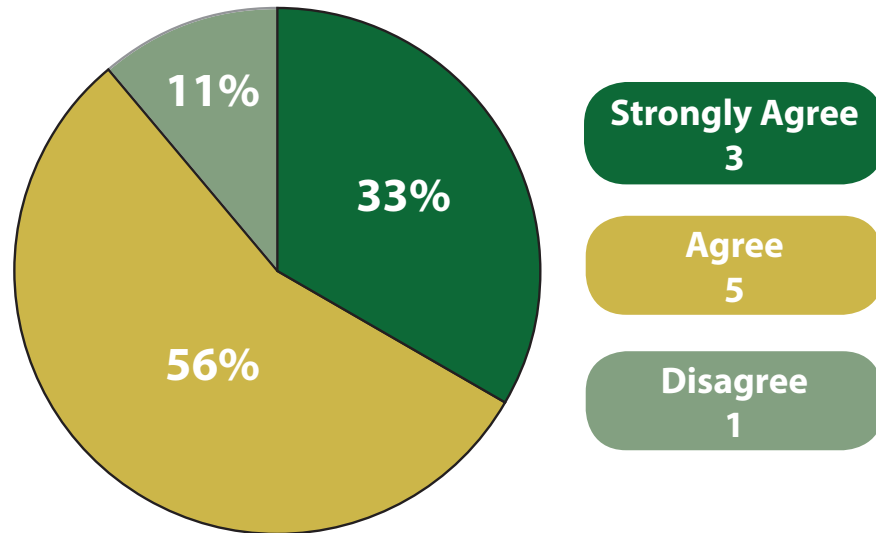
### Question 18

The Board monitors the effectiveness of the university in fulfilling its stated mission by routinely examining performance data for established expected outcomes for the University.



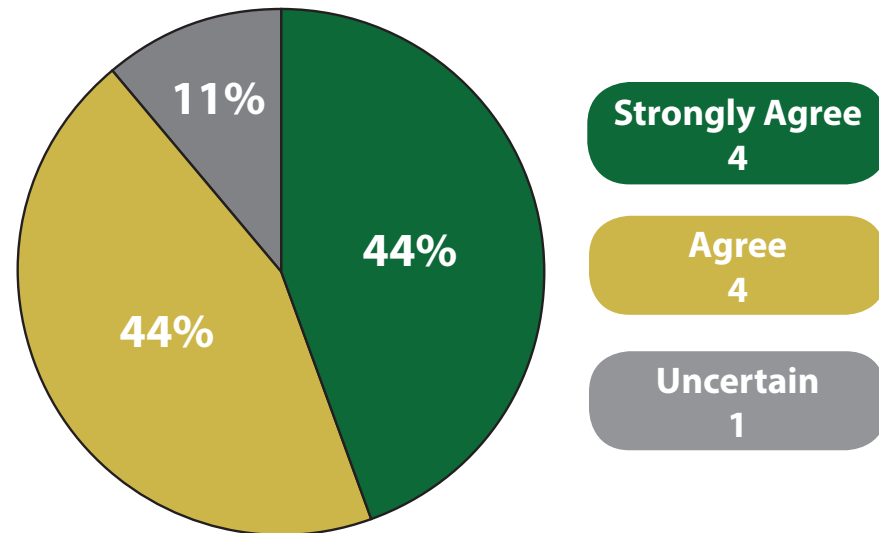
### Question 19

The Board expects the development and implementation of a financial health index across the University.



### Question 20

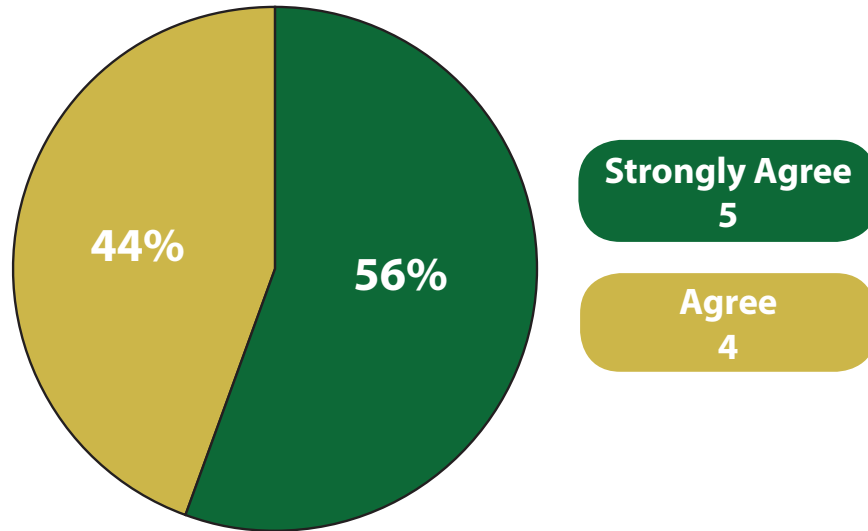
The Board expects to be informed of all relevant accomplishments, issues and concerns across the University.





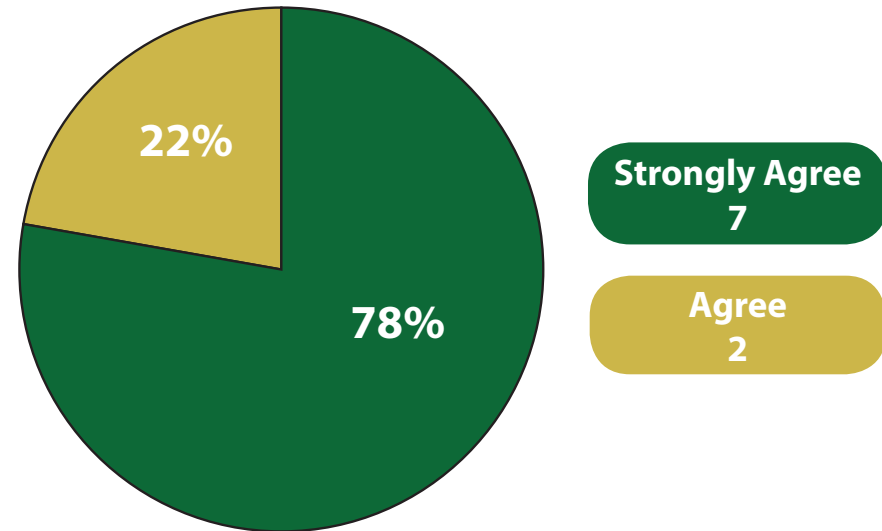
### Question 21

The Board sets clear expectations for the President of Kentucky State University.



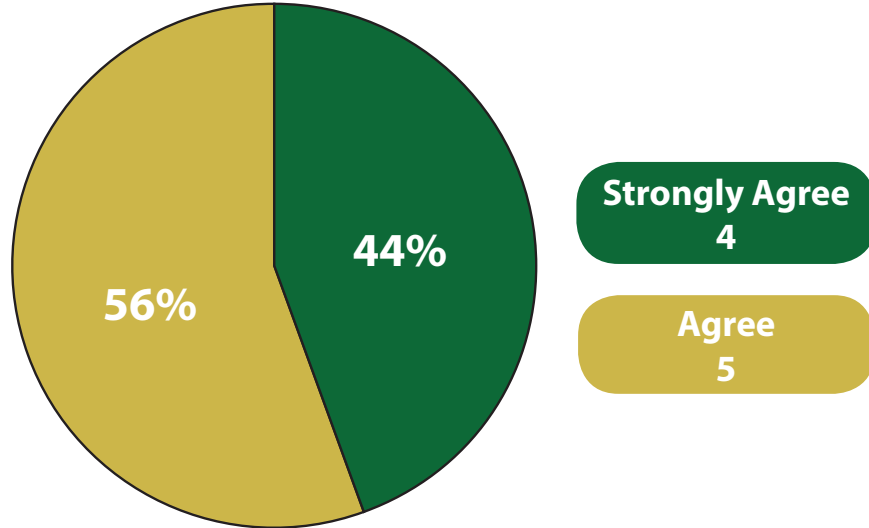
### Question 22

The President's job description is current and active.



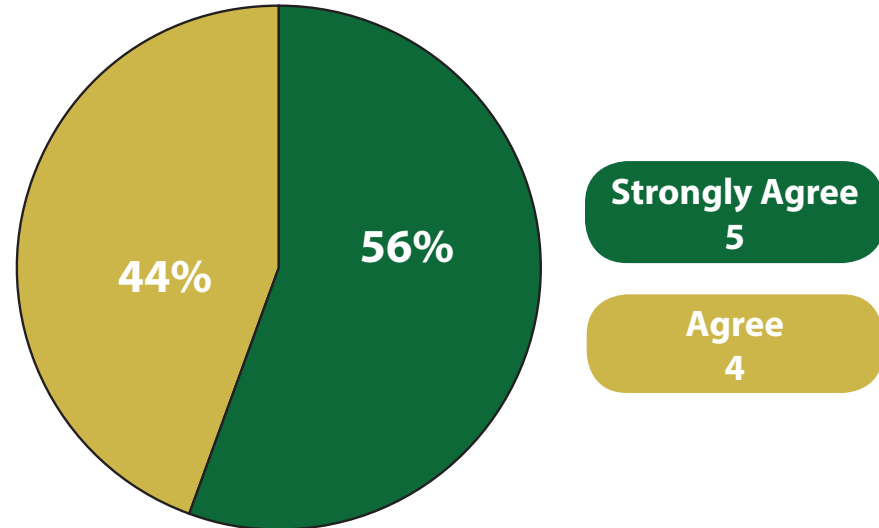
### Question 23

The Board effectively evaluates the President.



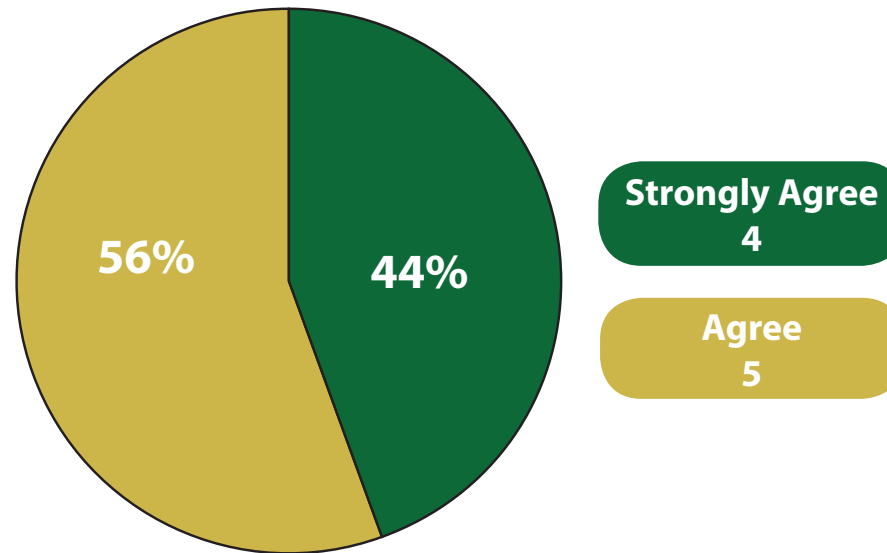
### Question 24

The Board maintains open communication with the President.



### Question 25

The Board provides the highest level of support for the President.





# KENTUCKY STATE UNIVERSITY

## Board of Regents

**DATE:** June 6, 2019  
**SUBJECT:** Approval of Ashley Rountree and Associates Consulting Contract  
**FROM:** Institutional Advancement  
**ACTION ITEM:** Yes

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**BACKGROUND:** Institutional Advancement is requesting that the Board of Regents enter into a contract with Ashley Rountree and Associates for consulting services with Kentucky State University. Ashley Rountree and Associates is a highly recommended firm within the Commonwealth and has partnered with many nonprofits on their campaigns.

Consulting services would be utilized to enhance a culture of philanthropy and create then activate a comprehensive capital campaign to meet institutional priorities. The team from Ashley Rountree and Associates would include leaders in the field of philanthropy that combined, have decades of experience and service to campaigns totaling hundreds of millions of dollars in successes.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Representatives from Kentucky State University and members of the Ashley Rountree and Associates staff worked together to prepare a proposed outline for approval by the Board of Regents.

Ashley Rountree and Associates will perform a comprehensive review and assessment of existing fund development operations and services, identifying the potential for increased efficiencies and giving opportunities with particular focus on annual giving, alumni participation, grants, corporate support, major gifts, legacy gifts and development office operations. This process will include an independent review of gift / grant MOU's / agreements to enhance donor stewardship and relationships moving forward.

Ashley Rountree and Associates will also help assess the Alumni Database, the culture of philanthropy amongst the constituents of Kentucky State University, create a strategy to leverage new leadership at the university to increase financial results in philanthropy, and identify and assess the best fund development opportunities for staff for the next 3 years.

**ALIGNMENT WITH STRATEGIC GOALS:**

Goal 3- Increase the University's Financial Strength and Operational Efficiency.

Goal 4- Enhance the Impact of External Relations and Development.

**COMMITTEE/PROGRAM ACTION:** N/A

**PROGRAM IMPLICATIONS:** N/A

**FISCAL IMPLICATIONS:** YES

\$60,000 plus expenses (\$30,000 paid prior to the start of work and \$5,000 per month for the next six months). If the full fee (\$60,000) is paid on or before July 10, 2019, a 4% discount will be applied for a total fee due of \$57,600 (In this case, expenses would be billed monthly thereafter). Otherwise, KSU will be invoiced an opening retainer of \$30,000 to begin this scope of work and thereafter billed \$5,000 per month for six months. Any invoice not paid after 30 days could be charged a six percent late fee.

Expenses estimated to be \$2,500 over the contract period.

All costs are expected to be recouped by increased philanthropy to the university within the first year of instituting the contract with Ashley Rountree and Associates.

**ATTACHMENTS:** See each attached proposed contract.

**RECOMMENDATION:** Approve the proposed contract for Ashley Rountree and Associates.

**PERSONAL SERVICE CONTRACT FOR  
CONSULTANT SERVICES**

**BETWEEN**

**KENTUCKY STATE UNIVERSITY  
AND  
ASHLEY ROUNTREE AND ASSOCIATES CONSULTING  
PSC 19-\_\_\_\_\_**

This Personal Service Contract (PSC) contract is entered into, by and between the Commonwealth of Kentucky, Kentucky State University ("KSU) and Ashley Rountree and Associates Consulting ("the Contractor") to establish a contract for consulting services to be utilized to enhance a culture of philanthropy and create then activate a comprehensive capital campaign to meet institutional priorities. The initial PSC is effective from the date of execution through June 30, 2019, with a one (1) year optional renewal period.

INITIAL CONTRACT: This PSC is effective upon approval of the Government Contract Review Committee through June 30, 2019, with a one (1) year optional renewal period.

KSU and Contractor agree to the following:

**I. Scope of Contract**

Please see the attached Scope of Work.

**II. Contract Components and Order of Precedence**

KSU's acceptance of the Contractor's offer, indicated by the issuance of a Contract Award shall create a valid contract between the Parties consisting of the following:

- This written agreement and any subsequent written amendments to this agreement.

In the event of any conflict between or among the provisions contained in the contract, the order of precedence shall be as enumerated above.

**III. Negotiated Items - Not Applicable**

**IV. Pricing**

This contract shall have a "not to exceed" amount of \$70,000.00. The cost for the services described above are as follows:

Ashley|Rountree's fees for the scope of work as outlined total \$60,000 plus expenses. However, if KSU wishes to pay the full fee (\$60,000) on or before July 10, 2019, a 4% discount will be applied for a total fee due of \$57,600 (In this case, expenses would be billed monthly thereafter). Otherwise, KSU will be invoiced an opening retainer of \$30,000 to begin this scope of work and thereafter billed \$5,000 per month for six months.

Expenses would not exceed \$2,500.00 and would include mileage reimbursement for travel outside Jefferson County, Kentucky, as well as any potential lodging and meals on those trips or trips associated with donor prospect interviews.

## **V. Invoicing**

### **Services:**

Contractor shall complete services as described and outlined in attached Scope of Services and pursuant contract.

Payment for services will be made upon receipt of an approved invoice and PSC Invoice form and the payment terms are net thirty (30) days.

Invoices for services must include an original or electronic signature, as well as the following information: the contract number, the dates of service, the total number of hours worked, a description of services provided, and the total amount due.

KSU shall reimburse Contractor's travel expenses associated with the aforementioned services in accordance with KSU's travel policy. The relevant portion of the policy (Allowable Travel Cost) is attached to this contract.

### **Travel:**

Travel, if authorized, shall be billed in the following manner: Travel expenses associated with the aforementioned deliverables shall be reimbursed in accordance with KSU's policy. The relevant portion of the policy, Allowable Travel Cost is attached to this contract.

## **VI. Terms and Conditions**

### **06.10 Beginning of Work**

The initial term of this personal service contract is effective and binding on the date of execution.

### **06.20 Contract**

This personal service contract, including the components referenced in Section 06.20, shall represent the entire agreement between the parties. Prior negotiations, representations, or agreements, either written or oral, between the parties hereto relating to the subject matter hereof shall be of no effect upon this Contract.

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### **06.03 Contract Term and Renewal Option**

The initial term of the contract shall be from the date of approval by the Government Contract Review Committee through June 30, 2019. The contract shall have an optional renewal period for one year, through June 30, 2020 upon written agreement, signed by both parties.

#### **06.40 Changes and Modifications to the Contract**

No modification or change of any provision in the Contract shall be made, or construed to have been made, unless such modification is mutually agreed to in writing by the Contractor and KSU, and incorporated as a written amendment by the KSU prior to the effective date of such modification or change. Modification shall be subject to prior approval from the Kentucky State Procurement Department, Legal Counsel, Kentucky Board of Regents, and the LRC Government Contract Review Committee. Memoranda of Understanding, written clarification, and/or other correspondence shall not be construed as amendments to the Contract.

#### **06.50 Notices**

Unless otherwise instructed, all notices, consents, and other communications required and/or permitted by the Contract shall be in writing. After the award of the Contract, all communications of a contractual or legal nature shall be made to Kentucky State University Legal Counsel.

#### **06.06 Personal Service Contract (PSC) Standard Terms and Conditions**

**Whereas**, the first party, KSU, has concluded that either state personnel are not available to perform said function, or it would not be feasible to utilize state personnel to perform said function; and

**Whereas**, the second party, the Contractor, is available and qualified to perform such function; and

**Whereas**, for the abovementioned reasons, KSU desires to avail itself of the services of the second party;

**NOW THEREFORE**, the following terms and conditions are applicable to this contract:

##### **Effective Date:**

This contract is effective upon approval from the LRC Government Contract Review Committee.

##### **Renewals:**

Upon expiration of the initial term, the contract may be renewed for one (1) year upon written agreement by both parties. Renewal shall be subject to prior approval from the Kentucky State Procurement Department, Legal Counsel, the Kentucky Board of Regents and the LRC Government Contract Review Committee in accordance with KRS 45A.700, and contingent upon available funding.

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##### **Choice of Law and Forum:**

All questions as to the execution, validity, interpretation, construction, and performance of this contract shall be governed by the laws of KSU. Furthermore, the parties hereto agree that any legal action which is brought on the basis of this contract shall be filed in the Franklin County Circuit Court of the Commonwealth of Kentucky.

##### **Cancellation:**



## **Cancellation for Convenience**

Kentucky State University, Purchasing Division, reserves the right to terminate the resulting contract without cause with a thirty (30) day written notice. Upon receipt by the contractor of a "notice of termination," the contractor shall discontinue all services with respect to the applicable contract. The cost of any agreed upon services provided by the contractor prior to cancellation will be calculated at the agreed upon rate prior to a "notice of termination".

## **Cancellation for Non-Performance**

### **Default**

KSU may terminate the resulting contract for non-performance, as determined by the University, for such causes as:

- Failure to provide satisfactory quality of service, including: failure to maintain adequate personnel (whether arising from labor disputes or otherwise); any substantial change in ownership or proprietorship of the contractor which, in the opinion of the University, is not in its best interest; or failure to comply with the terms of this contract.
- Failure to keep or perform (within the time period set forth herein) or violation of any of the covenants, conditions, provisions or agreements herein contained.
- Adjudication as a voluntarily bankrupt, making a transfer in fraud of its creditors, filing a petition under any section from time to time, or under any similar law or statute of the United States or any state thereof, or if an order for relief shall be entered against the Contractor in any proceeding filed by or against contractor thereunder. In the event of any such involuntary bankruptcy proceeding being instituted against the Contractor, the fact of such an involuntary petition being filed shall not be considered an event of default until sixty (60) days after filing of said petition in order that Contractor might, during that sixty (60) day period, have the opportunity to seek dismissal of the involuntary petition or otherwise cure said potential default.
- Making a general assignment for the benefit of its creditors, or taking the benefit of any insolvency act, or if a permanent receiver or trustee in bankruptcy shall be appointed for the Contractor.

### **Notification of Default**

The University will provide ten (10) calendar days' written notice of default. Unless arrangements are made to correct the non-performance issues to the University's satisfaction within ten (10) calendar days, the Director of Purchasing may terminate the contract immediately.

### **Permits, Licenses, Taxes and Commonwealth Registration:**

The contractor shall procure all necessary permits and licenses and abide by all applicable laws, regulations and ordinances of all federal, state and local governments in which work under this contract is performed.

The contractor must furnish certification of authority to conduct business in the Commonwealth of Kentucky as a condition of contract award. Such registration is obtained from the Secretary of State, who will also provide the certification thereof.

The contractor shall pay any sales, use, personal property and other tax arising out of this contract and the transaction contemplated hereby. Any other taxes levied upon this contract, the transaction or the equipment or services delivered pursuant hereto shall be the responsibility of the contractor.

The contractor will be required to accept liability for payment of all payroll taxes or deductions required by local and federal law including (but not limited to) old age pension, social security or annuities.

**Attorney Fees:**

In the event that either party deems it necessary to take legal action to enforce any provision of the contract and in the event that the University prevails, the contractor agrees to pay all expenses of such action including attorneys' fees and costs at all stages of litigation.

**Indemnification**

The contractor shall indemnify, hold and save harmless the University, its affiliates and subsidiaries and their officers, agents and employees from losses, claims, suits, actions, expenses, damages, costs (including court costs and attorneys' fees of the University's attorneys), all liability of any nature or kind arising out of or relating to the Contractor's response to this RFP or its performance or failure to perform under the contract awarded from this RFP. This clause shall survive termination for as long as necessary to protect the University.

**Funding Out Provision:**

KSU may terminate this contract if funds are not appropriated to the contracting agency or are not otherwise available for the purpose of making payments without incurring any obligation for payment after the date of termination, regardless of the terms of the contract. The University shall provide the Contractor thirty (30) calendar days' written notice of termination of the contract due to lack of available funding.

**Reduction in Contract Worker Hours:**

Not Applicable

**Authorized to do Business in Kentucky:**

Businesses can register with the Secretary of State at <http://www.sos.ky.gov/Pages/default.aspx>.

The Contractor affirms that it is properly authorized under the laws of the Commonwealth of Kentucky to conduct business in this state and will remain in good standing to do business in the Commonwealth of Kentucky for the duration of any contract awarded.

If a foreign entity, the Contractor shall maintain a certification of authority to conduct business in the Commonwealth of Kentucky during the term of this contract. Such registration is obtained from the Secretary of State pursuant to the process outlined below.

**Registration with the Secretary of State by a Foreign Entity:**

Pursuant to KRS 45A.480(1)(b), an agency, department, office, or political subdivision of the Commonwealth of Kentucky shall not award a state contract to a person that is a foreign entity required by KRS 14A.9-010 to obtain a certificate of authority to transact business in the Commonwealth ("certificate") from the Secretary of State under KRS 14A.9-030 unless the person produces the certificate within fourteen (14) days of the bid or proposal opening. Therefore, foreign entities should submit a copy of their certificate with their solicitation response. If the foreign entity is not required to obtain a certificate as provided in KRS 14A.9-010, the foreign entity should identify the applicable exception in its solicitation response. Foreign entity is defined within KRS 14A.1-070.

**For all foreign entities required to obtain a certificate of authority to transact business in the Commonwealth, if a copy of the certificate is not received by the contracting agency within the time frame identified above, the foreign entity's solicitation response shall be deemed non-responsive or the awarded contract shall be cancelled.**

**Invoices for fees:**

The Contractor shall maintain supporting documents to substantiate invoices and shall furnish same if required by state government. The invoice must conform to the method described in this contract.

**Travel expenses, if authorized:**

The Contractor shall be paid for no travel expenses, unless and except as specifically authorized by the specifications of this contract, or authorized in advance and in writing by the University. Either original or certified copies of receipts must be submitted for airline tickets, hotel bills, restaurant charges, rental car charges, and any other miscellaneous expenses.

**Other expenses, if authorized herein:**

The Contractor shall be reimbursed for no other expenses of any kind, unless and except as specifically authorized within the specifications of this contract, or authorized in advance and in writing by KSU.

If the reimbursement of such expenses is authorized, the reimbursement shall be only on an out-of-pocket basis. Request for payment of same shall be processed upon receipt from the Contractor of valid, itemized statements submitted periodically for payment at the time any fees are due. The Contractor shall maintain supporting documents that substantiate every claim for expenses and shall furnish copies of same in support of requests for payment submitted to KSU.

**Purchasing and specifications:**

The Contractor certifies that he/she will not attempt in any manner to influence any specifications to be restrictive in any way or respect nor will he/she attempt in any way to influence any

purchasing of services, commodities or equipment by KSU. For the purpose of this paragraph and the following paragraph that pertains to conflict-of-interest laws and principles, "he/she" is construed to mean "they" if more than one person is involved. If a firm, partnership, corporation, or other organization is involved, then "he/she" is construed to mean any person with an interest therein.

**Conflict-of-interest laws and principles:**

The Contractor certifies that he/she is legally entitled to enter into this contract with KSU, and by holding and performing this contract, he/she will not be violating any conflict-of-interest statute (KRS 45A.330-45A.340, 45A.990, 164.390), nor KRS 11A.040 of the executive branch code of ethics relating to the employment of former public servants.

**Access to Records:**

The Contractor, as defined in KRS 45A.030(8) and (10), agrees that the contracting agency, KSU the Auditor of Public Accounts, and the Legislative Research Commission, or their duly authorized representatives, shall have access to any books, documents, papers, records, or other evidence, which are directly pertinent to this contract for the purpose of a financial audit or program review. The Contractor also recognizes that any books, documents, papers, records, or other evidence, received during a financial audit or program review shall be subject to the Kentucky Open Records Act, KRS 61.870 to 61.884. Records and other prequalification information confidentially disclosed as part of the bid process shall not be deemed as directly pertinent to the contract and shall be exempt from disclosure as provided in KRS 61.878(1)(c).

**Protest:**

Pursuant to KRS 45A.285, Kentucky State University General Counsel shall have authority to determine protests and other controversies of actual or prospective vendors in connection with the solicitation or selection for award of a contract.

Any actual or prospective vendor, who is aggrieved in connection with the solicitation or selection for award of a contract, may file protest with the University General Counsel. A protest or notice of other controversy must be filed promptly and, in any event, within two (2) calendar weeks after such aggrieved person knows or should have known of the facts giving rise thereto. All protests or notices of other controversies must be in writing and shall be addressed to:

**Kentucky State University- General Counsel  
400 E Main Street  
Frankfort, KY 40601**

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A copy of that decision shall be mailed or otherwise furnished to the aggrieved party and shall state the reasons for the action taken.

The decision by Kentucky State University shall be final and conclusive.

**Social security: (check one)**

\_\_\_\_\_ The parties are cognizant that, pursuant to 42 U.S. Code, section 418, the state is not liable for social security contributions relative to the compensation of the second party for this contract.

\_\_\_\_\_ The parties are cognizant that, pursuant to 42 U.S. Code, section 418, the state is liable for social security contributions relative to the compensation of the second party for this contract.

**Violation of tax and employment laws:**

KRS 45A.485 requires the Contractor and all subcontractors performing work under the contract to reveal to the Commonwealth, prior to the award of a contract, any final determination of a violation by the Contractor within the previous five (5) year period of the provisions of KRS chapters 136, 139, 141, 337, 338, 341, and 342. These statutes relate to the state sales and use tax, corporate and utility tax, income tax, wages and hours laws, occupational safety and health laws, unemployment insurance laws, and workers compensation insurance laws, respectively.

To comply with the provisions of KRS 45A.485, the Contractor and all subcontractors performing work under the contract shall report any such final determination(s) of violation(s) to the Commonwealth by providing the following information regarding the final determination(s): the KRS violated, the date of the final determination, and the state agency which issued the final determination.

KRS 45A.485 also provides that, for the duration of any contract, the Contractor and all subcontractors performing work under the contract shall be in continuous compliance with the provisions of those statutes, which apply to their operations, and that their failure to reveal a final determination, as described above, or failure to comply with the above statutes for the duration of the contract, shall be grounds KSU's cancellation of the contract and their disqualification from eligibility for future state contracts for a period of two (2) years.

**Discrimination:**

This section applies only to contracts disbursing federal funds, in whole or part, when the terms and conditions for receiving those funds mandate its inclusion. Discrimination (because of race, religion, color, national origin, sex, sexual orientation, gender identity, age, or disability) is prohibited. During the performance of this contract, the Contractor agrees as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, national origin, sex, sexual orientation, gender identity or age. The Contractor further agrees to comply with the provisions of the Americans with Disabilities Act (ADA), Public Law 101-336, and applicable federal regulations relating thereto prohibiting discrimination against otherwise qualified disabled individuals under any program or activity. The Contractor agrees to provide, upon request, needed reasonable accommodations. The Contractor will take affirmative action to ensure that applicants are employed and that employees are treated during employment without

regard to their race, religion, color, national origin, sex, sexual orientation, gender identity, age or disability. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensations; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.

2. In all solicitations or advertisements for employees placed by or on behalf of the Contractor, the Contractor will state that all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age or disability.
3. The Contractor will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding a notice advising the said labor union or workers' representative of the Contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance.
4. The Contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965, as amended, and of the rules, regulations and relevant orders of the Secretary of Labor.
5. The Contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, as amended, and by the rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his/her books, records and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and orders.
6. In the event of the Contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations or orders, this contract may be cancelled, terminated or suspended in whole or in part, and the Contractor may be declared ineligible for further government contracts or federally-assisted construction contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, as amended, and such other sanctions that may be imposed and remedies invoked as provided in or as otherwise provided by law.
7. The Contractor will include the provisions of paragraphs (1) through (7) of section 202 of Executive Order 11246 in every subcontract or purchase order unless exempted by rules, regulations or orders of the Secretary of Labor, issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, as amended, so that such provisions will be binding upon each subcontractor or vendor. The Contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the agency, the

Contractor may request the United States to enter into such litigation to protect the interests of the United States.

**VII. Approvals**

This contract is subject to the terms and conditions stated herein. By affixing signatures below, the parties verify that they are authorized to enter into this contract and that they accept and consent to be bound by the terms and conditions stated herein. In addition, the parties agree that (i) electronic approvals may serve as electronic signatures, and (ii) this contract may be executed in any number of counterparts, each of which when executed and delivered shall constitute a duplicate original, but all counterparts together shall constitute a single contract.

**1st Party:**

_____ Signature	_____ Title
_____ Kentucky State University Printed Name	_____ Date

**2nd Party:**

_____ Signature	_____ Title
_____ Printed Name <b>Ashley Rountree and Associates Consulting</b>	_____ Date

**Approved as to form and legality:**

\_\_\_\_\_  
Lisa K. Lang  
General Counsel  
Kentucky State University



## SCOPE OF WORK

This agreement is made by and between Kentucky State University, a Kentucky nonprofit corporation, with its principal place at 400 East Main Street, Frankfort, Kentucky (“KSU”) and Jeffrey L. Ashley & Associates, LLC, DBA Ashley | Rountree and Associates (“Ashley | Rountree”) a Kentucky Limited Liability Company, with its principal place of business at 2525 Nelson Miller Parkway, Louisville, Kentucky (“Ashley | Rountree”).

### **Our Scope of Work:**

Ashley | Rountree will partner with the assigned KSU team to perform the following scope of work and focus:

- Conduct a comprehensive review and assessment of existing fund development operations and services, identifying the potential for increased efficiencies and giving opportunities with particular focus on annual giving, alumni participation, grants, corporate support, major gifts, legacy gifts and development office operations. This process will include an independent review of gift / grant MOU’s / agreements to enhance donor stewardship and relationships moving forward;
- Develop an overall philanthropic messaging strategy from which to move from a “scarcity mindset” to an “abundance mindset” and position of strength and vision;
- Create a stronger and institutional-wide “culture of philanthropy” that focuses on relationships versus transactions;
- Determine a strategy to begin to fully integrate multiple constituent databases into one comprehensive and shared master database from which to work (Raiser’s Edge NXT);
- Develop a strategy to leverage new leadership at KSU, driving increased financial results in philanthropy;
- Develop a strategy to better engage Board and other volunteer relationships in the fund-raising process;
- Identify and qualify the “highest and best” fund development opportunities for KSU and staff to focus on for the next 3 years;
- Define measurements of success and metrics;
- Ensure development operations support building strong and sustainable donor relationships;
- And other critical areas supporting philanthropy and increased giving as needed and defined.



### **Process & Timeline: July 2019 - December 2019**

Ashley|Rountree will focus our first 60 days of work around conducting a formal fund development assessment and review (with components outlined above), developing a plan outline to guide department operations and outcomes for a 3-year period of time. Our work will include, but is not necessarily limited to:

- Provide feedback, scenarios and recommendations on the potential for the most “fundable” / highest need programs, operating and capital priorities;
- Conduct complete review of fund development department operations and programs, including annual giving, major gifts, sponsorships, grants, planned giving, events (as applicable), donor stewardship, database and other critical and basic functions of a strong donor-driven effort;
- Validate and recommend achievable potential goals, as well as potential for cash flow projections associated with gifts and grants from qualified donor prospects;
- Provide guidance and strategy on integrating databases and maximizing their use;
- Provide messaging strategy to enhance culture of philanthropy, strengthen donor relationships, and drive increased giving;
- Perform prospect research and wealth-screening analysis on at least the top 75 individual prospects, along with recommendations for strategies of cultivation and solicitation;
- Identify and provide a list of potential qualified donor prospects for funding priority gifts / grants that includes a specific gift / grant / pledge ranges for each prospect. (It’s important to note that all funding priorities should be driven by the KSU’s strategic plan. While this process described is not an institutional strategic planning process, it will be informed and governed by those defined strategic priorities). The list will likely include individuals, corporations, foundations and other potential funders on a local, regional and national level as appropriate. When available, research on individuals will provide estimates of giving capacity based on publicly available wealth indicators such as reported real estate ownership, stock holdings and charitable gifts, among other reports.
- Develop and finalize various gift table scenarios to support desired outcomes and metrics;
- Research and offer advice regarding potential campus-wide naming opportunities, donation levels and recognition opportunities;
- Present strategies for reaching new donors;
- Provide strategies that promote “friend-raising” events to further support such efforts;
- Provide strategies in utilizing recognition and enhanced donor stewardship to encourage increased and sustainable donor support;
- Provide additional strategies to ensure KSU is fully prepared to accept and steward major gifts;
- Strategies to engage volunteer leadership (Board and others) in the fund development process;
- Other areas are defined and needed.

This process combines best practices in the industry with our firm’s expertise and overall higher education market knowledge to provide the highest level of confidence possible in supporting our recommendations to proceed with any campaign effort.

### **Fees & Expenses:**

Ashley | Rountree's fees for the scope of work as outlined total \$60,000 plus expenses. However, if KSU wishes to pay the full fee (\$60,000) on or before July 10, 2019, a 4% discount will be applied for a total fee due of \$57,600 (In this case, expenses would be billed monthly thereafter). Otherwise, KSU will be invoiced an opening retainer of \$30,000 to begin this scope of work and thereafter billed \$5,000 per month for six months. Any invoice not paid after 30 days could be charged a six percent late fee.

Expenses, including mileage reimbursement for travel outside Jefferson County, Kentucky, as well as any potential lodging and meals on those trips or trips associated with donor prospect interviews would be the responsibility of KSU. Please note that any planned travel or arrangements resulting in such expenses would first be approved by KSU, and we would recommend an expense budget for this process of \$2,500 (above and beyond stated fee for service).

The need for additional services or materials that are not outlined or referenced in the above, should they be desired, would incur additional agreed upon fees and may be assigned to other associates who work with the firm.

We would anticipate the need for on-going services and support after this initial scope of work is concluded – that would be billed on an hourly, as-needed basis at the rate of \$350 per hour plus expenses.

### **Consulting Relationship:**

As required by the Kentucky Attorney General's Office, any Agreement between KSU and Ashley | Rountree is a consulting agreement, and nothing in it should be construed in any way to form an employer-employee arrangement between the parties. Further, nothing in this Agreement shall be deemed to create a partnership or agency relationship between KSU and Ashley | Rountree to make either jointly liable with the other for any obligation arising out of the activities and services contemplated by this Agreement.

*Jeffrey L. Ashley & Associates, LLC DBA Ashley | Rountree and Associates, is registered as "Fundraising Consultant" in the Commonwealth of Kentucky and in Louisville / Jefferson County, following KRS 367.50 to 367.670 and its definitions, and shall act solely within those definitions. As such, the following information is required in all such agreements between Fundraising Consultants and Charitable Organizations.*

- a) Obligations of each party are specifically outlined here-within;*
- b) The charitable organization will receive 100% (one-hundred percent) of any and all contributions made to it during the entire length of this agreement;*
- c) Ashley | Rountree is offering no goods or services to the general public as a result of this agreement;*
- d) General efforts of the charitable organization may encompass the entire United States of America, but are primarily centered, but not necessarily limited to, the Commonwealth of Kentucky and the surrounding region;*
- e) Development and fundraising efforts of the charitable organization are continuous and on-going;*
- f) As efforts are on-going, the fundraising budget for the charitable organization is determined solely by its administration and board of directors on an annual and as needed basis;*
- g) All on-going and final accounting for all fundraising efforts are the sole responsibility of the charitable organization. At no time will Ashley | Rountree have custody of any contributions.*
- h) Please note that Ashley | Rountree is licensed only as a fundraising consultant and our consultants cannot serve as solicitors; this is the proper role of staff and volunteers.*

**Miscellaneous:**

- a) *Mutual Agreement.* This agreement may not be altered, amended, or modified other than by a written agreement signed by both parties.
- b) *Applicable Law.* This agreement has been executed in Louisville, Kentucky and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect, applied without reference to principles of conflict of laws.
- c) *Entire Agreement.* This agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all other agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.
- d) *Confidentiality.* The parties acknowledge the competitive value of confidential information (includes, but not limited to a confidential donor database or information that has not been made public) and that any disclosure of information made or permitted in violation of this agreement will adversely affect the interest of the party from which the information was obtained. The confidential information exchanged pursuant to this agreement shall not be used with any other party.

### Prepaid Expenses

The following are allowable prepaid business expenses: conference registration fees, airline fares and student lodging; and are made payable only to the vendor, such as the hotel or the organization sponsoring the conference or seminar. Travel (cash) advances for these travel-related expenses are not permitted.

Conference registration fees and student lodging associated with student travel can be paid through an online purchase requisition.

Accounts Payable will confirm airline reservations based on the itinerary received and availability of flights requested. The traveler should be as flexible as possible. The traveler should indicate an acceptable block of time for air travel. For example, indicate on the TA if air travel departure is acceptable between 6-10 am. rather than stating a specific time.

For lodging accommodations for students that can be direct-billed to the University, the department must submit a PR so that a Purchase Order can be issued and forwarded timely to vendor. **Special Notes:** Frequently, a direct-billed account must be established and requires approximately 30 days to set-up. The University does not prepay lodging for employee travel. Employee travel for lodging is reimbursed after completion of the trip. .

### Settlement of Travel Advances

Travel advances must be settled within five (5) business days following the end of the travel. Settlement of an advance must be completed with Accounts Payable. Any unused portion of the travel advance should be deposited with the Cashier's Office and a receipt obtained and submitted with receipts. The cash receipt should be submitted with the original meal receipts to Accounts Payable. Original meal receipts must be itemized and must reflect that cash was used to pay for the meal purchases. Debit or credit card receipts are not acceptable. If a trip is cancelled, the travel advance is due immediately.

Tape original cash receipts to letter size paper. Receipts must be arranged in date order. Receipts must be taped in a manner where the top of the receipt that reflects the establishment's information and the bottom of the receipt that reflects the total due, amount paid and method of payment is visible. Do not tape receipts on top of each other or in any other manner that makes reviewing and copying the receipts difficult.

Failure to return original receipts and/or cash will result in an automatic payroll deduction for the amount of the advance and future travel advances will be prohibited.

No more than one (1) outstanding travel advance is permitted at any time.

## Allowable Travel Cost

### Subsistence- Meals

When traveling on University business, travelers are eligible for a standard meal per diem. Usually the travel must include an overnight stay. Per Diem rates are established and are paid based on whether travel included travel to high-rate or low-rate areas. See **Appendix B** for per diem rates for high-rate areas. All other locations are considered low-rate areas.

Per Diem payments are meant to cover the cost of the meal as well as any applicable taxes and tips. Tips shall not exceed 20% of the total meal cost excluding taxes. Employees should not request meal per diem for meals that are included in the price of workshops or conferences or which are provided at no cost to the employee. Meal receipts are not required if per diem is claimed. Actual meal costs will be reimbursed up to the per diem amount. **Special Note:** Alcoholic beverages are not reimbursable and should not be included under any condition.

Below are the criteria that must be met for an employee to be reimbursed for meals:

- a. **Breakfast and Lunch** - An employee is eligible for reimbursement for subsistence for breakfast and lunch expenses while traveling in Kentucky, if authorized work requires an overnight stay and absence during the mealtime hours established by paragraph (d) or (e) of this subsection. An employee shall be in travel status during the entire mealtime. For example, to be eligible for breakfast reimbursement, an employee shall leave at or before 6:30 a.m. and return at or after 9:00 a.m. This requirement shall apply to all meals.
- b. **Dinner** – An employee shall be eligible for reimbursement for dinner expenses while traveling in Kentucky, if authorized work requires an absence:
  1. At a destination more than 40 miles from the individual’s work station or home; and
  2. During the mealtime hours established by paragraph (d) or (e) of this subsection. For example, to be eligible for dinner reimbursement, an employee shall leave at or before 5:00 p.m. and return at or after 9:00 p.m.
- c. An employee shall be eligible for reimbursement for meals while on authorized travel outside Kentucky, but within the United States, its possessions or Canada, at the reimbursement rates established in paragraphs (d) and (e) of this subsection.
- d. Reimbursement for non-high rate areas:

Non-High Rate Travel		Reimbursement Amounts
Meal	Meal-time Hours	Per diem not to exceed
Breakfast	6:30 a.m. – 9:00 a.m.	\$ 7.00
Lunch	11:00 a.m. – 2:00 p.m.	\$ 8.00
Dinner	5:00 p.m. – 9:00 p.m.	\$15.00

e. Reimbursement for high rate areas:

High Rate Travel		Reimbursement Amounts
Meal	Meal-time Hours	Per diem not to exceed
Breakfast	6:30 a.m. – 9:00 a.m.	\$ 8.00
Lunch	11:00 a.m. – 2:00 p.m.	\$ 9.00
Dinner	5:00 p.m. – 9:00 p.m.	\$19.00

- f. An employee may, with prior approval of the department head, be reimbursed for the actual cost charged for meals, if the individual is assigned to attend meetings and training sessions.

**Subsistence – Meals and Entertainment, Others**

An employee may be reimbursed the actual cost for reasonable business meal and entertainment expenses for others incurred in association with a business meeting or other official activity directly related to the purpose of travel. For example, an athletic coach on a recruiting trip might incur costs of meals for potential recruits.

The Travel Voucher (TV), **Appendix C**, must include the expense of only one (1) person, except where an employee pays the expense for a non-employee. For reimbursements under this category, the TV must be accompanied by original receipts and must include the following information:

- Description of the expense, (e.g., personal meal, business meals or entertainment)
- Name of establishment, city, and state
- Name and title of attendees
- Exact amount and date of expense
- Specific business topic discussed
- Specific time of business discussion (before, during, or after the event).

**Subsistence- Lodging**

Lodging reservations must be made directly with the hotel. If attending a conference, it is customary to stay at the hotel hosting it. If an employee chooses to stay at a different hotel from where the conference is being held, lodging will be reimbursed for no more than the conference rate being offered at the conference hotel. Many times, hotels will lower their rates on the night of arrival if they are trying to fill their rooms. It never hurts to ask for the lowest available rate at check-in to further increase savings opportunities.

Hotel charges should be limited to room charges, taxes, reasonable tips (paid in accordance with local custom) and necessary telephone and facsimile. Travelers should use standard accommodations in reasonably priced hotels.

If a trip is extended for personal travel reasons and the length of the extension exceeds the length of the business portion, the employee must pay for the hotel personally and will be reimbursed only for the portion associated with University business.

The University will not reimburse travel and entertainment expenses incurred by a spouse, family member or other individuals accompanying an employee (unless these expenses are part of a fringe benefits package in an employment contract). A spouse, family member or other companion may accompany an employee at the employee's expense. Lodging will not be paid for above the single occupancy rate to accommodate guests.

In the event it is necessary to change or cancel guaranteed reservations, it is the responsibility of the traveler to cancel the reservations (check your hotel confirmation as cancel times may vary) and obtain a cancellation number.

Reimbursement for lodging shall not exceed the cost of a single room rate. If more than one employee shares lodging, then each employee shall be reimbursed on his or her proportional share of the charge. However, if one employee pays for the lodging charges, that employee can include the full cost on their TV.

Generally, overnight stays will not be approved for trips within 40 miles of your home, except in cases of continuous travel, such as recruiting. Requests for exceptions may be made to the appropriate Divisional Vice President.

## **Transportation**

### **Air Travel**

The number of employees authorized to go on a single trip should be held to a minimum. An employee should not depart on a business trip the night before if a morning meeting can be attended by traveling on an early morning flight. Air travel will be booked at the lowest fare possible on the date of confirmation.

Accounts Payable purchases all airline tickets and notifies the traveler (by e-mail) that the itinerary is confirmed. All requests for airline tickets and/or travel arrangements must accompany the approved TA. A printed itinerary with the estimated fare must be attached in order to book the ticket online. The employee must make a preliminary travel itinerary using on-line services such as [www.expedia.com](http://www.expedia.com), [www.travelocity.com](http://www.travelocity.com), or [www.orbiz.com](http://www.orbiz.com). A valid department account number is needed to secure airline tickets and charge them to the department. No airline reservation will be secured without receipt of an approved TA and preliminary travel itinerary.

Travel plans should be made as early as possible to take advantage of any available discounted or economy airfares. Failure to provide the necessary documentation to book and purchase airlines tickets in a timely manner may result in non-payment by the University.

Last minute arrangements, cancellations or changes in travel plans should be avoided unless absolutely necessary, as they substantially increase travel costs and frequently result in a penalty assessment. **Any substantial increases in airfare resulting from such changes require re-authorization of the TA and require re-approval and resubmission to Accounts Payable. Failure to do so could result in unapproved charges being transferred to the employee.**

The following guidelines will ensure maximum practical savings in air travel expenses.

- Use one-stop or connecting flights when they are at least \$200 less expensive and the stop over time is less than 2 1/2 hours.
- Use flexible departure and arrival times, including altering dates and times of flights where significant savings can be realized.
- Taking the least expensive flight.

### Ground Transportation

#### Motor Pool Vehicles

Motor Pool vehicles should be used for travel, excluding air travel necessitating airport parking. University vehicles are maintained to provide transportation in the most effective, efficient, and safest way possible for University employees in the performance of their duties. The vehicles are to be used when cost savings can be realized. Public transportation is to be used in lieu of Motor Pool vehicles when savings are thus affected. **Appendix D**

Motor Pool vehicles shall be used only in the conduct of University business. This means "only when driven in the performance of, or necessary to, or in the course of, the duties of University employment". No officer or employee shall use, or is permitted the use of, any Motor Pool vehicle other than in the conduct of official business. Only University employees may drive Motor Pool vehicles.

University buses, vans, or cars will not be released for usage unless the University Accounting office has processed a requisition. To ensure adequate processing time by the Motor Pool office, the required documents must be received in Facilities Services no less than two weeks in advance. The procedure for requesting a University vehicle can be found on the KSU Intranet under Comptroller's > Allowable Charges section.

The requisition should include a detailed travel itinerary. When requesting a University bus, a Bus Request form and a Passenger Manifest form must be completed. Both forms can be obtained from Facilities Services. The Bus Request form should include the physical address of travel destination, date/departure time from campus, and date/return time to campus. The requisition for use of a bus should include mileage fees of \$1.50/mile and driver fee of \$20.00/hr. Contact Facilities Services for an estimated travel quote. Driver fees will be paid on the return date from the trip. Adequate processing time is necessary to assure the Accounts Payable office will generate a check prior to the return date of the trip.

#### Car Rental



The cost of a car rental is an allowable reimbursable expense provided that such an expense is essential to the business trip and is approved in advance. A copy of the rental contract and invoice must accompany the TV.

Rental vehicles normally should not be used unless the cost is less than that of other available ground transportation. Travelers are encouraged to use taxis and hotel shuttles instead of rental cars when available. The use of private limousines is not allowed. Compact or economy cars should be rented, particularly when traveling alone. When more than one employee is traveling, the party should maximize savings by using as few rental vehicles as possible. In this case, an intermediate size car may be appropriate. When picking up the rental car, please verify that the lowest available rate is being offered. There may be "daily or weekly specials" available that are lower than the corporate rate.

For domestic, business car rentals, the University's insurance will cover the individual as well as the vehicle; therefore, employees should not sign (or initial) for additional insurance coverage provided by car rental companies. This type of coverage is usually called Collision Damage Waiver. Reimbursement for Collision Damage Waiver and Personal Accident Insurance purchased through the car rental company is not reimbursable. Such expenses are the sole responsibility of the traveler. Rental cars should be refueled before being returned to avoid substantially inflated service charges for refueling at the rental location. Employees should understand that due to legal restrictions, rental cars obtained in the U.S. are not permitted to cross the border to Mexico.

#### Personal Automobiles

Employees using their personal vehicle for travel within and out of state will be reimbursed at the standard rate per mile plus parking and tolls, if applicable. The standard business mileage rate is published and from time-to-time will be revised. Refer to Accounts Payable for the current business mileage rate.

In addition to travel to conferences, which often involve air travel, lodging and per diem, there may be other occasions where an employee uses their personal automobile for business related travel. In the normal course of carrying out the functions of an employee's duties, the employee may sometimes use their personal automobile to travel between work sites, attend local meetings or for other business purposes. Use of a personal vehicle for such business-related travel is reimbursable at the standard rate per mile as indicated above. A mileage reimbursement request must be submitted at the end of each month along with a written travel log indicating the location and purpose of the miles traveled to request a reimbursement. The University does not provide travel allowances. Reimbursements must be submitted in the following month to be reimbursed.

#### Notification Guidelines for Accidents

If you have an accident in your personal vehicle, you will use your personal auto insurance coverage; therefore, employees traveling on behalf of KSU are encouraged to use vehicles from the Motor Pool. Motor Pool vehicles and rental vehicles are insured for auto liability (bodily injury and property damage), comprehensive, and collision coverage as appropriate. If at any time a traveler is involved in a motor vehicle accident in a University vehicle (owned, leased, or rented by the University), proper notification is essential. After addressing any medical issues, contact the local police at the time of the accident for investigation.

#### **Accident Procedures for All Accidents:**

Stop and secure your vehicle. Immediately contact the local police to advise them of the accident and to get medical assistance if there are any injuries. Once any medical needs are taken care of it is important to make sure you get the other driver's information. At a minimum, write down:

- Name
- Date of birth
- Driver's license number and state
- Phone number
- Address
- Insurance Company and policy number, if known
- License plate number
- Make, model and year of vehicle
- Damage to vehicle
- Injury to driver, if any
- Date, time, road and weather conditions
- Names and phone numbers of any passengers
- Injuries to any passengers
- Names and phone numbers of any witnesses
- If local police respond to the accident, request the investigating officer's name, badge number, phone number, and report number

You must also give the other driver your information and the vehicles information, including insurance coverage. The University's insurer is Tri-State Insurance Service, Inc.

When renting a vehicle for University business, it is important to familiarize yourself with the rental company's accident reporting procedures. The accident procedures are often printed on the rental agreement. If you are involved in an accident with a rental vehicle, please adhere to the agency's reporting requirements. You should provide the name of the University's insurance company, Tri-State Insurance Service, Inc, and instruct the owner of the other vehicle to contact Facility Services during business hours at 502-597-6110 for additional information. If accident occurs after business hours, contact Mr. Marvin Mills, Director of Facility Services, at 502-320-0052 for additional information.

Cooperate with the police and other authorities but do not admit fault or give written statements. If the local police will not file a report (because damage is minimal and there



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019

SUBJECT: Approval to hire Vice President for Student Engagement and Campus Life

FROM: Student Engagement and Success

ACTION ITEM: Yes

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### BACKGROUND:

Section 10(f) of The Gold Book: Bylaws of the Kentucky State University Board of Regents, gives the President the authority “to recommend to the Board the employment of administrative faculty and vice-president level and above staff.”

The Board of Regents, under Section 2(d) of The Gold Book: Bylaws of the Kentucky State University Board of Regents, is required to approve these administrative appointments.

The following candidate is being presented for Board approval to the position of Vice President for Student Engagement and Campus Life.

**SUMMARY OF PROGRAMS/ACTIVITIES:** Appointment of Vice President for Student Engagement and Campus Life

### ALIGNMENT WITH STRATEGIC GOALS:

[Goal 1] Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

[Goal 2] Achieve Academic Excellence Across all Programs and Colleges, Increase Student General Education Skills, Degree Persistence, Career Readiness and Graduation Rates.

Goal [3] Increase the University's Financial Strength and Operational Efficiency.

Goal [4] Enhance the Impact of External Relations and Development.



# KENTUCKY STATE UNIVERSITY

## Board of Regents

Goal [5] Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

ATTACHMENTS: N/A

RECOMMENDATION: Approve the recommendation to hire Vice President for Student Engagement and Campus Life.

**Dr. Derek F. Greenfield**  
11 S. Main Street #11  
West Hartford, CT 06107  
derekfgreenfield@yahoo.com  
(919) 696-1489

## **Educational Background**

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University of Washington (Seattle, WA) — 2015

*Doctor of Philosophy Degree (Cultural Studies)*

Dissertation: “White Face, Black Space: My Journey as a Chief Diversity Officer at an HBCU”

Cape Peninsula University of Technology (Cape Town, South Africa) — 2006

*Doctor of Education Degree*

Dissertation: “Conscious Practice in Education: Empirical and Theoretical Considerations”

Northwestern University (Evanston, IL) — 1991

*Master's and Bachelor's Degrees in Sociology*

Graduated with Highest Distinction and Departmental Honors

Initiated into Phi Beta Kappa Society

## **Professional Experience**

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Greenfield & Associates (New Orleans, LA) — 2014-present

*Principal and Lead Consultant*

- Provide a wide range of speaking and consulting services on issues such as diversity and inclusion, motivation, student development, leadership, team building, generational understanding, and innovative teaching strategies

W.K. Kellogg Foundation (Battle Creek, MI) — 2014-2017

*Community Leadership Network Fellow*

- Participate as member of national cohort program to enhance leadership skills and improve services delivered to vulnerable children and their families

Higher Education Leadership Foundation (Salisbury, NC) — 2014-2017

*Chief Academic and Research Officer*

- Participated as a collaborator in the creation and implementation of a non-profit organization devoted to leadership development for aspiring higher education administrators; facilitator for sessions at three different institutes

Alcorn State University (Lorman, MS) — 2011-2014

*Director, Office of Educational Equity and Inclusion/Title IX Administrator/*

*Assistant Professor of Sociology*

- Developed and implemented a comprehensive diversity agenda for the university, including a wide range of innovative initiatives to promote inclusion and equity (first holder of this position); as a result of these efforts, the university became the first HBCU

and only school in the state to receive the Higher Education Excellence in Diversity award twice, with the office profiled in the *Huffington Post*

- Served on President's Council and Cabinet (member of Executive Leadership Team, direct report to the President)
- Served on State Board's diversity council as university representative
- Served as chair of Campus Diversity Plan Committee, which developed holistic plan to promote diversity/inclusion initiatives throughout all aspects of campus operations
- Coordinated and implemented university's efforts for Title IX
- Created and delivered a wide range of campus programs such as Diversity & Inclusion Lecture Series, Courageous Conversations, Diversity Dialogues, Showcase Sundays, Diversity & Inclusion Grants, Diversity Champions, Diversity & Inclusion Campus Edutainment, Unity Through Diversity Week, Diversity & Inclusion Education Team, Diversity Awards Luncheon, etc.
- Developed and facilitated visit with university President and Provost to South Africa for the development of institutional partnerships and agreements
- Taught courses in Sociology and Education
- Participated on various institutional committees
- Speaker for numerous on-campus programs
- Named as Faculty Member of the Year by the Student Government Association
- Represented the university through numerous media and off-campus appearances
- Organized and implemented first Diversity and Inclusion Summit on HBCUs
- Wrote five successful grant proposals earning funding from the Morehouse School of Medicine (three times), Home Depot, and Phil Hardin Foundation

North Carolina State University (Raleigh, NC) — 2010-2011

*Teaching Assistant Professor, Master of Arts in Teaching Program*

*Affiliate Faculty, Africana Studies Department; Associate Faculty Member, Graduate School*

- Teach a wide variety of courses in Education and Africana Studies
- Coordinate and direct diversity initiatives for the MAT Program
- Nominated for College of Education Outstanding Teacher Award
- Serve on University Diversity Advisory Council, College of Education Council for Multicultural Initiatives and Diversity, and Teaching Fellows Advisory Council
- Serve on committee to develop graduate degree concentration in Multicultural Studies
- Recipient of \$2500 grant for diversity recruitment efforts from the Graduate School, involving implementation of graduate school preparation program for area students
- Requested by Assistant Dean to conduct presentations at seven HBCUs to motivate students for graduate school and introduce programs at NC State
- Provide presentations and workshops for several on-campus organizations
- Help facilitate study-abroad trip to Costa Rica for students in NC Teaching Fellows
- Serve on doctoral committee for Dina Walker-DeVose

Shaw University (Raleigh, NC) — 2007-2010

*Assistant Professor of Sociology; Coordinator of Sociology/Social Science*

- Teach a variety of courses in Sociology and Social Science as well as Freshman Studies
- Serve as coordinator for Social Science and Sociology Programs, with responsibilities for course schedules, assessment, advising, and program review

- Co-Director, Quality Enhancement Plan
- Member, University Leadership Team (accreditation), Strategic Planning Committee, and Curriculum Committee
- Chair, Departmental Curriculum and Course Offering Committee
- Recipient, Faculty of the Year Award for Service, 2010
- Advisor for Senior Class, Alpha Kappa Delta Honor Society, and Kappa Alpha Psi
- Member of Presidential Scholarship, Honors College, and Awards Day committees
- Member, Institutional Review Board and Faculty Senate
- Organizer and facilitator for study trip to South Africa
- Frequently asked to speak to tour groups and other university functions
- Serve as department representative for website committee
- Participant in faculty exchange trip to China, including delivering a presentation on innovative teaching at Xi'an University
- Developed program to prepare seniors for GRE/grad school
- Coordinator for mentoring program with young people in local housing project as well as for reading program in local elementary schools

Saint Augustine's College (Raleigh, NC) — 2005-2007

*Assistant Professor of Sociology*

- Teach a wide variety of courses in Social and Behavioral Sciences Department as well as Freshman Studies program
- Recipient, Professor of the Year, Excellence in Service (2006)
- Participate in divisional and institutional committees
- Collaborated with faculty from Appalachian State University to bring students from both schools for a one-week service learning trip to help rebuild New Orleans
- Sponsored and facilitated two-week study/service trip to South Africa with students
- Administered pilot survey and composed report regarding student feedback to proposal to bring institution to university status
- Provide workshops for various departments
- Advisor for Sociology Club, Tri-State Club, Full Effect Dance Team, The Pact Mentoring Program, and College Avenue radio program
- Serve as radio announcer for basketball and football games
- Assist with a wide variety of campus activities

Highline Community College (Des Moines, WA) — 1997-2005

*Instructor, Sociology Department - granted tenure, February 2000*

*Affiliate Faculty, Culture/Gender/Global Studies Department*

*Coordinator, College Studies Department*

- Taught a wide variety of courses in Sociology, Culture/Gender/Global Studies, Human Services, and College Studies Departments
- Coordinator of College Studies Department, including scheduling classes, training and monitoring faculty, and development assessment rubrics
- Designed new courses and participate in review of departmental curriculum
- Functioned as academic advisor for students
- Wrote departmental report for institutional accreditation

- Served as faculty advisor for students completing independent study courses and required internships
- Provided leadership in the initial development and implementation of the Puget Sound Early College (dual enrollment program)
- Provided leadership for College Studies Department; promote College Success Seminar course, assign instructors, and provide ongoing training, support, and assessment
- Served on advisory boards: Women's Programs; Human Services Technology Department; Faculty Resource Center; Puget Sound Early College
- Served as member and chair of various hiring committees
- Served on various campus committees: Unity Through Diversity Week Planning Committee; Students of Color Opting to Reach Excellence Conference Planning Committee; Faculty of Color Recruitment Committee; Student Retention Subcommittee (Chair); Upward Bound Project Proposal Committee; Accreditation Subcommittee
- Served as Secretary, Highline College Education Association (faculty union)
- Provided support for junior faculty as instructor for seminar on teaching and learning (Education 299) and mentor for new faculty
- Member of two tenure working committees
- Participated twice in Summer Institute to develop and implement new programs
- Served as consultant on international initiatives by visiting institutions in South Africa and Namibia to provide training three times, including a one-term exchange
- Provided technical assistance and support with New Student Orientation programs
- Delivered highly requested presentations for a wide range of classes and events
- Supported outreach efforts by delivering recruitment presentations to local schools
- Facilitated numerous student leadership experiences on campus and in the community
- Served as advisor to CARE Club
- Served as volunteer assistant coach for men's basketball team and track team

North Carolina State University (Raleigh, NC) — 2006-2010

*Adjunct Faculty, Departments of Social Work, Africana Studies, and Curriculum and Instruction*

Antioch University (Antioch, OH) — 1998-2001

*Faculty Advisor*

Aurora University (Aurora, IL) — 1997

*Adjunct Instructor*

Harold Washington College (Chicago, IL) — 1996-1997

*Adjunct Lecturer, Department of Social Science*

Concordia University (River Forest, IL) — 1994-1997

*Visiting Assistant Professor, Department of Sociology and Social Work*

Wright College (Chicago, IL) — 1992-1996

*Adjunct Lecturer, Department of Social Science*

Robert Morris College (Chicago, IL) — 1992-1993

*Adjunct Instructor, Department of Social Science*



"I Have A Dream" Foundation (Chicago, IL) — 1993-1996

*Project Coordinator*

- Directed comprehensive inner-city youth development program
- Provided supervision for two staff and numerous volunteers
- Member, Executive Board
- Recipient, DreamMaker Award

TASC, Inc. (Chicago, IL) — 1991-1993

*Juvenile Justice Supervisor*

- Directed school and community-based drug prevention and intervention programs at various sites throughout the city of Chicago
- Provided supervision for six staff in program working with juvenile offenders

Alternatives, Inc. (Chicago, IL) — 1991-1992

*Crisis Counselor*

- Provided on-call emergency counseling and referral services to young people and their families
- Received extensive training in suicide awareness and crisis management

## **Academic Publications**

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Ingram, T., Greenfield, D., Hilton, A., & Carter, J. (2015). *Exploring issues of diversity within HBCUs*. Charlotte, NC: Information Age Press.

Greenfield, D. et al. (2015). HBCUs as critical context for racial identity work: Reflections, experiences, and lessons learned. In R. Palmer, R. Shorette, & M. Gasman, *Exploring diversity at historically Black colleges and universities*. New York: Jossey-Bass.

Greenfield, D. (2010). "When I hear Afrikaans in the classroom and never my language, I get rebellious." Linguistic apartheid in South African higher education. *Language and Education* 24 (6), 517-534.

DeCuir-Gunby, J., Taliaferro, J.D., & Greenfield, D. (2010). Educators' perspectives on culturally relevant programs for academic success: The academic excellence association. *Education and Urban Society* 42 (2), 182-204.

Greenfield, D. (2009). Bringing pedagogical assumptiveness to the surface: A vehicle for enhancing the teaching and learning process. *Journal on Excellence in College Teaching* 20 (1), 35-52.

Greenfield, D. (2008). Generation text and social technologies. *Academic Exchange Quarterly* 12 (1), 39-45.

Greenfield, D. (2007). "What's the deal with the middle-aged White guy teaching hip-hop?": Positionality, pedagogy, and popular culture. *Pedagogy, Culture & Society* 15(2), 229-243.

Greenfield, D. (2006). Understanding social structure through personal experience: The creative use of status and role as explanatory factors. *Teaching Sociology* 34(4), 404-411.

Greenfield, D. & Landgraf, S. (2005). *Building your life with pride: A guide to doing well in college and beyond*. Mason, OH: Thomson.

Greenfield, D. (2005). Learning is more affective than cognitive: Using the relationship-based, Interactive classroom to promote student retention and success. In E. Manalo & G. Wong-Toi (Eds.), *Communication skills in university education: The international dimension* (pp. 88-114). Auckland: Pearson.

Greenfield, D. (2005). The shift from sexual orientation to relational orientation: A discursive move with theoretical and pedagogical benefits. *Equity & Excellence in Education* 38(4), 309-319.

### **Academic Presentations**

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Atwood Symposium (Frankfort, KY) — 2017

“Rethinking the Institutional Priorities and Outcomes in the Era of Accountability” [panel]

Southern Association for College Student Affairs Conference (Greenville, SC) — 2015

“Exploring Issues of Diversity Within HBCUs” [group presentation]

NASPA - Student Affairs Administrators in Higher Education Conference (NOLA) — 2015

“There’s Levels to this Allyship” [group presentation]

National Conference on Race & Ethnicity in Higher Education (Washington, DC) — 2015

“What to Do When (So-Called) Allies Attack” [panel presentation]

Association of Public Land-Grant Universities CADE Annual Meeting (Seattle, WA) — 2013

“The Future of Diversity & Inclusion at HBCUs” [panel presentation]

Association of Public Land-Grant Universities CADE Annual Meeting (Savannah, GA) — 2012

“Talk Isn’t Cheap: Rethinking Our Language, Celebrating Our Success” [keynote]

Alabama Association of Higher Education Diversity Officers Conference (Auburn, AL) — 2012

“Real Talk: The Power of Language in the Higher Education Diversity Community” [keynote]

Association for Science Teacher Education (Clearwater Beach, FL) — 2012

“Stop at the Culture Bump” (with Shawn Holmes and Jamila Simpson)

National Conference on Race & Ethnicity in Higher Education (New York, NY) — 2012

“Black Privilege at an HBCU Campus” (with M. Christopher Brown II)

American Association of Blacks in Higher Education (Atlanta, GA) — 2011  
“Reaching and Teaching Today’s Generation”

Lilly Conference on College and University Teaching (Greensboro, NC) — 2009  
“Hip-Hop as Critical Pedagogy: Using Popular Culture to Promote Student Engagement and Learning Outcomes”

Xi’an University (China) — 2009  
“Innovative Pedagogical Strategies”

UNC World View Conference (Chapel Hill, NC) — 2008  
"Linguistic Apartheid in South African Higher Education"

Southern Sociological Society Annual Meeting (Richmond, VA) — 2008  
"Shifting from Sexual Orientation to Relational Orientation: Exploring Pedagogical Possibilities"  
"Generation Text and Social Technologies"

Oxford Round Table (Oxford, England) — 2007  
“Linguistic Apartheid in South Africa: A Study of Language Policy and Practice” [invited]

Southern Sociological Society Annual Meeting (Atlanta, GA) — 2007  
“Lessons in Positionality, Pedagogy, and Popular Culture”

North Carolina Sociological Association Annual Meeting (Wrightsville Beach, NC) — 2007  
“Innovative Teaching Tips: Using an Alternative Paradigm”

Pan-African Conference (Galesburg, IL) — 2006  
“Hip-Hop, Education, and Social Change” [keynote]

Pacific Sociological Association Annual Meeting (Hollywood, CA) — 2006  
“Linguistic Apartheid in South Africa: A Study of Language Policy and Practice”  
“Hip-Hop as Critical Pedagogy”  
“Bringing Pedagogical Assumptiveness to the Surface”

Association of Black Culture Centers Conference (Raleigh, NC) — 2006  
“Hip-Hop as Critical Pedagogy and Tool for Empowerment”

Massachusetts Institute of Technology IAP Lecture (Cambridge, MA) — 2006  
“Hip-Hop, Education, and Social Change”

American Culture Association Annual Meeting (Atlanta, GA) — 2006  
“Lessons in Positionality, Pedagogy, and Popular Culture”

Southern Sociological Society Annual Meeting (New Orleans, LA) — 2006  
“Bringing Pedagogical Assumptiveness to the Surface”

Black Issues in Higher Education Conference (Washington, DC) — 2005  
“Hip-Hop as Critical Pedagogy”

Pacific Sociological Association Annual Meeting (Portland, OR) — 2005  
“Learning is More Affective Than Cognitive: Using the Relationship-Based, Interactive Classroom to Promote Student Retention and Success”  
“The Shift from Sexual Orientation to Relational Orientation: A Discursive Move with Pragmatic and Political Benefits”

Communication Skills in University Education Conference (Kingdom of Tonga) — 2004  
“Learning is More Affective Than Cognitive: Using the Relationship-Based, Interactive Classroom to Promote Student Retention and Success” [keynote]

NISOD International Conference on Teaching and Learning Excellence (Austin, TX) — 2004  
“Opening Hearts to Open Minds: Relationships and the Engaged Learner”  
“Hip-Hop as Critical Pedagogy: Keepin’ It Real in the Classroom”

American Sociological Association Annual Meeting (San Francisco, CA) — 2004  
“The Shift from Sexual Orientation to Relational Orientation”

University of Cape Town Sociology Department Seminar (Cape Town, South Africa) — 2004  
“The Shift from Sexual Orientation to Relational Orientation”

International Conference on the First-Year Experience (Maui, HI) — 2004  
“Hip-Hop as Tool for Retention and Success: Keepin’ It Real in the Classroom” [invited]

Western States Communication Association Conference (Salt Lake City, UT) — 2003  
“The Case of a Case: Boston Public, the N-Word, and Mediated Discourse”

American Sociological Association Annual Meeting (Chicago, IL) — 2002  
“Identity Dialectics: Gangsta Rap and the Resurgence of the ‘N-Word’”

NISOD International Conference on Teaching and Learning Excellence (Austin, TX) — 2001  
“One Plus One Makes Three: Helping Students Work Effectively in Groups”

International Conference on the First-Year Experience (Honolulu, HI) — 2001  
“Attitudes are Contagious... Make Yours Worth Catching!”

Association of American Colleges and Universities Conference (San Francisco, CA) — 1999  
“Getting the Best by Getting to Know” (group presentation)

Illinois Sociological Association Conference (St. Charles, IL) — 1996  
“From Gang Member to College Student: Toward a Positive Vision of Youth Development”

## **Courses Taught**

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- College Success Seminar
- College Success Seminar - Special Theme: “Exploring Male Identity”
- Introduction to Psychology
- Introduction to Social Science
- Introduction to Sociology
- Introduction to Sociology - Special Theme: “Public Education in America”
- Coordinated Studies (interdisciplinary, team-taught classes):
  - “Idols, Images, and Immigrants: Africa, Latin America, and Ethnic Identity in the U.S.”
  - “He Said-She Said: Social Construction of Gender”
- Crime and Society
- Social Problems
- Sociology of the Family (undergraduate and graduate levels)
- Urban Sociology (undergraduate and graduate levels)
- Hip-Hop and American Society
- Sociology of Race and Ethnicity (undergraduate and graduate levels)
- Principles of Youth Empowerment
- Adolescent Development (undergraduate and graduate levels)
- Juvenile Justice
- Youth Gangs
- Language, Power, and Identity
- Race and Sports
- Research Methods
- Introduction to Social Welfare
- Social Stratification
- Sociology of African-Americans
- Social Theory
- History and Development of Social Work
- Teaching Diverse Populations
- Exploring Diversity in Classroom and Community
- Social Studies/Multicultural Education
- Statistics
- Social Change
- Classroom Action Research (on-line)
- Inquiry and Professional Development (on-line)
- Introduction to African-American Studies
- Seminar in Teaching and Learning (for faculty)

## **Volunteer Experiences**

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- Board Member and Former Interim Chair, Michael Walton Foundation
- Board Member, Medgar and Myrlie Evers Institute

## Professional Association Memberships

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- National Association of Diversity Officers in Higher Education
- NAACP
- Kappa Alpha Psi Fraternity, Inc.

## Reviewer

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- Journal of Teacher Education
- College Student Affairs Journal

## Consultant/Grant Writer

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2018	Agriculture Future of America (Kansas City, KS)
2016	RISE, Inc. (New York, NY)
2014	Myrlie and Medgar Evers Institute (Jackson, MS)
2010	Southeast Raleigh Assembly (Raleigh, NC)
2001-2003	Zuma Media (Seattle, WA)
2001	Milwaukee Bucks NBA Basketball Team (Milwaukee, WI)
2000	It's About Time for Kids (Seattle, WA)
1999	Cascadia Community College (Bellevue, WA)
1998	Burrell Communications Group (Atlanta, GA)
1997	Palmer House Hilton Hotel (Chicago, IL)
1996	United Airlines (Chicago, IL)

## Media Appearances

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Interviewed on HuffPost Live on issues of race on college campuses — 2015

Interviewed on Hot 97 Radio on issues of police brutality and race — 2014

Interviewed on WKKC Radio on issues of motivation and identity — 2014

Interviewed on WZAK Radio, KISS FM Radio, KJAMZ Radio, and KBAI Radio on issues related to race and the Ferguson situation — 2014

Frequently interviewed on issues of race and sports on 850 AM Radio — 2014, 2007

Interviewed on ESPN's "Outside the Lines" — 2012

Interviewed about educational issues on WSHA 89.9 FM Radio — 2011

Interviewed frequently about youth issues on WQOK 97.5FM Radio — 2010

Interviewed about male violence on WNCR 90.7 FM Radio — 2007

Interviewed about hip-hop and education on WOCR-FM Radio — 2006

Quoted in "Classroom Heat" by Scott Jaschik, *Inside Higher Ed* — 2005

Featured in "St. Aug's, NCCAC partner for oral history project," *The Triangle Tribune* — 2005

Featured in "Residents of Raleigh area tell their story," *News & Observer* — 2005.

Panel discussant for talk show about "African-American Relationships," KUBE-FM — 2004

Interviewed about youth empowerment and AIDS, BUSH Radio (South Africa) — 2004

Host of "On the Real," a weekly teen talk show on KONG-TV — 2001-2002.

Quoted extensively in "Sonic's have 87 million reasons to help Baker," *The Seattle Times* — 2000

Featured in "Hip-Hop in the Classroom: You Must Learn," *Source* magazine — 1998

## **Keynote Speaker/Featured Workshop Presenter**

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2019

NCAA Inclusion Forum (Atlanta, GA)

“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

DePauw University Athletics Department (Greencastle, IN)

“Confronting Ourselves: Building for Inclusive Excellence”

Redlands Unified School District (Redlands, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

Benefitfocus OE Success Week (Charleston, SC)

“Our Team, Our Time: Strengthening the Bonds of Community” [keynote]

Colton Joint Unified School District (Colton, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

James Madison University Athletics Department (Harrisonburg, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

Bridgewater College MLK Day (Bridgewater, VA)

“Living the Dream: The Movement for Inclusion and Equity” [keynote]

Lindenwood University (St. Charles, MO)

“Confronting Ourselves: Building for Inclusive Excellence”

Antelope Valley College (Lancaster, CA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Arkansas at Pine Bluff (Pine Bluff, AR)

“Team Building in the Classroom for Successful Student Outcomes”

Texas A& M University - Corpus Christi (Corpus Christi, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

University of California, Berkeley Athletics Department (Berkeley, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Alabama Athletics Department (Tuscaloosa, AL)

“Confronting Ourselves: Building for Inclusive Excellence”

Middle Tennessee State University Athletics Department (Murfreesboro, TN)

“Confronting Ourselves: Building for Inclusive Excellence”

California Alternative Dispute Resolution Conference (San Bernardino, CA)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Indiana University Athletics Department (Bloomington, IN)  
“Confronting Ourselves: Building for Inclusive Excellence”  
“Strategies for Success with Today’s Students”

Sedalia School District 200 (Sedalia, MO)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Connecticut Athletics Department (Storrs, CT)  
“Confronting Ourselves: Building for Inclusive Excellence”

College of Charleston Athletics Department (Charleston, SC)  
“Confronting Ourselves: Building for Inclusive Excellence”  
“Strategies for Success with Today’s Students”

University of Southern Mississippi (Hattiesburg, MS)  
“Confronting Ourselves: Building for Inclusive Excellence”

Washington State University (Pullman, WA)  
“Keepin’ It Real: Hip-Hop and Mental Health”

San Bernardino County Schools Counselor Mini-Conference (San Bernardino, CA)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Deans Academy (Moses Lake, WA)  
“Strategies for Conflict Resolution and Community Building”

Princeton University RCA Training (Princeton, NJ)  
“Teamwork Makes the Dream Work: Building for Inclusive Excellence”

Bryant University (Smithfield, RI)  
“Confronting Ourselves: Building for Inclusive Excellence”

*2018*

NCAA Inclusion Forum (Indianapolis, IN)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Dow Chemical Employee Development Week (Houston, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Redlands Unified School District Administrative Retreat (Lake Arrowhead, CA)  
“Confronting Ourselves: Building for Inclusive Excellence”



University of Nebraska Diversity and Inclusion Summit (Lincoln, NE)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

San Bernardino County Schools Education Leadership Summit (Lake Arrowhead, CA)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Benefitfocus (Greenville, SC and Charleston, SC)  
“Teamwork Makes the Dream Work: The Spirit of Inclusive Excellence”

SUNY Morrisville New Student Orientation (Morrisville, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

Michigan State University Athletics Department (East Lansing, MI)  
“Confronting Ourselves: Building for Inclusive Excellence”

Washington State University Athletics Department (Pullman, WA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Georgetown University Athletics Department (Washington, DC)  
“Confronting Ourselves: Building for Inclusive Excellence”

George Washington University Athletics Department (Washington, DC)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Northern Colorado Athletics Department (Greeley, CO)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Illinois Athletics Department (Champaign, IL)  
“Confronting Ourselves: Building for Inclusive Excellence”

East Irondequoit Central School District Administrative Retreat (Irondequoit, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

Hattiesburg School District Convocation (Hattiesburg, MS)  
“Building Successful Teams to Achieve Dreams” [keynote]  
“Strategies for Success in the Classroom”

University of South Florida Athletics Department (Tampa, FL)  
“Confronting Ourselves: Building for Inclusive Excellence”

Kentucky State University Athletics Department (Frankfurt, KY)  
“Confronting Ourselves: Building for Inclusive Excellence”

North Carolina State University (Raleigh, NC)

“Confronting Ourselves: Building for Inclusive Excellence”

LeMoyne College New Student Orientation (Syracuse, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

University of New Orleans Athletics Department (New Orleans, LA)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Oklahoma Women’s Basketball Team (Norman, OK)

“Building Successful Teams to Achieve Dreams”

Highland Community College Upward Bound (Freeport, IL)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Richmond (Richmond, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

Fairfield University Athletics Department (Fairfield, CT)

“Confronting Ourselves: Building for Inclusive Excellence”

Arkansas Tech University (Russellville, AR)

“Confronting Ourselves: Building for Inclusive Excellence”

“Strategies for Successful Engagement with Today’s Students”

Baylor University Athletics Department (Waco, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

Fort Valley State University New Student Orientation (Fort Valley, GA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Texas at Dallas Athletics Department (Dallas, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Texas-Tyler Athletics Department (Tyler, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

Roanoke College (Roanoke, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

“Strategies for Successful Engagement in the Classroom”

Agnes State College Residence Life Training (Decatur, GA)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Texas Rio Grande Valley HESTEC Week (Edinburg, TX)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Georgia Tech University Athletics Department, (Atlanta, GA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Edcouch-Elsa Independent School District Convocation (Edcouch, TX)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve! [keynote]”

Franklin College (Franklin, IN)

“Inclusive Pedagogy for the GenZ Student”

Ball State University (Muncie, IN)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Greater New Orleans Hotel and Lodging Association (New Orleans, LA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Alabama at Birmingham (Birmingham, AL)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Rush-Henrietta Central School District (Henrietta, NY)

“Real Talk, Real Change: Building for Inclusive Excellence”

National Federation of State High School Associations Conference (Indianapolis, IN)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

“Strategies for Successful Engagement with Today’s Students”

Give Something Back (Newark, DE)

“Believing in You: Turning Dreams into Reality”

Bryant University Athletics Department (Smithfield, RI)

“Confronting Ourselves: Building for Inclusive Excellence”

Central Connecticut State University Athletics Department (New Britain, CT)

“Confronting Ourselves: Building for Inclusive Excellence”

Fairleigh Dickinson University Athletics Department (Teaneck, NJ)

“Confronting Ourselves: Building for Inclusive Excellence”

LIU Brooklyn Athletics Department (Brooklyn, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

Mount St. Mary’s University Athletics Department (Emmitsburg, MD)

“Confronting Ourselves: Building for Inclusive Excellence”

Robert Morris University Athletics Department (Moon Township, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Sacred Heart University Athletics Department (Fairfield, CT)

“Confronting Ourselves: Building for Inclusive Excellence”

Saint Francis College Athletics Department (Brooklyn, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

Saint Francis University Athletics Department (Loretto, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Wagner College Athletics Department (Staten Island, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Kansas Athletics Department (Lawrence, KS)

“Confronting Ourselves: Building for Inclusive Excellence”

Colby College New Student Orientation (Waterville, ME)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Evansville Athletics Department (Evansville, IN)

“Confronting Ourselves: Building for Inclusive Excellence”

Texas Tech University Athletics Department (Lubbock, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

William Smith College (Hobart, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

Women’s Basketball Coaches Association Convention (Columbus, OH)

“The Power of Inclusive Excellence” [keynote]

University of Delaware Athletics Department (Newark, DE)

“Confronting Ourselves: Building for Inclusive Excellence”

BenefitFocus Leadership Team Retreat (Charleston, SC)

“The Power of Inclusive Excellence”

University of Washington Athletics Department (Seattle, WA)

“Confronting Ourselves: Building for Inclusive Excellence”

Kappa League Leadership Development Conference (Atlanta, GA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!” [keynote]

Clover Park Technical College Professional Development Day (Tacoma, WA)

“The Power of TEAM: Together Everyone Achieves More” [keynote]

Oregon State University Athletics Department (Corvallis, OR)

“Confronting Ourselves: Building for Inclusive Excellence”

Texas Association of School Boards Summer Leadership Institute (Fort Worth, TX)

“Living, Working, and Leading with Equity and Inclusion” [co-presentation]

Fresno State University Athletics Department (Fresno, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

Wiley College Faculty Development (Marshall, TX)

“Building the Dream Team: Believe and Achieve Together”

University of Florida Athletics Department (Gainesville, FL)

“Confronting Ourselves: Building for Inclusive Excellence”

Black and Brown Male Summit (Chico, CA)

“We > Me: Building the Powerful Community of Love”

Michigan Intercollegiate Athletic Association Leadership Retreat (Olivet, MI)

“The Power of Inclusive Excellence”

Minority Opportunities Athletic Association [webinar]

“Becoming a Transformational Leader”

University of Missouri-Kansas City Athletics Department (Kansas City, MO)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Toledo Faculty Development (Toledo, OH)

“Innovative Strategies for Reaching and Teaching Today’s Students”

University of Southern Mississippi (Hattiesburg, MS)

“Confronting Ourselves: Building for Inclusive Excellence”

Family Service Association Multicultural Training Conference (Atlantic City, NJ)

“Confronting Ourselves: Inclusive Excellence in the Mental Health Field” [keynote]

Liberty University Athletics Department (Lynchburg, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

Ohio State University Football Team (Columbus, OH)

“Real Life, Real Talk: Being the Best Version of Ourselves”

Jacksonville University Athletics Department (Jacksonville, FL)

“The Power of TEAM: Together Everyone Achieves More”

Plain Talk About Literacy and Learning Conference (New Orleans, LA)

“Innovative Strategies for Reaching and Teaching Today’s Students”

College of William & Mary Athletics Department (Williamsburg, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

Region One School Board Conference (South Padre, TX)

“Building the Inclusive Community Together” [keynote]

Texas Association of School Boards Summer Leadership Institute (San Antonio, TX)

“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

University of South Carolina Football Team (Columbia, SC)

“Real Life, Real Talk: Being the Best Version of Ourselves”

Cuyahoga County Caregivers Conference (Cleveland, OH)

“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Leadership TASB (El Paso, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Kansas Athletics Department (Lawrence, KS)

“Confronting Ourselves: Building for Inclusive Excellence”

Fayetteville State University TRiO Programs (Fayetteville, NC)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Imagine Me Leadership Charter School Retreat (Rye, NY)

“Innovative Teaching Strategies for Cultivating the Genius of Black Males”

Hofstra University Athletics Department (Hempstead, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

Villanova University Athletics Department (Villanova, VA)

“Confronting Ourselves: Building for Inclusive Excellence”

Studio H Real Estate (Exeter, NH)

“The Power of TEAM: Together Everyone Achieves More”

Fordham University Athletics Department (Bronx, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

2017

Covington County Schools Convocation (Columbia, MS)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!” [keynote]

National Association of Athletics Compliance Conference (Orlando, CA)

“The Power of Relationships: Building the Inclusive Community” [keynote]

Golden State Warriors Sideline Racism Event (Oakland, CA)

“Be a Voice and Example for Change: The Power of Inclusive Excellence” [keynote]

Algiers Charter Schools Conference (New Orleans, LA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!” [keynote]

“Innovative Classroom Strategies for Millennial Learners”

University of Georgia Athletics Department (Athens, GA)

“Confronting Ourselves: Building for Inclusive Excellence”

Cargill Industries Intern Forum (Minneapolis, MN)

“Today is the First Day of the Rest and Best of Your Life: Seize the Day”

University of North Carolina-Chapel Hill Athletics Department (Chapel Hill, NC)

“Confronting Ourselves: Building for Inclusive Excellence”

Furman University Faculty Development (Greenville, SC)

“Building for the Inclusive Classroom”

University of Southern California Athletics Department (Los Angeles, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

North Carolina Central University Student Affairs Retreat (Durham, NC)

“Building a Culture of Success” [keynote]

Penn State University Athletics Department (State College, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Iowa State University Athletics Department (Ames, IA)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Wisconsin-Whitewater Athletics Department (Whitewater, WI)

“Confronting Ourselves: Building for Inclusive Excellence”

Expotel Hospitality (Denver, CO)

“Confronting Ourselves: Building for Inclusive Excellence”

Mississippi Valley State University (Itta Bena, MS)  
“Unleashing Their Greatness: Reaching and Teaching Today’s Students”

New Jersey Institute of Technology Athletics Department (Newark, NJ)  
“Confronting Ourselves: Building for Inclusive Excellence”

Missouri Association of Student Financial Aid Personnel Conference (Lake Ozark, MO)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

University of North Carolina - Chapel Hill Athletics Department (Chapel Hill, NC)  
“Confronting Ourselves: Building for Inclusive Excellence”

Norfolk State University Athletics Department (Norfolk, VA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Duke University Athletics Department (Durham, NC)  
“Confronting Ourselves: Building for Inclusive Excellence”

San Bernardino County Schools Parent Summit (San Bernardino, CA)  
“Building the Beloved Community Together” [keynote]

University of Texas at Dallas Athletics Department (Dallas, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Memphis Athletics Department (Memphis, TN)  
“The Power of TEAM: Together Everyone Achieves More”

Imagine Me Leadership Charter School Staff Retreat (Rye, NJ)  
“The Power of TEAM: Together Everyone Achieves More”

Drexel University Athletics Department (Philadelphia, PA)  
“The Power of TEAM: Together Everyone Achieves More”

Seton Hall University Athletics Department (South Orange, NJ)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Southern Mississippi Athletics Department (Hattiesburg, MS)  
“Confronting Ourselves: Building for Inclusive Excellence”

New Jersey University of Technology (Newark, NJ)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of New Hampshire Athletics Department (Durham, NH)  
“Confronting Ourselves: Building for Inclusive Excellence”



Ohio Northern University (Ada, OH)

“Confronting Ourselves: Building for Inclusive Excellence”

Saint Anselm College Athletics Department (Manchester, NH)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Texas at Tyler Athletics Department (Tyler, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

Angelina College (Lufkin, TX)

“Today is the First Day of the Rest and Best of Your Life” [New Student Orientation keynote]

“Innovative Strategies for Reaching and Teaching Today’s Students” [faculty development]

Colby College Museum of Art Volunteer Training (Waterville, ME)

“Confronting Ourselves: Building for Inclusive Excellence”

Benedict College (Columbia, SC)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Southern Mississippi Athletics Department (Hattiesburg, MS)

“Confronting Ourselves: Building for Inclusive Excellence”

National Association of Agriculture Educators Conference (Knoxville, TN)

“Confronting Ourselves: Building for Inclusive Excellence”

Arizona State University Athletics Department (Tempe, AZ)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Tennessee Athletics Department (Knoxville, TN)

“Confronting Ourselves: Building for Inclusive Excellence”

Johnson State College New Student Orientation (Johnson, VT)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Kent State University Athletics Department (Kent, OH)

“Confronting Ourselves: Building for Inclusive Excellence”

Seton Hall University Athletics Department (South Orange, NJ)

“Confronting Ourselves: Building for Inclusive Excellence”

Butler University Athletics Department (Indianapolis, IN)

“Confronting Ourselves: Building for Inclusive Excellence”

Fayetteville State University Upward Bound Programs (Fayetteville, NC)

“Utilizing Hip-Hop as a Tool for Empowerment”

University of Arkansas Athletics Department Black Male Summit (Fayetteville, AR)  
“From Stereotype to Prototype: Keeping It 100”

Eastern Connecticut State University Residence Life Staff Training (Willimantic, CT)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Maine Athletics Department (Orono, ME)  
“Confronting Ourselves: Building for Inclusive Excellence”

California State University-Chico Student Affairs Professional Development Conference (Sacramento, CA)  
“Today is the First Day of the Rest and Best of Your Life: Unleashing the Power of Love”  
[keynote]

Winston-Salem State University Athletics Department (Winston-Salem, NC)  
“Teamwork Makes the Dream Work”

College Athletic Business Management Association Conference (Orlando, CA)  
“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

Shaw University National Alumni Association Conference (Raleigh, NC)  
“On Common Ground” [keynote]

Council of Unions and Student Programs Leadership and Activities Institute (Pasco, WA)  
“Motivation for Success: Right Now Starts the Rest and Best of Your Life!” [keynote]

Liberty University Athletics Department (Lynchburg, VA)  
“Attitudes are Contagious... Make Yours Worth Catching!”

University of Toledo Athletics Department (Toledo, OH)  
“Confronting Ourselves: Building for Inclusive Excellence”

Southwest Association of Athletics Trainers Conference (San Marcos, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Southern Methodist University Athletics Department (Dallas, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Alabama-Birmingham School of Medicine (Birmingham, AL)  
“Confronting Ourselves: Building for Inclusive Excellence”

Fort Valley State University New Student Orientation (Fort Valley, GA)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Auburn University Football Team (Auburn, AL)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Fayetteville State University Special Programs Retreat (Boone, NC)  
“The Power of TEAM: Together Everyone Achieves More”

UCLA Athletics Department (Los Angeles, CA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Michigan State University Athletics Department (Lansing, MI)  
“Confronting Ourselves: Building for Inclusive Excellence”

Southeast Missouri State University (Cape Girardeau, MO)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Delaware Athletics Department (Wilmington, DE)  
“Confronting Ourselves: Building for Inclusive Excellence”

Middle Georgia State University Student Leaders Institute (Macon, GA)  
“Today is the First Day of the Rest and Best of Your Life: Unleashing the Power of Love”

University of West Florida TRIO Conference (Pensacola, FL)  
“Today is the First Day of the Rest and Best of Your Life” [keynote]

University of Rhode Island Athletics Department (Kingston, RI)  
“Healthy Relationships and Community Empowerment”

University at Albany Athletics Department (Albany, NY)  
“The Power of TEAM: Together Everyone Achieves More”

Monroe County Community School Corporation (Bloomington, IN)  
“Confronting Ourselves: Building for Inclusive Excellence”

Tri-State Diversity Conference (Cincinnati, OH)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]  
“From Unconscious Bias to Conscious Practice”

Washington State University Athletics Department (Pullman, WA)  
“Understanding the Millennials: Strategies for Successful Engagement”

Ohio Northern University Athletics Department (Ada, OH)  
“Confronting Ourselves: Building for Inclusive Excellence”

Marist College Diversity Council Retreat (Poughkeepsie, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

Mississippi State University Leadership Conference (Starkville, MS)  
“Being a Transformational Leader” [keynote]

Le Moyne College New Student Orientation (Syracuse, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

Goldey-Beacon College New Student Orientation (Wilmington, DE)  
“Today is the First Day of the Rest and Best of Your Life”

Indiana University Athletics Department (Bloomington, IN)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Arizona Athletics Department (Tucson, AZ)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Texas-San Antonio Athletics Department (San Antonio, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Memphis Athletics Department (Memphis, TN)  
“Confronting Ourselves: Building for Inclusive Excellence”

Xavier University Athletics Department (Cincinnati, OH)  
“Confronting Ourselves: Building for Inclusive Excellence”

Monroe #1 BOCES School District (Rochester, NY)  
“Confronting Ourselves: Building for Inclusive Excellence in Our Schools”

Colby College (Waterville, ME)  
“Courageous Conversations: Skill Building for Communicating Across Difference”

Honeoye Falls-Limas Central School District Professional Development (Honeoye Falls, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Texas-Rio Grande Valley Athletics Department (McAllen, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Northwestern University Athletics Department (Evanston, IL)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Houston Diversity Conference (Houston, TX)  
“Beyond Black and White: Exploring Our Intersectional Identities”

Equal Opportunity Association Conference (Schaumburg, IL)  
“Today is the First Day of the Rest and Best of Your Life” [keynote]

Women's Basketball Coaches Association (webinar)  
"Team Building Across Cultures: The Power of Inclusive Excellence"

Green River College Deans Academy (Pasco, WA)  
"Putting it All Together: Filling Your Leadership Toolkit"

Trakmotive (Riverside, CA)  
"Today is the First Day of the Rest and Best of Your Life: Believe and Achieve Together!"

Princeton University Residential Life Training (Princeton, NJ)  
"The Power of TEAM: Together Everyone Achieves More"

Ohio State University Athletics Department (Columbus, OH)  
"Building Your Team: Effective Communication and Relationship Skills"

University of Texas-El Paso (El Paso, TX)  
"Confronting Ourselves: Building for Inclusive Excellence"

Shaw University Faculty Development (Raleigh, NC)  
"Understanding Millennials: Creating the Dynamic, Inclusive Classroom for Success"

Indiana University College of Education Retreat (Bloomington, IN)  
"New Visions, New Voices: Achieving Inclusion and Equity"

Western State Colorado University (Gunnison, CO)  
"Confronting Ourselves: Building for Inclusive Excellence"

West Point School District Convocation (West Point, MS)  
"Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!" [keynote]

California State Student Association Retreat (Sonoma, CA)  
"Building the Dream Team"

Sunflower County School District Convocation (Indianola, MS)  
"Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!" [keynote]

California State University-Chico Student Leaders Institute (Chico, CA)  
"Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!" [keynote]

University of North Carolina-Wilmington Athletics Department (Wilmington, NC)  
"Confronting Ourselves: Building for Inclusive Excellence"

California State University-Chico Faculty/Staff Training (Chico, CA)  
"Inclusive Excellence and the Millennial Learner"

Everett Community College Student Leaders Retreat (Everett, WA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Memphis Athletics Department (Memphis, TN)

“Confronting Ourselves: Building for Inclusive Excellence”

*2016*

National Association of Academic Advisors for Athletics Convention (Dallas, TX)

“Today is the First Day of the Rest and Best of Your Life: Unleashing the Power of Love”  
[keynote]

Ohio Valley Conference Annual Meeting (Nashville, TN)

“Confronting Ourselves: Building for Inclusive Excellence”

Washington State Association of College Trustees Conference (Olympia, WA)

“Promoting Diversity, Cultural Competence, and Inclusive Excellence” [keynote]

Mississippi Association of School Superintendents (Biloxi, MS)

“Today is the First Day of the Rest and Best of Your Life: Unleashing the Power of Love”  
[keynote]

University of Alabama Athletics Department (Tuscaloosa, AL)

“Confronting Ourselves: Building for Inclusive Excellence”

Northeast Conference Annual Meeting (Red Bank, NJ)

“Communicating with Millennials”

Green River College Opening Day (Auburn, WA)

“Today is the First Day of the Rest and Best of Our Lives: Believe and Achieve” [keynote]

University of Alabama-Birmingham School of Medicine (Birmingham, AL)

“Confronting Ourselves: Inclusive Excellence and the Medical Profession”

Auburn University Athletics Department (Auburn, AL)

“Confronting Ourselves: Building for Inclusive Excellence”

Miami Dolphins 7-on-7 Symposium (Davie, FL)

“Today is the First Day of the Rest and Best of Your Life: The Power of Respect” [keynote]

Family Service Association Conference (Edison, NJ)

“Confronting Ourselves: Inclusive Excellence and the Mental Health Professional” [keynote]

Winston-Salem State University Athletics Department Retreat (Winston-Salem, NC)

“Understanding and Appreciating the Millennial Student-Athlete”

Alabama Community College Association Annual Conference (Montgomery, AL)  
“Reaching and Teaching the Millennial Student” [keynote]

University of West Florida (Pensacola, AL)  
“Attitudes are Contagious: Make Yours Worth Catching!”

Expotel Hospitality (New Orleans, LA)  
“Teamwork Makes the Dream Work: Believe and Achieve Together!”

Seattle Central College Student Affairs Professional Development Day (Seattle, WA)  
“Teamwork Makes the Dream Work: Believe and Achieve Together!”

University of Washington Athletics Department (Seattle, WA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Van Vleck Independent School District Staff Convocation (Van Vleck, TX)  
“Making an Impact: Utilizing the Power of Love”  
“Innovative Strategies for Reaching and Teaching Millennial Students”

Cargill Diversity Leadership Day (Minnesota, MN)  
“Confronting Ourselves: Building for Inclusive Excellence”  
Baylor University Athletics Department (Waco, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Johnson State College New Student Orientation (Johnson, VT)  
“Today is the First Day of the Rest and Best of Your Life!”

Upper Iowa University Athletics Department (Fayette, IA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Washington State University Athletics Department (Pullman, WA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Le Moyne College New Student Orientation (Syracuse, NY)  
“Confronting Ourselves: Building for Inclusive Excellence”

Old Dominion University Athletics Department (Norfolk, VA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Texas Association of School Boards (Amarillo, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Community Association Institute Luncheon (Dallas, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Norwich University New Student Orientation (Norwich, VT)  
“Confronting Ourselves: Building for Inclusive Excellence”

George Washington University Athletics Department (Washington, DC)  
“Teamwork Makes the Dream Work: Believe and Achieve Together!”

University of California-Riverside Residential Life and Housing Training (Riverside, CA)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Michigan Athletics Department (Ann Arbor, MI)  
“Confronting Ourselves: Building for Inclusive Excellence”

Boston University Athletics Department (Boston, MA)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Maryland-Baltimore County Basketball Team Retreat (Baltimore, MD)  
“Teamwork Makes the Dream Work: Believe and Achieve Together!”

Virginia Tech Summit for Student-Athlete Success (Blacksburg, VA)  
“Innovative Strategies for Reaching and Teaching Today’s Student-Athletes” [keynote]

Fayetteville State University Lecture Series (Fayetteville, NC)  
“Diversity and Inclusion at HBCUs: Building the Beloved Community”

University of Missouri Athletics Department (Columbia, MO)  
“The Beloved Community: Creating and Sustaining Inclusive Excellence”

DePauw University Day of Dialogue (Greencastle, IN)  
“Confronting Ourselves: Building for Inclusive Excellence”

University of Maryland-Baltimore County Athletics Department (Baltimore, MD)  
“Confronting Ourselves: Building for Inclusive Excellence”

Mount Saint Mary’s University Athletics Department (Emmitsburg, MD)  
“Confronting Ourselves: Building for Inclusive Excellence”

Minorities in Agriculture, Natural Sciences, and Related Sciences Diversity Summit  
(Jacksonville, FL)  
“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

Mount Ida College Faculty Development Series (Newton, MA)  
“Innovate Strategies for Reaching and Teaching Today’s Students”

University of California-Riverside Student Affairs Retreat (Riverside, CA)



“The Beloved Community: Building for Inclusive Excellence”

Wichita State University Athletics Department (Wichita, KS)

“Confronting Ourselves: Building for Inclusive Excellence”

Shaw University National Alumni Association Conference (Charleston, SC)

“Strategies to Bridge the Generation Gap” [keynote]

Southern University (Baton Rouge, LA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Indiana University P-16 Center for Research and Collaboration Staff Retreat (Bloomington, IN)

“Confronting Ourselves: Building for Inclusive Excellence”

North Carolina Central University Athletics Staff Retreat (Cary, NC)

“Talk Isn’t Cheap: The Value of Effective Communication and Feedback”

University of Rhode Island Athletics Department (Kingston, RI)

“Confronting Ourselves: Building for Inclusive Excellence”

University of California-Riverside Athletics Department (Riverside, CA)

“Confronting Ourselves: Building for Inclusive Excellence”

Centralia College (Centralia, WA)

“The Beloved Community: Building for Inclusive Excellence”

Central Connecticut State University (New Britain, CT)

“Understanding the Millennial Generation”

Wilberforce University (Wilberforce, OH)

“We’re All In: Preparing Students for Career Pathways”

“Today is the First Day of the Rest and Best of Your Life!”

Drexel University (Philadelphia, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Massachusetts Institute of Technology (Cambridge, MA)

“Attitudes are Contagious... Make Yours Worth Catching!”

Everett Community College Student Leadership Training (Everett, WA)

“Our Team, Our Time: Building for Inclusive Excellence”

Shaw University Faculty Development (Raleigh, NC)

“Innovative Strategies for Reaching and Teaching Today’s Students”

Kansas State University Football Team (Manhattan, KS)  
“We are Family: Growing Together Through Inclusive Excellence”

University of Florida Athletics Department (Gainesville, FL)  
“The Spirit of Inclusive Excellence”

Indiana University Athletics Department (Bloomington, IN)  
“The Power of TEAM: Together Everyone Achieves More”

Green River College Deans Academy (SeaTac, WA)  
“Transformational Leadership for Inclusive Excellence”  
“Successful Communication Strategies”

St. Joseph’s College Athletics Department (Long Island, NY)  
“Our Team, Our Time: Building for Inclusive Excellence”

University of Delaware Athletics Department (Newark, DE)  
“Confronting Ourselves: Building for Inclusive Excellence”

Georgia State University Athletics Department (Atlanta, GA)  
“Teamwork Makes the Dream Work”  
“Building the Beloved Community in Times of Chaos”

Mississippi State University Athletics Department (Starkville, TX)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Coppell High School Staff Orientation (Coppell, TX)  
“Teamwork Makes the Dream Work: Utilizing the Power of Love”

Clover Park Technical College Student Leadership Training (Tacoma, WA)  
“Teamwork Makes the Dream Work: Utilizing the Power of Love”

Georgia State University Student Leadership Conference (Atlanta, GA)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!” [keynote]

Winston-Salem State University Men’s Basketball Team Retreat (Winston-Salem, NC)  
“Teamwork Makes the Dream Work”

Auburn University (Auburn, AL)  
“Confronting Ourselves: Building for Inclusive Excellence”

North Carolina Housing Officers Conference (Winston-Salem, NC)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!” [keynote]

University of New Orleans Athletics Department (New Orleans, LA)

“Confronting Ourselves: Building for Inclusive Excellence”

Xavier University (New Orleans, LA)

“Confronting Ourselves: Building for Inclusive Excellence”

Texas A&M University Diversity Summit (College Station, TX)

“Confronting Ourselves: Building for Inclusive Excellence” [keynote]

North Carolina State University Athletics Department (Raleigh, NC)

“Confronting Ourselves: Building for Inclusive Excellence”

National Association of Academic Advisors for Athletics Region II Meeting (Fayetteville, AK)

“Utilizing the Power of Love for Personal and Social Change”

Colby College (Waterville, ME)

“Confronting Ourselves: Building for Inclusive Excellence”

The Ohio State University Athletics Department (Columbus, OH)

“Confronting Ourselves: Building for Inclusive Excellence”

Ohio University (Athens, OH)

“Confronting Ourselves: Building for Inclusive Excellence”

Indiana University Athletics Department (Bloomington, IN)

“Teamwork Makes the Dream Work: Utilizing the Power of Love”

Imagine Me Leadership Charter School Professional Development Day (Brooklyn, NY)

“Teamwork Makes the Dream Work: Utilizing the Power of Love”

Goldey-Beacom College New Student Orientation (Wilmington, DE)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Stevens Institute of Technology Athletics Department (Hoboken, NJ)

“Principles of Transformational Leadership”

Johnson State College New Student Orientation (Johnson, VT)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

University of Miami (Miami, FL)

“Black History Month Celebration: We Rise Together”

University of Texas-El Paso (El Paso, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

Bryant University (Smithfield, RI)

“Understanding Millennial Students”

Marist College (Poughkeepsie, NY)

“Promoting Diversity, Cultural Competence, and Inclusive Excellence”

Saint Francis College Athletics Department (Brooklyn, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

*2015*

Atlantic Coast Conference Compliance Institute (Greensboro, NC)

“The Power of Team: Together Everyone Achieves More”

Massachusetts Institute of Technology MSRP Institute (Cambridge, MA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Washington State Community and Technical Colleges Leadership Conference (Stevenson, WA)

“Breaking Down Barriers, Building Up Community” [keynote]

Northwestern University Athletics Department (Evanston, IL)

“Attitudes are Contagious... Make Yours Worth Catching!”

Colby College Social Justice Institute (Waterville, ME)

“Seeing with a Different Eye: The Movement for Social Justice”

Alabama Counseling Association Annual Conference (Montgomery, AL)

“Confronting Ourselves: Inclusive Excellence and the Counseling Professional” [keynote]

Princeton University (Princeton, NJ)

“The Spirit of Inclusive Excellence”

Algiers Charter Schools Association (New Orleans, LA)

“Building the Dreams Team: Together Everyone Achieves More”

General Electric Conference (Orlando, FL)

“Identity and Allyship” [panel presentation]

North Carolina Central University Professional Development Conference (Durham, NC)

“Knowing You to Become the Best You”

University of Houston Athletics Department (Houston, TX)

“Understanding and Engaging the Millennials”

Sacred Heart University Athletics Department (Fairfield, CT)

“Building for Inclusive Excellence”

Xavier University Athletics Department (Cincinnati, OH)

“The Spirit of Inclusive Excellence”

Vanderbilt University Athletics Department (Nashville, TN)

“Building for Inclusive Excellence”

Mississippi State University (Starkville, MS)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve”

University of Wisconsin-Milwaukee Athletics Department (Milwaukee, WI)

“Confronting Ourselves: Building for Inclusive Excellence”

Winnebago County Department of Human Services (Osh Kosh, WI)

“Confronting Ourselves: Creating a Culture of Inclusion”

University of Illinois Athletics Department (Champaign, IL)

“Confronting Ourselves: Building for Diversity, Cultural Competence, and Inclusive Excellence”

University of Alabama-Birmingham School of Medicine (Birmingham, AL)

“Confronting Ourselves: Inclusive Excellence and the Medical Profession”

Philadelphia School District (Philadelphia, MS)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Louisville School District (Louisville, MS)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Goldey-Beacom College New Student Orientation (Wilmington, DE)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

“Roots and Wings” [parent session]

University of Arkansas Athletics Department (Fayetteville, AR)

“Building the Dream Team: Together Everyone Achieves More”

Xavier University Student Services Training (New Orleans, LA)

“Inclusive Excellence and LGBT Allyship”

Piedmont Community College Faculty/Staff Institute (Roxboro, NC)

“Confronting Ourselves: The Goal of Inclusive Excellence”

“Strategies for Reaching and Teaching Millennial Learners”

Midwestern State University Student Leadership Conference (Wichita State, TX)

“Today is the First Day of the Rest of Your Life: Believe and Achieve”

Columbus Independent School District Faculty/Staff Convocation (Columbus, TX)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

McDade Independent School District Convocation (McDade, TX)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Xavier University Student Leadership Training (New Orleans, LA)  
“Shifting the Culture for Inclusive Excellence”

Splendora Independent School District Convocation (Splendora, TX)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Coppell Independent School District Convocation (Coppell, TX)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Clemson University Athletics Department (Clemson, SC)  
“Confronting Ourselves: Building for Inclusive Excellence”

Clafin University Athletics Department (Orangeburg, SC)  
“Celebrating the Clafin Community: Believe and Achieve”

Midwestern State University Athletics Department (Wichita Falls, TX)  
“Building the Dream Team: Together Everyone Achieves More”

Johnson State College New Student Orientation (Johnson, VT)  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Austin Peay State University (Nashville, TN)  
“Confronting Ourselves: Building for Inclusive Excellence”  
“Creating Community in Greek Life”  
“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Lower Columbia College Student Leadership Training (Longview, WA)  
“Confronting Ourselves: Building for Inclusive Excellence”

Sorrento Hotel (Seattle, WA)  
“Building the Dream Team: Together Everyone Achieves More”

New Beginnings Schools Foundation (New Orleans, LA)  
“Building the Dreams Team: Together Everyone Achieves More”

NCAA Student Leadership Forum (Orlando FL)  
“It’s Your Time! Turning Dreams into Reality” [keynote]

Baltimore Police Department (Baltimore, MD)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Freedom School Partners Training (Charlotte, NC)

“Building for Inclusive Excellence”

NCAA Life Skills Symposium (Charlotte, NC)

“Keepin' It Real: Hip-Hop Leadership”

Piedmont Community College Leadership Retreat (South Boston, VA)

“Our Team, Our Time: Creating a Spirit of Inclusive Excellence”

University of Wisconsin-Milwaukee Athletics Department (Milwaukee, WI)

“From a Moment to a Movement: Inclusive Excellence at UW-M”

Texas A&M University-Commerce (Commerce, TX)

“We are Family: Building for Inclusive Excellence”

Wagner College Athletics Department (Staten Island, NY)

“Confronting Ourselves: Building for Inclusive Excellence”

Washington State University Athletics Department (Pullman, WA)

“Our Team, Our Time: The Spirit of Inclusive Excellence”

University of Georgia Athletics Department (Athens, GA)

“The Spirit of TEAM: Together Everyone Achieves More”

Saint Francis University Athletics Department (Loretto, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Robert Morris University Athletics Department (Moon, PA)

“Confronting Ourselves: Building for Inclusive Excellence”

Texas A&M University Athletics Department (College Station, TX)

“Confronting Ourselves: Building for Inclusive Excellence”

“Understanding the Millennial Student-Athlete”

Northeast Conference Leadership Institute (Hershey, PA)

“Building Leadership Skills for Success”

Florida State University Athletics Department (Tallahassee, FL)

“Confronting Ourselves: Building for Inclusive Excellence”

University of Maryland-Eastern Shore Student Services Retreat (Princess Anne, MD)

“Understanding the Millennial Student”

Greater New Orleans Hotel and Lodging Association (New Orleans, LA)

“Our Team, Our Time: The Spirit of Inclusive Excellence”

Texas Association of School Boards Risk Management Fund Conference (Austin, TX)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

Stop the Hurt Child Abuse Prevention Conference (Tupelo, MS)

“Confronting Ourselves: Creating a Caring and Inclusive Community” [keynote]

Diversity & Inclusion Conference (Beaumont, TX)

“Shifting from Diversity to Inclusive Excellence” [keynote]

Excellence in Teaching Conference (Fayetteville, NC)

“Teacher as Text: Being the Change Agent for Success”

Oberlin College (Oberlin, OH)

“Confronting Ourselves: Building for Inclusive Excellence”

Michigan Intercollegiate Athletics Association (Kalamazoo, MI)

“Teamwork Makes the Dream Work!”

University of Alabama at Birmingham Athletics Department (Birmingham, AL)

“Confronting Ourselves: Building an Inclusive Community”

Indiana University (Bloomington, IN)

“Inclusive Excellence in the IU Athletics Community”

“Infusing Multiculturalism into the Curriculum”

Chico State University Cross-Cultural Leadership Center iLEAD Retreat (Nevada City, CA)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

“Systems Theory and Grassroots Mobilizing”

SUNY Oswego (Oswego, NY)

“Cultural Competence and Inclusive Excellence in the Classroom”

“Systems Theory and Team Building for Administration”

“Creating a Campus Culture Centered on Inclusion”

Bryant University Athletics Department (Smithfield, RI)

“Inclusion as the Cornerstone for Success”

University of Arkansas Athletics Department (Fayetteville, AR)

“Cultural Competence and the Professional Skill Set”



University of Southern California Athletics Department (Los Angeles, CA)  
“Fight On for Inclusive Excellence”

Louisiana State University Athletics Department (Baton Rouge, LA)  
“Inclusive Excellence and You: Building a Better World”

Rice University (Houston, TX)  
“Confronting Ourselves: Building for Inclusive Excellence”

Essex Community College (Newark, NJ)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!”  
“Customer Service for the Millennial Generation”

Williams College (Williamstown, MA)  
“Claiming Williams for All: Collaborating for Inclusive Excellence”

Southern Methodist University (Dallas, TX)  
“Team Building for Inclusive Excellence”

*2014*

Alabama Gerontological Society Conference (Montgomery, AL)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

Fayetteville State University - C.I. Brown Memorial Lecture (Fayetteville, NC)  
“Flipping the Script for Educational Success”

Niagara University (Lewiston, NY)  
“Living in Inclusive Excellence”

University of Alabama at Birmingham School of Medicine (Birmingham, AL)  
“Hidden Biases and Patient Care: Making a Change, Making a Difference”

Colby College (Waterville, ME)  
“Training for Student Activism: Be the Change!”

Southern Association of Colleges and Employers Annual Conference (New Orleans, LA)  
“Today is the First Day of the Rest of Your Life: Inclusive Excellence in Career Services”

University of Rochester (Rochester, NY)  
“Bouncing Back: Building Resilience for Success”

Miles College (Fairfield, AL)  
“How to Stay On Fire... Without Burning Out!”

Ithaca College College of Music (Ithaca, NY)

“Resilience, Motivation, and You: Defining and Achieving Success”

Northern Arizona University Athletics Department (Flagstaff, AZ)

“Celebrating Inclusive Excellence”

North Carolina - Louis Stokes Alliances for Minority Participation Conference (Durham, NC)

“There’s Levels to This Research: Building on Your Success” [keynote]

Atlantic Coast Conference Student-Athlete Advisory Council Training (Greensboro, NC)

“Principles of Leadership”

University of Michigan Athletics Department (Ann Arbor, MI)

“Attitudes are Contagious... Make Yours Worth Catching!”

“Building for Inclusive Excellence”

Alabama Association of Regional Councils Annual Conference (Orange Beach, AL)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

George Mason University Athletics Department (Fairfax, VA)

“Today is the First Day of the Rest and Best of Your Life: Believe and Achieve!”

Northwestern University Athletics Department (Evanston, IL)

“Planning Your Work and Working Your Plan: Planning for Career Success”

Northern Arizona University Athletics Department (Flagstaff, AZ)

“Confronting Ourselves: Working Towards Inclusive Excellence”

University of California-Santa Barbara Athletics Department (Santa Barbara, CA)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Essex County College (Newark, NJ)

“Today is the First Day of the Rest of Your Life!” (student convocation)

“Reaching and Teaching the Millennial Generation” (faculty/staff training)

University of West Florida Men’s Conference (Pensacola, FL)

“Flip the Script: New Definitions of Manhood, New Visions for Success” [keynote]

University of Houston Athletics Department (Houston, TX)

“Infusing the Principles of Inclusive Excellence”

Southern University at Shreveport Faculty/Staff Institute (Shreveport, LA)

“The Power of TEAM: Together Everyone Achieves More!”

“Strategies for Reaching and Teaching Millennial Students”

Green River Community College New Student Orientation (Auburn, WA)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

Yakima Valley Community College Student Leaders Training (Yakima, WA)  
“The Power of TEAM: Together Everyone Achieves More”

Clover Park Technical College Student Leaders Training (Lakewood, WA)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Georgetown University Athletics Department (Washington, DC)  
“Confronting Ourselves: Achieving Inclusive Excellence”  
“The Power of TEAM: Together Everyone Achieves More!”

University of Texas-San Antonio Athletics Department (San Antonio, TX)  
“The Power of TEAM: Together Everyone Achieves More!”

Children’s Defense Fund Freedom Schools National Training (Clinton, TN)  
“Innovative Teaching Strategies for Today’s Students”

Small Business Association Mississippi Statewide Lenders Conference (Biloxi, MS)  
“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

Leadership TASB (El Paso, TX)  
“Confronting Ourselves: Ensuring Inclusion and Equity in Every Texas School”

Marine and Mt. Moriah Church Youth Day Service (Jefferson, LA)  
“I’m Not Supposed to Be Here... But I’m Prepared for Success”

Minnesota State University-Moorhead Staff Development Day (Moorhead, MN)  
“How to Stay on Fire... Without Burning Out” [keynote]

North Carolina Central University Faculty Training (Durham, NC)  
“Innovative Approaches for Reaching and Teaching Millennial Students”

Texas Tech University (Lubbock, TX)  
“Hip-Hop Culture as a Tool for Education and Empowerment”

Shaw University Student Leader Training (Raleigh, NC)  
“The Answer is in Our Hands: Building for Success”

Green Mountain College Student Leader Training (Poultney, VT)  
“Change Starts With Us: Cultural Competence and Inclusive Excellence”

Colgate University Residence Life Staff Training (Hamilton, NY)  
“Be the Change: Building for Inclusive Excellence”

SUNY Oswego Student Leaders and Staff Trainings (Oswego, NY)  
“We are All Oswego: Celebrating and Fostering Inclusive Excellence”

Goldey-Beacom College New Student Orientation (Wilmington, DE)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!”  
“Roots and Wings: Strategies for Parents to Support Students and Themselves”

Eastern Connecticut State University (Willimantic, CT)  
“Our Journey Together: The Road to Inclusive Excellence”

Le Moyne College Residence Life Staff Training (Syracuse, NY)  
“Change Starts With Us: Cultural Competence and Inclusive Excellence”

Family Service Service Multicultural Conference (Atlantic City, NJ)  
“Confronting Ourselves: Cultural Competence and the Mental Health Provider”

Massachusetts Institute of Technology MSRP Program (Cambridge, MA)  
“Attitudes are Contagious.. Make Yours Worth Catching!”

Johnson State College New Student Orientation (Johnson VT)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Norwich University New Student Orientation (Northfield, VT)  
“One Campus United: Living with Inclusive Excellence”

New Beginnings Charter School Foundation Staff Institute (New Orleans, LA)  
“Today is the First Day of the Rest of Your Life: Achieving Excellence Together”

Warren Easton Charter High School Faculty/Staff Training (New Orleans, LA)  
“Reaching and Teaching Millennial Students”

University of West Florida (Pensacola, FL)  
“Building Supportive Communities for Male Empowerment”

Black School Leaders Network (New Orleans, LA)  
“Today is the First Day of the Rest of Your Life”

University of North Alabama Diversity Education Day (Florence, AL)  
“Confronting Ourselves: Building an Inclusive Campus Community” [keynote]

Title I Celebration (Fayette, MS)  
“Attitudes are Contagious... Make Yours Worth Catching!”

Livingstone College (Salisbury, NC)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Child Abuse Prevention Month Fair (Fayette, MS)

“The Village United for Children”

STEM Professional Development Conference (Durham, NC)

“Today is the First Day of the Rest of Your Life: Believe and Achieve” [keynote]

Mississippi Family and Consumer Sciences Association (Raymond, MS)

“Today is the First Day of the Rest of Your Life: Believe and Achieve” [keynote]

Bellevue College (Bellevue, WA)

“Confronting Ourselves, Living Inclusively: From a Moment to a Movement”

Grays Harbor College (Aberdeen, WA)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Beechland Baptist Church Men’s Day (Port Gibson, MS)

“Moving from At-Risk to At-Success: Believing in Our Young Men”

Mt. Olive Missionary Baptist Church Black History Month Program (Kirby, MS)

“Wake Up Call: Seeing Black History as Catalyst for America’s Consciousness and Conscience”

Centralia College Student Leaders Training (Centralia, WA)

“The Power of TEAM: Together Everyone Achieves More”

*2013*

Cleveland School District Faculty/Staff Orientation (Cleveland, MS)

“Attitudes are Contagious... Make Yours Worth Catching” [keynote]

Mississippi Banner Users Group Conference (Natchez, MS)

“The Power of TEAM: Together Everyone Achieves More” [keynote]

Minnesota State University-Moorhead Staff Training (Moorhead, MN)

“Knowing Ourselves, Knowing Our Students: Building Inclusive Communities”

Bennett College Faculty/Staff Orientation (Greensboro, NC)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

“Reaching and Teaching the Millennial Generation”

University of North Carolina-Charlotte (Charlotte, NC)

“Institutionalizing Inclusion”

“Building Community, Celebrating Diversity”

Mississippi-Alabama Social Work Education Conference (Natchez, MS)

“Today is the First Day of the Rest of Your Life: Believe and Achieve! [keynote]

South Pike School District Faculty/Staff Institute (Magnolia, MS)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

University of Alabama in Huntsville (Huntsville, AL)

“What's the Big D.E.A.L? Be Different, Educated, Aware, and a Leader for Inclusion”

“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Monroe County School District Convocation (Amory, MS)

“The Power of TEAM: Together Everyone Achieves More!” [keynote]

Jefferson County Schools Parent Program (Fayette, MS)

“Getting Involved, Staying Committed”

Colgate University Residence Life Staff Training (Hamilton, NY)

“Creating Cultural Competence, Implementing Ideas for Inclusion”

Johnson State College New Student Orientation (Johnson, VT)

“Today is the First Day of the Rest of Your Life: Believe and Achieve!”

Norwich University New Student Orientation (Northfield, VT)

“Confronting Ourselves: Building an Inclusive Campus Community”

North Carolina Central University Staff Training (Durham, NC)

“Reaching, Teaching, and Serving the Millennial Generation”

Children’s Defense Fund Freedom Schools National Training (Clinton, TN)

“The Power of YOUth: Believe and Achieve!”

Mississippi Athletic Administrators Conference (Vicksburg, MS)

“Today is the First Day of the Rest of Your Life”

Niagara University (Lewiston, NY)

“Confronting Ourselves: Building an Inclusive, Culturally Competent Campus”

Entrepreneurship Explosion (Natchez, MS)

“Today is the First Day of the Rest of Your Life!” [keynote]

Academic Affairs Retreat (New Orleans, LA)

“Getting Past No, Getting to Know, Getting to Grow”

Greek Leadership Retreat (Starkville, MS)

“The Power of TEAM: Together Everyone Achieves More” [keynote]

Westarea Elementary School Faculty/Staff Development (Fayetteville, NC)  
“Believe and Achieve: You Make a Difference”

Alpha Kappa Alpha Sorority, Inc. Founders Day Celebration (Vicksburg, MS)  
“Celebrating Our Success, Enhancing the Legacy”

Rotary Club (Natchez, MS)  
“Promoting Diversity and Inclusion”

A.W. Watson Elementary School Academic Achievers Banquet (Port Gibson, MS)  
“Lead and Succeed by Example”

Child Abuse Prevention Month Rally (Fayette, MS)  
“It’s Up to Us!” [keynote]

Mount Olive Baptist Church Black History Month Program (Lorman, MS)  
“Wake Up Call: Seeing Black History as Catalyst for America’s Consciousness and Conscience”

Mid-Winter Conference (Atlanta, GA)  
“Who Are You Gonna Tell? Celebrating Community, Building Connections” [keynote]

Jefferson County Drug-Free Assembly (Fayette, MS)  
“Today is the First Day of the Rest of Your Life”

Mississippi Valley State University Faculty/Staff Orientation (Itta Bena, MS)  
“Today is the First Day of the Rest of Your Life!” [keynote]

University of Southern Mississippi (Hattiesburg, MS)  
“Building a Culturally Competent Community”

Entrepreneurship Academy Graduation (Natchez, MS)  
“Attitudes are Contagious... Make Yours Worth Catching!”

*2012*

Texas Association of School Boards (McAllen, TX)  
“Confronting Ourselves: Enhancing School Performance Through Cultural Competence”

Family Service Association Training (Egg Harbor Township, New Jersey)  
“Cultural Competence and the Mental Health Professional”

Longview Independent School District Faculty/Staff Convocation (Longview, TX)  
“Today is the First Day of the Rest of Your Life: Believe and Achieve!” [keynote]

Collier Elementary School Faculty/Staff Training (Hope Mills, NC)

“The Power of TEAM: Together Everyone Achieves More!”

Johnson State College New Student Orientation (Johnson, VT)

“Today is the First Day of the Rest of Your Life!”

Jefferson County Schools All-Staff/Faculty Meeting (Fayette, MS)

“Today is the First Day of the Rest of Your Life!”

Rialto School District Faculty/Staff Orientation (Rialto, CA)

“Confronting Ourselves: Cultural Competence and the Educator” [keynote]

Claiborne County Faculty/Staff Orientation (Port Gibson, MS)

“Today is the First Day of the Rest of Your Life!”

Granville County Teen Court Volunteer Appreciation Banquet (Oxford, NC)

“You Make a Difference: Challenging Minds, Changing Lives” [keynote]

Vicksburg CAP Center Mentor Training (Vicksburg, MS)

“The Power of YOUth”

Everett Community College Staff Training (Everett, WA)

“Confronting Ourselves: Building a More Inclusive and Empowering Campus”

TEACH-UP Program (Cary, NC)

“Culturally Responsive and Responsible Teaching to Make a Difference”

Southwest Mississippi Educators Conference (Natchez, MS)

“Today is the First Day of the Rest of Your Life” [keynote]

Massachusetts Institute of Technology MSRP Program (Cambridge, MA)

“Today is the First Day of the Rest of Your Life”

AmeriCorps Mississippi Reads Conference (Jackson, MS)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

Jefferson County Vocational Technical Center Graduation (Fayette, MS)

“Today is the First Day of the Rest of Your Life”

Southern Dreams/Victory Christian Schools Graduation (Lorman, MS)

“Celebrating Success, Preparing for Greatness”

Lillian Black Elementary School Faculty In-Service (Spring Lake, NC)

“The Power of TEAM: Together Everyone Achieves More”



High School Students of Color Conference (Everett, WA)  
“Today is the First Day of the Rest of Your Life” [keynote]

Vicksburg Chamber of Commerce (Vicksburg, MS)  
“Unity Through Diversity: Celebrating Success”

Mississippi Reads AmeriCorps Celebration (Lorman, MS)  
“You Make a Difference!”

Grays Harbor College (Aberdeen WA)  
“Attitudes are Contagious... Make Yours Worth Catching!”

*2011*

Texas Association of School Boards (El Paso, TX)  
"Confronting Ourselves: Building Inclusive School Communities"

WorldVision Youth Empowerment Program Summit (Washington, DC)  
“Today is the First Day of the Rest of Your Life” [keynote]

Guilford County Schools Mission Possible Conference (Asheville, NC)  
“Bringing the Change Back Home: Leading By Example” [keynote]

Johnson State College (Johnson, VT)  
“Building a Better You, Creating a Better Life, Shaping a Better World”

Hyde County Schools (Swan Quarter, NC)  
“Attitudes are Contagious... Make Yours Worth Catching!”

Washington State Student Services Commission Conference (Wenatchee, WA)  
"Today is the First Day of the Rest of Your Life" [keynote]

Massachusetts Institute of Technology (Cambridge, MA)  
“Today is the First Day of the Rest of Your Life”

Livingstone College New Student Orientation (Salisbury, NC)  
“Today is the First Day of the Rest of Your Life”

Women’s Empowerment Conference (Raleigh, NC)  
“Anti-Bullying Strategies”

Highline Community College Student Services Retreat (Des Moines, WA)  
“Finding Our Hidden Treasures, Building a Community of Love”

Family Service Association (Atlantic City, NJ)  
“Confronting Ourselves: Cultural Competence for Mental Health Professionals”

Education Symposium (Durham, NC)  
“Reaching and Teaching Today’s Generation”

AtlantiCare Behavioral Services (Atlantic City, NJ)  
“Today is the First Day of the Rest of Your Life”

New Trinity Missionary Baptist Church (Clayton, NC)  
“Attitudes are Contagious... Make Yours Worth Catching”

North Carolina Central University Centennial Scholars Program (Durham, NC)  
“Today is the First Day of the Rest of Your Life”

Teaching Fellows Conference (Raleigh, NC)  
“Confronting Ourselves: Cultural Competence and the Future Teacher”

Movement of Youth Hip-Hop Symposium (Chapel Hill, NC)  
“21<sup>st</sup> Century Hip-Hop: Democracy in Action”

Community Success Initiative (Raleigh, NC)  
“Life is 10 Percent What Happens to You, and 90 Percent How You Respond”

Highline Community College Unity Through Diversity Week (Des Moines, WA)  
“Hip-Hop as Education and Empowerment”

iLEAD Conference (Chico, CA)  
“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

North Carolina Juvenile Services Association Conference (Carolina Beach, NC)  
“How to Stay on Fire Without Burning Out!” [keynote]  
“From At-Risk to At-Success: Towards a Positive Youth Development Approach”

Radio One Media and Entertainment Convention (Raleigh, NC)  
“Today is the First Day of the Rest of Your Life”

*2010*

FFA Alumni National Convention (Indianapolis, IN)  
“Today is the First Day of the Rest of Your Life!” [keynote]

Principal Fellows Program (Creedmoor, NC)  
“Managing and Leading Successful Teams”

Juvenile Justice Conference (Atlantic City, NJ)

“Today is the First Day of the Rest of Your Life!” [keynote]

Central Washington University Wildcat Welcome (Ellensburg, WA)

“Today is the First Day of the Rest of Your Life!”

FFA National Staff Training (Indianapolis, IN)

“Attitudes are Contagious... Make Yours Worth Catching!”

Niagara University (Lewiston, NY)

“Confronting Ourselves: Creating an Inclusive and Diverse Community”

AtlantiCare Behavioral Health Mentor Training (Mays Landing, NJ)

“Unleashing the Power of YOUth!”

Health Careers Empowerment Conference (Durham, NC)

“Today is the First Day of the Rest of Your Life!”

Massachusetts Institute of Technology (Cambridge, MA)

“Today is the First Day of the Rest of Your Life”

Durham Veterans Administration (RTP, NC)

“Confronting Ourselves: Creating Inclusive Environments”

NC Teach Program (Raleigh, NC)

“Confronting Ourselves: Creating the Context for Culturally Responsive Teaching”

Radio One Youth Summit (Durham, NC)

“Today is the First Day of the Rest of Your Life” [keynote and panel sessions]

Governor Morehead School Staff Orientation (Raleigh, NC)

“Be the Change: Making a Difference, Making the World a Better Place”

North Carolina Central University (Durham, NC)

“Today is the First Day of the Rest of Your Life”

Johnson State College (Johnson, VT)

“Believing in You: Starting Off Your College Experience Focused on Success”

Connectology Conference (Rochester, NY)

“The Dreams Team: Life, Leadership, Learning, and Love” [keynote]

Cumberland County Schools Professional Development Day (Fayetteville, NC)

“Attitudes are Contagious... Make Yours Worth Catching”

Wake County Workforce Development Board Youth Summit (Raleigh, NC)  
“The Dreams Team: Unleashing Your Personal Power” [keynote]

Niagara University (Niagara Falls, NY)  
“Confronting Ourselves: Building an Inclusive Community”

Stockton College (Pomona, NJ)  
“Hip-Hop as a Tool for Empowerment and Liberation”

Lillian Black Elementary School Staff Development (Spring Lake, NC)  
“Attitudes are Contagious... and Ours are Worth Catching!”

*2009*

Wake County Public School TEACH-UP Program (Cary, NC)  
“Attitudes are Contagious... Make Yours Worth Catching!”  
“The Dreams Team: Teaching to Make a Difference!”

Radio One Music and Entertainment Conference (Raleigh, NC)  
“Hip-Hop as Tool for Liberation”

North Carolina SADD Conference (Durham, NC)  
“The Dreams Team: Living, Leading, and Loving for Success” [keynote]

Choanoke Area Development Association Training (Rich Square, NC)  
“Attitudes are Contagious... Make Yours Worth Catching!”

California State University (Chico, CA)  
"Building for Success... Take on the World!"

Penn State University (Erie, PA)  
"Confronting Ourselves: Making Our Campus Culturally Competent and Inclusive"

NC Teach (Raleigh, NC)  
"Confronting Ourselves: Cultural Competence and the Educator"

North Carolina Principal Fellows Program (Creedmoor, NC)  
"Attitudes are Contagious... Make Yours Worth Catching!"

LaSalle University (Philadelphia, PA)  
"Hip-Hop, Education, and Social Justice"

PROMISE Program (Baltimore, MD)  
"The Dreams Team: Success Strategies for Graduate Students"

Bimbe Festival Youth Empowerment Summit (Durham, NC)  
"The Dreams Team: Living a Life of Success" [keynote]

Massachusetts Institute of Technology (Cambridge, MA)  
"Attitudes are Contagious... Make Yours Worth Catching!"

Wake County Summer Employment Program Recognition Event (Raleigh, NC)  
"The Dreams Team: Living Life to the Fullest!" [keynote]

Lafayette College (Easton, PA)  
"Attitudes are Contagious... Make Yours Worth Catching!"

Saint Mary's School (Raleigh, NC)  
"Confronting Ourselves: Building a Truly Inclusive Campus Community"  
2008

Massachusetts Institute of Technology (Cambridge, MA)  
"The Dream Team: Accomplishing Your Goals, Making a Difference"

MACUHO Conference (Lancaster, PA)  
"Attitudes are Contagious... Make Yours Worth Catching!" [keynote]  
"Learning By Doing: Using Interactive Activities in Teaching and Learning"  
"Confronting Ourselves: Cultural Competence in Higher Education"

Diversity Leadership Summit (Nevada City, CA)  
"Confronting Ourselves: Cultural Competence and the Student Leader" [keynote]

North Carolina Exceptional Children's Programs Directors Conference (Kitty Hawk, NC)  
"Attitudes are Contagious... Make Yours Worth Catching!" [keynote]

NC Teach (Apex, NC)  
"Confronting Ourselves: Cultural Competence and the Educator"

North Carolina State University Elementary Education Program (Raleigh, NC)  
"Teachers Change the World"

Cumberland County New Teacher Orientation (Fayetteville, NC)  
"Attitudes are Contagious... Make Yours Worth Catching!" [keynote]

North Carolina Model Teachers Consortium New Teacher Institute (Chapel Hill, NC)  
"The Dream Teacher Team: Accomplishing Your Goals, Making a Difference" [keynote]

Youth Leadership Academy Conference (Salisbury, MD)  
"Attitudes are Contagious... Make Yours Worth Catching!" [keynote]

Principal Fellows Program (Chapel Hill, NC)  
"Principal as Educator, Leader, and Innovator"

Progress Energy Diversity Management Council (Raleigh, NC)  
"Confronting Ourselves: Cultural Competence and the Inclusive Corporation"

First Philadelphia Baptist Church (Garner, NC)  
"Dr. King's Legacy: We Have Miles Yet to Travel"

California State University (Chico, CA)  
"Attitudes are Contagious... Make Yours Worth Catching!"

MEAC High School Day (Raleigh, NC)  
"Hip-Hop, Education, and Social Responsibility: Keepin' It Real"

2007

Wilkes University (Wilkes-Barre, PA)  
"Confronting Ourselves: Building an Inclusive Campus Community"

Progress Energy (Raleigh, NC)  
"Attitudes are Contagious... Make Yours Worth Catching!"

La Salle University (Philadelphia, PA)  
"Confronting Ourselves: Building an Inclusive Campus Community"

Central Washington University (Ellensburg, WA)  
"Attitudes are Contagious... Make Yours Worth Catching!"

National Black Student Leadership Conference (Washington, DC)  
"Hip-Hop, Education, and Social Change: Are You *Really* Keepin' It Real?"

NCMTEC Paraprofessionals Summer Institute (Chapel Hill, NC)  
"Learning is More Affective Than Cognitive"

Arkansas State University Black History Month Lecture (Jonesboro, AR)  
"Making the Impossible Possible"

Michigan State University (East Lansing, MI)  
"Hip-Hop, Education, and Social Change: Are You *Really* Keepin' It Real?"

Leadership Advancement Conference (Rochester, NY)  
"Attitudes are Contagious... Make Yours Worth Catching!" [keynote]

La Salle University Black History Month Lecture (Philadelphia, PA)  
“Hip-Hop, Education, and Social Change: Are You *Really* Keepin’ It Real?”

Lee College Dr. King Celebration (Baytown, TX)  
“We’ve Come a Long Way... But We Have Miles Left to Travel” [keynote]

Fayetteville State University Health Disparities Institute Lecture (Fayetteville, NC)  
“Hip-Hop, Education, and Social Change: Are You *Really* Keepin’ It Real?”

Multicultural Leadership Summit (Salisbury, MD)  
“Hip-Hop, Education, and Social Change: Are You *Really* Keepin’ It Real?”

NC Teach Program Training (Raleigh, NC)  
“Cultural Competence and the Educator”

2006

Southwestern Black Student Leadership Conference (College Station, TX)  
“Attitudes are Contagious... Make Yours Worth Catching” [keynote]

100 Black Men Leadership Institute (Raleigh, NC)  
“Race Relations Post-Katrina”

University of Texas Dr. King Statue Re-Dedication Event (Austin, TX)  
“We’ve Come a Long Way... But We Have Miles Left to Travel” [keynote]

Middle Tennessee State University (Murfreesboro, TN)  
“Hip-Hop, Education, and Social Change: Are You *Really* Keepin’ It Real?”

Colgate University Diversity Conference (Hamilton, NY)  
“The Personal is the Political in the Struggle for Social Change” [keynote]

Diversity Leadership Conference (Huntsville, TX)  
“Confronting Ourselves: Our Journey in the Struggle for Social Change” [keynote]

Massachusetts Institute of Technology MSRP Program (Cambridge, MA)  
“Attitudes are Contagious... Make Yours Worth Catching!”

California State University – Chico (Chico, CA)  
“Individual Gains Have Led to Collective Losses... and How to Regain the Spirit”

Unity 2006 Conference (Chapel Hill, NC)  
“From Sexual Orientation to Relational Orientation: A Model for Understanding”

North Carolina State University (Raleigh, NC)

“Hip-Hop and Multicultural Counseling”  
“Youth Empowerment Philosophy”

Big XII Black Student Government Conference (Ames, IA)  
“Confronting Ourselves: The Personal is the Political in Social Change”  
“Attitudes are Contagious... Make Yours Worth Catching!”

Race Unity Now Conference (Morrisville, NC)  
“Creating Our Personal Mission for Change”

Black Student Think Tank (Olivet, MI)  
“Hip-Hop, Education, and Social Change”  
“Confronting Ourselves: The Personal is the Political in Social Change”

Paine College (Augusta, GA)  
“Appreciative Inquiry and the Quest for Personal and Social Change”

Arizona Collegiate Leadership Conference (Tucson, AZ)  
“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

Adrian College (Adrian, MI)  
“Hip-Hop, Education, and Social Change”

National African-American Student Leadership Conference (Holly Springs, MS)  
“Hip-Hop, Education, and Social Change”

Teach for America Professional Development Day (Raleigh, NC)  
“Hip-Hop, Education, and Social Change”

Meredith College (Raleigh, NC)  
“Hip-Hop, Education, and Social Change”

2005

National Organization for Diversity in Sales and Marketing (Durham, NC)  
“Confronting Ourselves: Building a More Inclusive Corporate Community”

International Conference on Cultural Diversity (Murfreesboro, TN)  
“Hip-Hop, Education, and Social Change: Are You *Really* Keepin’ It Real?”

Trinity University (San Antonio, TX)  
“Confronting Ourselves: Building an Inclusive Community at Trinity University”

University of California-Chico Black History Month Celebration (Chico, CA)



“Hip-Hop and Social Transformation”

Arizona Collegiate Leadership Conference (Tucson, AZ)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

Sigma Lambda Beta Founders Day Banquet (Seattle, WA)

“Building Upon Your Success... Building for Greatness!”

Torrington Public Schools (Torrington, CT)

“The Power of TEAM: Together Everyone Achieves More”

Teach for America Professional Development Day (Raleigh, NC)

“Innovative Teaching Strategies”

National Association of Campus Activities National Conference (Minneapolis, MN)

“How to Stay on Fire... Without Burning Out!”

“Keepin’ It Real: Towards an Understanding of Hip-Hop Culture”

Richard Stockton College of New Jersey (Pomona, NJ)

“Confronting Ourselves: Building a More Inclusive Campus Community”

*2004*

Edmonds Community College (Edmonds, WA)

“Confronting Ourselves: Cultural Competence and the Legacy of Dr. King”

National Student Assistance Conference (Orlando, FL)

“Attitudes are Contagious... Make Yours Worth Catching!” [keynote]

University of Washington-Tacoma (Tacoma, WA)

“Self-Empowerment and Cultural Diversity”

“The N-Word: The History and Legacy of Racial Slurs”

Eastern Washington University Faculty/Staff Orientation Program (Cheney, WA)

“Attitudes are Contagious... Make Yours Worth Catching!”

Judson Independent School District Aware Fair (San Antonio, TX)

“Confronting Ourselves: Cultural Competence and the Modern Educator”

Rotary Club of Seattle (Seattle, WA)

“How to Stay on Fire... Without Burning Out!”

Polytechnic of Namibia (Windhoek, Namibia)

“Interactive Teaching Techniques”

“The Power of TEAM: Together Everyone Achieves More”

Cape Technikon (Cape Town, South Africa)

“Learning is More Affective Than Cognitive”

“Interactive Teaching Techniques”

*2003*

Multiculturally Speaking Conference – University of Central Oklahoma (Edmonds, OK)

“Confronting Ourselves: Building the Multicultural Spirit” [keynote]

“Hip-Hop Culture as a Tool for Social Transformation”

Alabama Student Assistance Programs Conference (Birmingham, AL)

“Attitudes are Contagious... Make Yours Worth Catching!”

Trinity University (San Antonio, TX)

“Confronting Ourselves: Building a Culturally Competent Campus Community”

Olympic College Staff/Administrative Retreat (Bremerton, WA)

“The Power of TEAM: Together Everyone Achieves More!”

*2002*

Western Texas College (Snyder, TX)

“Attitudes are Contagious... Make Yours Worth Catching!”

National Youth Professionals’ Institute (Arlington, VA)

“How to Stay on Fire... Without Burning Out!” [keynote]

Student Leaders in Action Conference (San Antonio, TX)

“Attitudes are Contagious... Make Yours Worth Catching!”

Texas A&M University (Corpus Christi, TX)

“Attitudes are Contagious... Make Yours Worth Catching!”

*2001*

LaborReady, Inc. (Tacoma, WA)

“The Power of TEAM (Together Everyone Achieves More)”

University of Wisconsin-Milwaukee (Milwaukee, WI)

“Beyond Race: Exposing the Weakest Link”

Central Washington University (Ellensburg, WA)

“Attitudes are Contagious... Make Yours Worth Catching!”

National Association of Campus Activities – Leadership Weekend (Glen Rose, TX)  
“Confronting Ourselves: Making Cultural Competence a Reality!” [keynote]

Gonzaga University (Spokane, WA)  
“How to Stay on Fire Without Burning Out”

*2000*

Cass Lake School District (Cass Lake, MN)  
“Youth Empowerment Strategies”

National Association of Campus Activities – Regional Conferences  
(Ontario, CA and Wenatchee, WA)  
“Attitudes are Contagious... Make Yours Worth Catching”

Centralia College – New Student Orientation (Centralia, WA)  
“Attitudes are Contagious... Make Yours Worth Catching!”

Changes Parenting Group (Des Moines, WA)  
“Communicating Effectively With Your Teenager”

International Affiliation of Alternative Schools Conference (Bloomington, MN)  
“Attitudes are Contagious... Make Yours Worth Catching!”

Wenatchee Valley College Commencement Address (Wenatchee, WA)  
“I Am Because We Are... and We Are Because I Am!”

People of Color Against AIDS Network Meeting (Tacoma, WA)  
“Healthy Communication, Healthy Relationships”

HPEA Staff Training (Des Moines, WA)  
“Attitudes are Contagious... Make Yours Worth Catching!”

Highline Community College Business Office Retreat (Federal Way, WA)  
“I Am Because We Are... and We Are Because I Am!”

*1999*

National Association of Campus Activities – Regional Conference (Tacoma, WA)  
“How to Stay on Fire... Without Burning Out!” (Outstanding Session Award)

Alabama Student Assistance Programs Conference (Birmingham, AL)  
“The Power of TEAM”  
“Youth Empowerment Strategies”

DECA Regional Conference (Bellevue, WA)

“Attitudes are Contagious... Make Yours Worth Catching!”

McClure Middle School Faculty Orientation (Seattle, WA)

“Attitudes are Contagious... Make Yours Worth Catching!”

Double Pump Coaches Clinic (Malibu, CA)

“The Power of TEAM”

Edmonds Community College Faculty/Staff Orientation (Seattle, WA)

“Attitudes are Contagious... Make Yours Worth Catching!”

Kentucky Occupational Therapists Association Conference (Louisville, KY)

“How to Stay On Fire... Without Burning Out!”

St. Charles Parish School District In-Service (Destrehan, LA)

“Turning the At-Risk Label into At-Success Students!”

*1998*

Southern Illinois AmeriCorps Dr. King Celebration Day (Ina, IL)

“Keeping the Spirit Alive” [keynote]

*1997*

Illinois Council on Training Annual Conference (Rock Island, IL)

“Attitudes are Contagious... Make Yours Worth Catching!”

Alabama Student Assistance Programs Conference (Birmingham, AL)

“Attitudes are Contagious... Make Yours Worth Catching!”

Girl Scouts/Chicago Housing Authority Training (Chicago, IL)

"Rising Above Our (Perceived) Limitations"

St. Joseph's Carondelet Center Staff Workshop (Chicago, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

Uptown Hull House Domestic Violence Unit Retreat (Chicago, IL)

"The Power of TEAM: Working Together for Success!"

San Miguel School Faculty Workshop (Chicago, IL)

"Violence Prevention and Youth Empowerment"

"I Have A Dream" Foundation College Conference Panel Facilitator (Chicago, IL)

"Listening to the Experts: Our Dreamers Speak!"

McDonald's Corporation - African-American Network Training (Westmont, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

The Youth Campus Staff Retreat (Lisle, IL)

"Turning Visions into Victories"

Hull House Staff Training (Chicago, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

"Stress Management Techniques"

State University of New York Lecture Series (Plattsburgh, NY)

"Taking Steps of Affirmative Action Toward Equal Opportunity"

Kreider Services (Dixon, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

InterCorps Dr. King Day Celebration (Chicago, IL)

"Keeping the Faith and the Spirit Alive" [keynote]

Department of Children and Family Services Training (Rockford, IL)

"How to Stay on Fire... Without Burning Out!"

Countryside Association Staff Development Day (Palatine, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

Palmer House Hilton Middle Management Conference (Chicago, IL)

"The ABCs of Respect in Communication"

"The Power of TEAM"

National Dropout Prevention Conference (Tampa, FL)

"Violence Prevention and Youth Empowerment"

Illinois Council on Training Northern Coalition Conference (St. Charles, IL)

"Attitudes are Contagious... Make Yours Worth Catching!"

*1996*

Elkhart County Minority Health Coalition (Elkhart, IN)

"Cultural Competence and the Social Service Provider"

Alternative Schools Conference (Atlanta, GA)

"Violence Prevention and Youth Empowerment"

Los Angeles Housing Authority Staff Training (Los Angeles, CA)  
"Relationships and Youth Empowerment"

National Youth Professionals' Institute (Orlando, FL)  
"Dealing With Gangs, Drugs, and Sex: Creating Effective Peer Education Programs"

Public Allies Members Training (Chicago, IL)  
"The Power of TEAM: Together Everyone Achieves More"

St. Joseph's Carondelet Center Staff Training (Chicago, IL)  
"Attitudes are Contagious... Make Yours Worth Catching!"

Proviso Area for Exceptional Children Faculty Training (Maywood, IL)  
"The ABCs of Effective Communication and Collaboration"

Boys and Girls Clubs of Chicago Staff Training (Chicago, IL)  
"Successful Crisis Intervention Strategies"

Girl Scouts of Chicago Staff Training (Chicago, IL)  
"How to Stay on Fire... Without Burning Out!"

Concordia University Office of Field Experience (River Forest, IL)  
"Relationship Building and Classroom Management"  
"The Successful Student Teaching Experience"

Illinois Council on Training Conference (Bloomington, IL)  
"Relationships as the Cornerstone for Empowerment"

Illinois Council on Training Meeting (Chicago, IL)  
"Cultural Competence and Developmental Disabilities"

Chicago Youth Agency Partnership Conference (Chicago, IL)  
"Violence Prevention and Youth Empowerment"

North Lawndale Family Network Training (Chicago, IL)  
"Violence Prevention and Youth Empowerment"

Robert Taylor Boys and Girls Club Staff Training (Chicago, IL)  
"Creating Effective Youth Empowerment Programs"

Uhlich Children's Home (Chicago, IL)  
"Stress Management Techniques"

"I Have A Dream" Foundation Conference (Chicago, IL)  
"Youth Empowerment Strategies"

Bellwood School District Faculty In-Service (Bellwood, IL)  
"Attitudes are Contagious... Make Yours Worth Catching!"

ASAP Youth Worker Training Series (Chicago, IL)  
"Strengthening Our Programs to Strengthen Our Kids"

*1995*

National Youth Professionals' Institute (New Orleans, LA)  
"Relationships as the Cornerstone for Peace and Empowerment"

Office of Catholic Education Conference (Chicago, IL)  
"Relationships as the Cornerstone for School Success"

Indiana Community Action Programs Conference (French Lick, IN)  
"Relationships as the Cornerstone for Peace and Empowerment" [keynote]

Academy of Scholastic Achievement Faculty Training (Chicago, IL)  
"The Power of TEAM"

Proviso Area for Exceptional Children Faculty Training (Maywood, IL)  
"Together We Can!"

Inspiration Cafe Client/Staff Workshop (Chicago, IL)  
"The Greatness Within You!"

Planned Parenthood of Central Indiana - Regional Training Series (Indianapolis, IN)  
"Empowering Teens to Be Peer Educators"

AmeriCorps Members Training (Chicago, IL)  
"Relationships as the Cornerstone for Youth Empowerment"  
"Together We Can!"  
"Conflict Resolution and the Role of Young People"

*1994*

Planned Parenthood of Central Indiana - Regional Training Series (Indianapolis, IN)  
"Cultural Competence and the Educator"

National Youth Professionals' Institute (Washington, DC)  
"Violence Prevention and Youth Empowerment"

Proviso Area for Exceptional Children Faculty Training (Maywood, IL)

"TEAM Building for the Benefit of Children"

National Association of Community Action Agencies Conference (New Orleans, LA)

"Community Action Agencies and the Crisis of Violence"

JTPA Conference (Minneapolis, MN)

"Cultural Competence and the Youth Professional"

Healthy Mothers/Healthy Babies of Elkhart County Conference (Goshen, IN)

"Honor Diversity"

American Society for Quality Control Conference (Chicago, IL)

"Relationships as Quality Control"

East Prairie School Parent Training (Skokie, IL)

"Communication Skills and Relationships"

*1993*

National Youth Professionals' Institute (Tampa, FL)

"Cultural Competence and the Youth Professional"

"Help, My Parent's an Addict!"

Chicago Commons Association Staff Training (Chicago, IL)

"Youth Empowerment Strategies"

Better Days for Youth Staff Training (Chicago, IL)

"Drug Prevention and Youth Empowerment"

Prosser High School Faculty Training (Chicago, IL)

"Drug Prevention Strategies"

Hyde Park Career Academy Faculty Training (Chicago, IL)

"The Power Within Us"

Kenwood Academy Faculty Training (Chicago, IL)

"Cooperative Learning Techniques"

Schubert Elementary School Faculty Training (Chicago, IL)

"Gang Prevention"

"Children of Alcoholics"

**Student Leadership Training/Retreat Facilitator**



2013 Vicksburg Teen Summit (Vicksburg, MS)  
 2013 Youth Leadership Academy (Lorman, MS)  
 2012 Freedom Schools Intern Training (Lorman, MS)  
 2012-3 Irondale High School (New Brighton, MN)  
 2011 Student Leadership Breakfast (Raleigh, NC)  
 2011 Livingstone College Summer Bridge Program (Salisbury, NC)  
 2011 North Carolina Central University Student Leaders Retreat (Charlotte, NC)  
 2010 SAY Village (Raleigh, NC)  
 2010 JT Locke Summer Youth Program (Raleigh, NC)  
 2007-10 North Carolina State University First Year College (Raleigh, NC)  
 2009-10 Saint Mary's School (Raleigh, NC)  
 2001-14 Everett Community College (Everett, WA)  
 2008 Livingstone College Student Leaders Retreat (Salisbury, NC)  
 2007-8 Youth Leadership Academy (Salisbury, MD)  
 2007 Oak Grove High School (St. Paul, MN)  
 2007 Sertoma Leadership Institute (Raleigh, NC)  
 2007 North Carolina State University 100 Black Men (Raleigh, NC)  
 2006 Richard Stockton College of New Jersey (Pomona, NJ)  
 2006-2007 Pierce College (Pullayup, WA)  
 2006 SORCE Youth Conference (Boulder, CO)  
 2005 Saint Augustine's College Resident Assistants Training (Raleigh, NC)  
 2005 Students of Color Conference (Yakima, WA)  
 2004 Fezeka High School S'hlobo Leadership Program (Cape Town, South Africa)  
 2004 Oscar Mpetha High School Leadership Program (Cape Town, South Africa)  
 2004 ANC Athlone Office Peer Leadership Program (Cape Town, South Africa)  
 2004 Arizona College Leadership Conference (Tucson, AZ)  
 2002-2004 Pierce College Student Leaders Training (Fort Steilacoom, WA)  
 2002 Lower Columbia College (Longview, WA)  
 2002 Texas A&M University (Corpus Christi, TX)  
 2002-2003 Education Connections, Inc. (Newington, CT)  
 2001 University of Washington-Tacoma (Tacoma, WA)  
 2001 Collin County Community College (Plano, TX)  
 2001 Everett High School DECA Program (Everett, WA)  
 2001 Odessa College (Odessa, TX)  
 2001 Everett High School DECA (Everett, WA)  
 2001 Edmonds Police Department Youth Retreat (Edmonds, WA)  
 2001-2002 Centralia College (Centralia, WA)  
 2001 Edmonds School District T.A.T.U. Program (Edmonds, WA)  
 2000-2002 Pierce College GEAR-Up Program (Puyallup, WA)  
 2000 Safe Futures Youth Organization (Seattle, WA)  
 2000 Linfield College Associated Students Unity Activity (McMinnville, OR)  
 2000 Student Leadership Conference (Lakewood, WA)  
 1999-2016 Minnesota Area Alternative Programs Youth Conference (various locations)  
 1999 Wenatchee Valley College Student Programs Training (Wenatchee, WA)

1999 Green River Community College Student Programs Retreat (Buck Creek, WA)  
 1999 College Student Leadership Conference (Des Moines, WA)  
 1999 Highline Community College Dr. King Lock-In (Des Moines, WA)  
 1998-1999 POWER Conference (Minneapolis, MN)  
 1998 Youth Leadership Conference (Elyria, OH)  
 1997 San Miguel Center (Chicago, IL)  
 1996 Lester Prairie Schools (Lester Prairie, MN)  
 1996 Lane County Housing Authority (Eugene, OR)  
 1996 Los Angeles Housing Authority (Los Angeles, CA)  
 1995 St. Gregory High School (Chicago, IL)  
 1995 Gary Community Schools Corporation (Gary, IN)  
 1995 Brainerd Area Educational Center (Brainerd, MN)  
 1995 Alternative Schools Leadership (Bemidji, MN)  
 1994-1995 Bowen High School (Chicago, IL)  
 1993-1995 Urban Youth High School (Chicago, IL)  
 1993-1994 Tilden High School (Chicago, IL)  
 1993 Hyde Park Career Academy (Chicago, IL)  
 1993 Schubert Elementary School (Chicago, IL)

### **Workshop Presenter**

2016 Upward Bound - Fayetteville State University (Fayetteville, NC)  
 2016 Bronx Regional High School (Bronx, NY)  
 2016 Dominican Academy (New York, NY)  
 2014 Pensacola High School (Pensacola, FL)  
 2014 Bellevue College (Bellevue, WA)  
 2014 J.Z. George High School (Carrolton, MS)  
 2013 Academic Opportunity Program (Port Gibson, MS)  
 2013 Bethlehem Baptist Church (Cannonsburg, MS)  
 2012 Jackson High School (Everett, WA)  
 2012 Everett High School (Everett, WA)  
 2012 Port Gibson Middle School (Port Gibson, MS)  
 2012 Jefferson County Middle School (Fayette, MS)  
 2012 Mississippi Valley State University (Itta Bena, MS)  
 2012 Freedom Schools Parent Workshop (Lorman, MS)  
 2012 St. Joseph Catholic School (Madison, MS)  
 2012 Hollywood Missionary Baptist Church (Fayette, MS)  
 2012 Grays Harbor College (Aberdeen, WA)  
 2012 Upward Bound Program (Lorman, MS)  
 2011 LovOurCommunity (Raleigh, NC)  
 2011 North Carolina Central University (Durham, NC)  
 2011 Boy Scouts of America (Raleigh, NC)  
 2011 Shaw University (Raleigh, NC)  
 2011 Highline Community College (Des Moines, WA)  
 2011 Athens Drive High School (Raleigh, NC)

2011 Kappa League – Southeast Raleigh High School (Raleigh, NC)  
 2011 Livingstone College (Salisbury, NC)  
 2011 Johnson C. Smith University (Charlotte, NC)  
 2011 Metro Heights Academy (Columbia Heights, MN)  
 2011 East View Academy (Little Canada, MN)  
 2011 Voorhees College (Denmark, SC)  
 2011 Claflin University (Orangeburg, SC)  
 2011 South Carolina State University (Orangeburg, SC)  
 2011 Enloe High School (Raleigh, NC)  
 2010 Harmony Learning Center (Maplewood, MN)  
 2010 Learning Alternatives Community School (Spring Lake Park, MN)  
 2010 North Carolina Central University EMPA Program (Durham, NC)  
 2010 Mt. Zion United Church of Christ (Henderson, NC)  
 2010 Shaw University (Raleigh, NC)  
 2010 Movement of Youth (Durham, NC)  
 2010 Southeast Raleigh Youth Forum (Raleigh, NC)  
 2010 Green Road Library (Raleigh, NC)  
 2010 White Bear Lake ALC (White Bear Lake, MN)  
 2010 Garner IB Magnet High School (Garner, NC)  
 2010 Richard B. Harrison Library (Raleigh, NC)  
 2010 North Carolina Central University MPA Program (Durham, NC)  
 2010 Garner IB Magnet School (Garner, NC)  
 2009 Jack Britt High School (Fayetteville, NC)  
 2009 North Carolina State University First-Year Programs (Raleigh, NC)  
 2009 Ship of Zion Church (Raleigh, NC)  
 2009 Raleigh Safety Club (Raleigh, NC)  
 2008 Washington Elementary Boys and Girls Club (Raleigh, NC)  
 2008 Partners for Youth (Durham, NC)  
 2008 Saint Mary's School (Raleigh, C)  
 2008 North Carolina State University First-Year Programs (Raleigh, NC)  
 2008 Carnegie Middle School Pre-College Program (Raleigh, NC)  
 2007 NC State Teaching Fellows (Raleigh, NC)  
 2007 North Granville Middle School (Oxford, NC)  
 2007 East Milbrook Middle School (Raleigh, NC)  
 2007 Salisbury University (Salisbury, MD)  
 2007 MEAC High School Day (Raleigh, NC)  
 2007 Bunn High School (Bunn, NC)  
 2007 Washington ALC (St. Paul, MN)  
 2007 Franklinton High School (Franklinton, NC)  
 2007 Louisburg High School (Louisburg, NC)  
 2006-7 Triangle Urban League National Day of Service (Raleigh, NC)  
 2006 NYSP Program (Raleigh, NC)  
 2005 Upward Bound Summer Program (Raleigh, NC)  
 2005 Elma Prevention Fair (Elma, WA)  
 2004 University of Botswana (Gaborone, Botswana)

2004 New Era Secondary School (Gaborone, Botswana)  
 2004 Fezeka High School Graduation Ceremony (Cape Town, South Africa)  
 2004 Wenatchee Valley College (Wenatchee, WA)  
 2004 Franklin Pierce High School (Tacoma, WA)  
 2004 Tyee High School (SeaTac, WA)  
 2004 Kentridge High School (Kent, WA)  
 2003 Green River Community College – New Student Orientation (Auburn, WA)  
 2003 Eastern Washington University Men’s Basketball Team (Seattle, WA)  
 2002 Oak Harbor High School (Oak Harbor, WA)  
 2001. Olympia High School Basketball Team (Olympia, WA)  
 2001 River Ridge High School Basketball Team (Lacey, WA)  
 2001 Mountlake Terrace High School Basketball Team (Mountlake Terrace, WA)  
 2001 Garfield High School Basketball Team (Seattle, WA)  
 2000 Kent Learning Center (Kent, WA)  
 2000 Auburn High School (Auburn, WA)  
 2000 HoopSense Fundamentals Academy (Seattle, WA)  
 2000 Fife High School (Fife, WA)  
 2000 Kentwood High School Basketball Team (Kent, WA)  
 2000, 2002 Franklin High School Basketball Team (Seattle, WA)  
 2000 Chief Sealth High School Basketball Team (Seattle, WA)  
 1998 Kentridge High School Basketball Team (Kent, WA)  
 1999 Vietnamese Student Association of Washington (Seattle, WA)  
 1998-1999 Associated Students of Highline Community College (Des Moines, WA)  
 1998 High Skills Intensity Basketball Camp (Des Moines, WA)  
 1998 Destrehan High School (Destrehan, LA)  
 1998 Auburn-Riverside High School (Auburn, WA)  
 1997 San Miguel Center (Chicago, IL)  
 1996 Providence-St. Mel High School (Chicago, IL)  
 1995 Mann High School (Gary, IN)  
 1995 St. Anne's Church Youth Group (Chicago, IL)  
 1995 Wirt High School (Gary, IN)  
 1995 Collins High School (Chicago, IL)  
 1995 Marshall High School (Chicago, IL)  
 1995 Franklin Park (Chicago, IL)  
 1994 Christian Community Academy (Chicago, IL)  
 1994 St. Gregory High School (Chicago, IL)  
 1994 Urban Youth High School (Chicago, IL)  
 1994 Bowen High School (Chicago, IL)  
 1994 South Shore High School (Chicago, IL)  
 1993 Edison Technical High School (Rochester, NY)  
 1993 Chicago Vocational High School (Chicago, IL)  
 1993 Prosser High School (Chicago, IL)  
 1993 Tilden High School (Chicago, IL)  
 1993 Chicago Commons Association (Chicago, IL)  
 1993 Chicago Youth Centers (Chicago, IL)

1992-1993 Hyde Park Career Academy (Chicago, IL)  
1992-1993 Kenwood Academy (Chicago, IL)  
1992-1993 Schubert Elementary School (Chicago, IL)  
1992-1993 University of Chicago Lab School (Chicago, IL)



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019

SUBJECT: Update on 2019-2020 Admissions/Enrollment

FROM: Student Engagement and Success

ACTION ITEM: No

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**BACKGROUND:**

Sextant Marketing, Inc. is currently executing the external partnership services for operational and functional Enrollment Management on behalf of KSU. Sextant’s project work began January 17, 2019.

**SUMMARY OF PROGRAMS/ACTIVITIES:** N/A

**ALIGNMENT WITH STRATEGIC GOAL #1:** Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development:

<b>First Time Freshmen Enrollment</b>			
	<b>2017</b>	<b>2018</b>	<b>As of June 4, 2019</b>
<b>Applications</b>	<b>3,503</b>	<b>4,888</b>	<b>3,789</b>
<b>Completion %</b>	<b>54.47%</b>	<b>59.80%</b>	<b>63.34%</b>
<b>Incoming Apps</b>	<b>1,595</b>	<b>1,965</b>	<b>1,389</b>
<b>Admitted</b>	<b>1,536</b>	<b>2,056</b>	<b>1,810</b>
<b>Admittance</b>	<b>80.50%</b>	<b>70.34%</b>	<b>75.42%</b>
<b>Freshmen Population</b>	<b>307</b>	<b>278</b>	<b>413</b>



# KENTUCKY STATE UNIVERSITY

## Board of Regents

**COMMITTEE/PROGRAM ACTION:**

**FISCAL IMPLICATIONS:** Recurring Contractual Agreement

**ATTACHMENTS:** First-Time in College Freshman Profile Infographic & Applicant/Enrollment Charts

**RECOMMENDATION:** N/A



# FALL 2019

## FIRST TIME IN COLLEGE FRESHMAN PROFILE

### ENROLLMENT GOAL

# 600

STUDENTS

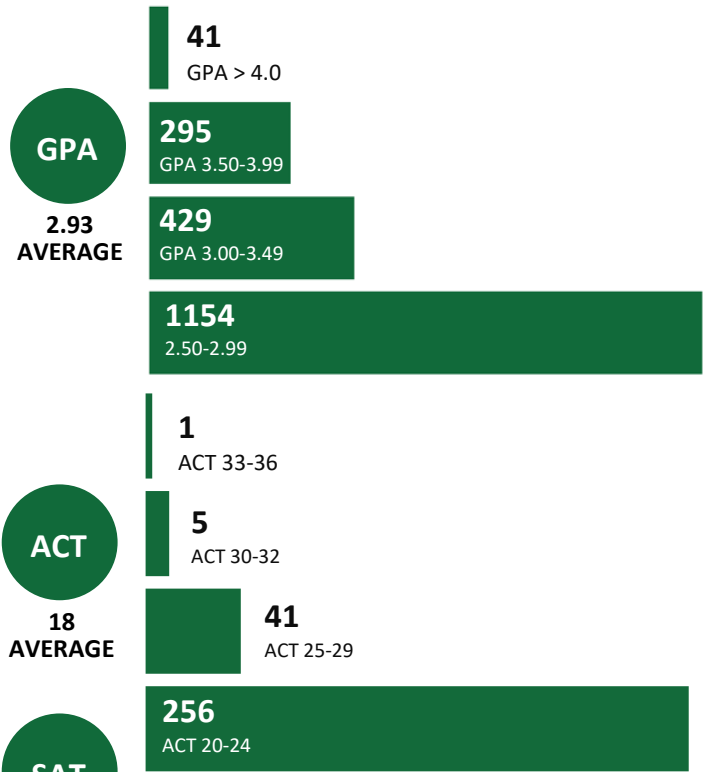
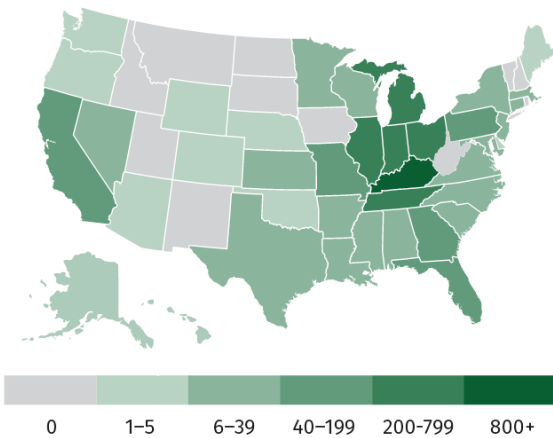


### 36%



### 64%

#### APPLICATIONS RECEIVED



## 1,588

TOTAL  
ADMITTED



## 413

TOTAL REGISTERED  
FOR ORIENTATION

#### MAY 17

### 85% COMMITTED

61 Participants in attendance of 71 pre-registered

#### JULY 12

### 151

(Registration Option Closed)

#### JUNE 14

### 157

(Registration Option Closed)

#### JULY 19

### 44

(Capped at 150)





# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Update on the Exum Center  
FROM: Student Engagement and Success  
ACTION ITEM: No

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**BACKGROUND:** The Exum Center is focusing on student programs, community outreach, and overall health and wellness for students, faculty and staff.

**SUMMARY OF PROGRAMS/ACTIVITIES:** The Exum Center will begin to offer intramural sports, yoga, fit camp training, meditation, nutritional education, water aerobics, wellness Wednesdays, and Zumba.

**ALIGNMENT WITH STRATEGIC GOALS:**

**Goal 1:** Enhance Student Enrollment, Improve Student Life and Engagement, and Improve Student Advising and Career Development.

**Goal 4:** Enhance the Impact of External Relations Development

COMMITTEE/PROGRAM ACTION: N/A

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

ATTACHMENTS: N/A

RECOMMENDATION: N/A



**Campus Intramural  
POLICY & PROCEDURE  
2019-2020**

## **Intramural Policies and Procedures**

Welcome to Kentucky State University Intramural Sports program where numerous sports and activities are offered throughout the year that accommodates all levels of play and interest. Our intramural sports are designed to help students, faculty, and staff become involved in recreational activities regardless of age, gender, different abilities, skill level or experiences. If sports, leisure activities and fitness are part of your life, we invite and encourage you to participate in our program offerings. Experience the satisfaction of having fun, getting in shape, and playing your best while fostering a spirit of sportsmanship among participants and spectators. The policies and procedures outlined below are designed to ensure a positive and rewarding experience for all Kentucky State University students, faculty and staff.

### **REGISTRATION**

- Registering for intramural sports will take place in the EXUM Center at the welcome center. (Online registration to come in the future).
- Each participant must present a Kentucky State University ID card upon signing up for each intramural sport.
- Each registrant must sign a liability waiver form upon registering for intramural sports.
- Registration will end at the scheduled registration deadline for all events.

### **ELIGIBILITY**

- All current enrolled Kentucky State University students, and currently employed Kentucky State University faculty and staff are eligible to participate in intramural sports events.
- A player may compete on only one team per league (men's, women's and/or coed) and cannot switch teams after playing in one game. Any player competing under an assumed name or without being listed on the roster will be banned from further intramural sports for the remainder of the academic year.
- A player who fails to sign the liability release form prior to his/her participation in each game is ineligible to play.
- Redshirts and members of intercollegiate teams are ineligible to participate on a team in that sport (or associated sport) during that sport's season if run concurrently or at different times.

- A player is considered a member of the first team in which the player participates within each league. If a player participant is found to have played on more than one team in a league, forfeits, suspensions and/or expulsions may result for all parties involved.
- All participants must be listed on the official team roster prior to their participation in any intramural sports activity. Any additions to the roster must be brought to the EXUM Director for clearance.
- Any team found using a player that is playing under a fictitious name or ID, or a team that has a player that has checked in under a fictitious name or ID with the intent to play illegally, will forfeit all games in which the player checked in. The player using an improper ID and the player providing the ID to be used illegally will be suspended. The team captain may also be suspended at the discretion of the intramural sports administrative staff.
- For all Greek official teams- each member must be active within their organization.

### **Participation Safety**

- The Department of Campus Recreation will assume no responsibility for injuries while competing in an intramural sport or activity.
- All participants will acknowledge an assumption of risk by their voluntary participation in the intramural sport and their signature on the liability form.
- All participants will be subject to the use of campus training facility in order to get ice or bandages for any aches or injuries.
- If and when an intramural sports staff member observes that a player is bleeding, has an open wound, or has blood on his or her uniform, the player will be directed to leave the game. The injured player is not to return until the bleeding has stopped, the open wound is covered, and the body uniform is changed or cleaned.
- Drugs and alcohol will not be permitted at any sporting event or activity.

### **Intramural Equipment**

- Most equipment will be provided for all intramural sports events. Participants may use their own equipment if approved by the intramural sports staff

## **Awarding**

- Champions of leagues will be rewarded. Intramural trophies will be provided by intramural staff.

## **IM Leagues (TBD)**



Campus Wellness & Recreation  
POLICIES & PROCEDURES  
2019-2020

**KENTUCKY STATE UNIVERSITY CAMPUS RECREATION AND CAMPUS WELLNESS DEPARTMENT HAS DEVELOPED GUIDELINES IN AN EFFORT TO CREATE THE GREATEST AND SAFTEST FACILITY FOR ALL PARTICIPANTS. CAMPUS RECREATION POLICIES ARE DESIGNED FOR THE PROTECTION OF MEMBERS, EMPLOYEES AND FACILITIES.**

**Mission**

**The Department of wellness and recreation is committed to providing outstanding educational and instructional programs, services and facilities to Kentucky State University students, faculty, staff, and the local Frankfort community. The department will provide recreational activities and programming that strengthen the campus by promoting personal health, safety and wellness.**

**SUMMER HOURS:**

- MON-FRI: 8 A.M. TO 7 P.M.
- SAT: 12 P.M. TO 4 P.M.
- SUN: CLOSED

**FALL & SPRING SAMESTER HOURS**

- MON-FRI 8 A.M. TO 9 P.M.
- SAT- SUN 12 P.M. TO 5 P.M.

## **GENERAL POLICIES**

- All Current enrolled Kentucky State University students/faculty and staff must present their ID card to enter the EXUM Recreation Center. Non Kentucky State members must present a photo ID. All patrons shall have their ID on their person at all times while using the facility.
- Tobacco, alcoholic beverages, and any other illegal substance and weapons/firearms are prohibited at the EXUM Recreation Center and outdoor recreation facilities.
- The Recreation Service staff reserves the right to deny entry to anyone displaying inappropriate behavior, including belligerence or intoxication. Patrons who smell of marijuana will be asked to exit the facility.
- Food and drinks are not permitted in the activity areas, unless explicitly approved for special events by staff. Beverages in non-glass, spill proof containers are permitted as long as they do not present a trip hazard.
- Bicycles, mopeds, cleats, skateboarding, hover boards, and roller skates/blades are not allowed within the facility.
- Photography and videotaping is only permitted inside the EXUM facility if pre-approved by EXUM center staff.
- Appropriate attire is mandatory at all times. You must be properly clothed while walking down the hallway. Towel wraps are not appropriate attire. No hats are allowed to be worn in the building. Shirts are required to be worn in all areas of the building except pool and locker room areas.
- Bare feet are not permitted except in the pool, locker rooms, and dance studio. Open toe shoes and hiking boots are not permitted.
- Patrons are responsible for the cost of any damages resulting from disorderly conduct or misuses of equipment.
- Posters, signs, and flyers are not allowed in the building unless approved and posted in designated areas by recreation services staff



- Using the EXUM Center facilities for personal gain violates University policy relating to facilities, services, programs, and solicitation and is not permitted.
- All adjustment to the facility or equipment are to be performed by EXUM Center staff and facilities personnel only.
- Children under 16 are not allowed in the EXUM Center unless they are accompanied at all times by an adult with a valid ID card. Children under 16 are not allowed in the weight rooms, on cardio equipment, and on the track unless being supervised by an adult.
- Facility schedules and hours of operation are subject to change for special events.

## **GYMNASIUM**

- The gymnasium courts are for basketball and volleyball recreational and team sports. Other activities are subject to approval by Campus recreation staff.
- Priority schedules for basketball and volleyball will be posted at the entries to the gymnasium.
- Any KSU students, faculty, staff or community member can play on the gymnasium floor if the availability permits.
- The EXUM Center staff is responsible for determining and enforcing the comfort and safety for all patrons.
- Proper attire is required including shirt and closed toe/heel shoes.
- Students are to regulate drop in pickup basketball games.
- Outdoor sports are not permitted on the courts unless authorized by the EXUM Center Staff
- Food and beverages are not permitted except water. Water must be in a closed container.
- Report unsafe conditions and injuries to EXUM Center staff immediately.
- Grabbing and hanging on basketball goals is not permitted. Basketballs, footballs and any other items are not be thrown across the gym while players are playing on the court. Violations of these rules will result in being asked to leave the EXUM Center.

## **WEIGHT ROOM**

- The weight room is available for student, faculty/staff and community use. Children under 16 years of age are not allowed in the weight room facility.
- The EXUM Center staff is responsible for determining unsafe behavior and enforcing the comfort and safety for all patron.
- Shirts and closed toe/heel shoes must be worn at all times.
- Walkways, fire exits and activity areas must remain clear of obstruction or any unlawful objects.
- Spotters are recommended for all heavy lifters.
- All weight equipment must remain in the weight room.
- Safely load and re-rack weights and dumbbells and return equipment to its designated area.
- Only authorized EXUM Center personal trainers are permitted to conduct personal training in the EXUM Center.
- Report broken equipment to EXUM Center staff, unsafe conditions, and injuries immediately to the EXUM Center staff.
- Any violation of these rules may result in removal or suspension from the EXUM Center.

## **DANCE STUDIO**

- Reservations have room priority. Drop in access is permitted outside of these times upon EXUM Center staff approval.
- No food or drinks are allowed in the dance studio at any time.
- Dedicated sound system that's being used for fitness/wellness classes are allowed in the studio.
- Only mats and foam rollers are permitted. All other equipment is prohibited.

## **Racquetball Courts**

- Reservations have priority. Drop in access is permitted only when not reserved.
- EXUM Center staff is responsible for determining and enforcing the safety of all patrons.
- Only racquetball can be played inside of the racquetball rooms.
- Food and beverages are not permitted, except water. Water must be in a closed container and kept outside of the court.

- Report broken equipment, unsafe conditions, and injuries immediately to EXUM center staff.
- Proper attire including shoes and shirt is required.
- Any violations of these rules may result in removal from the EXUM center.

## **EXUM POOL**

- All users must wear proper swim attire when entering the pool area. No street clothes can be worn in the water. Shoes are not allowed on the pool deck.
- Users must show ID to EXUM staff before entering the pool area (students, faculty, and visitor).
- Users 16 and under must have a chaperone available at all times in the pool area.
- Running, pushing, or horseplay will not be tolerated in the pool or on the pool deck area.
- No food or drink is allowed in the pool area, except for water in non-breakable containers.
- Users with open wounds or infectious diseases are not allowed in the pool.
- Parties and groups are only permitted to use the designated pool area as stipulated in pool rental agreements.
- Campus groups have to request access to the pool by putting in a request through facilities services in which will be either approved or denied by EXUM Director.

## **Sauna**

- Any person with any medical condition, check with EXUM staff before entering the sauna.
- Must be 18 to enter. Anyone under the age of 18 must have an adult present when using the sauna.
- Under no circumstances should users wear excess clothing such as a sweat suit, long pants, leggings/tights, long sleeves shirts.
- Limit your exposure to 10 minutes per sitting.
- Never exercise while in the sauna.
- Keep a safe distance from the sauna heat outlets to prevent from getting burned.

- Adjustments to the sauna or tending to the rocks are not permitted. Alert the EXUM staff if the sauna is not functioning properly.
- Horse play will be allowed inside of the sauna.
- No personal belongings of any kind are allowed in the sauna. EXUM will not be responsible for any damaged personal items.

## **FACILITY RENTALS**

- \*All checks or money orders to be made out to Kentucky State University**
- \* Will not accept cash**
- \*Credit & Debit card payments will be submitted through the Bursar's office**

The fees listed below will be applied to all reservations request submitted by Kentucky State faculty/staff

Facility	Daily rate
EXUM Gym 3 courts	\$100.00
EXUM Gym 2 courts	\$75.00
EXUM Main Court	\$50.00
EXUM Volleyball Courts	\$50.00
Classrooms	\$25.00
Dance Studio	\$25.00
Track	\$25.00

The fees listed below will be applied to all reservations request submitted by outside entities

Facility	Daily rate
EXUM GYM 3 courts	\$500.00
EXUM GYM 2 courts	\$350.00
EXUM GYM Main Court	\$150.00
EXUM Volleyball courts	\$100.00
Classrooms	\$50.00 per classroom
Dance Studio	\$50.00
Track	\$50.00
Pool	\$100.00
Racquet Ball Courts	\$50.00 per court

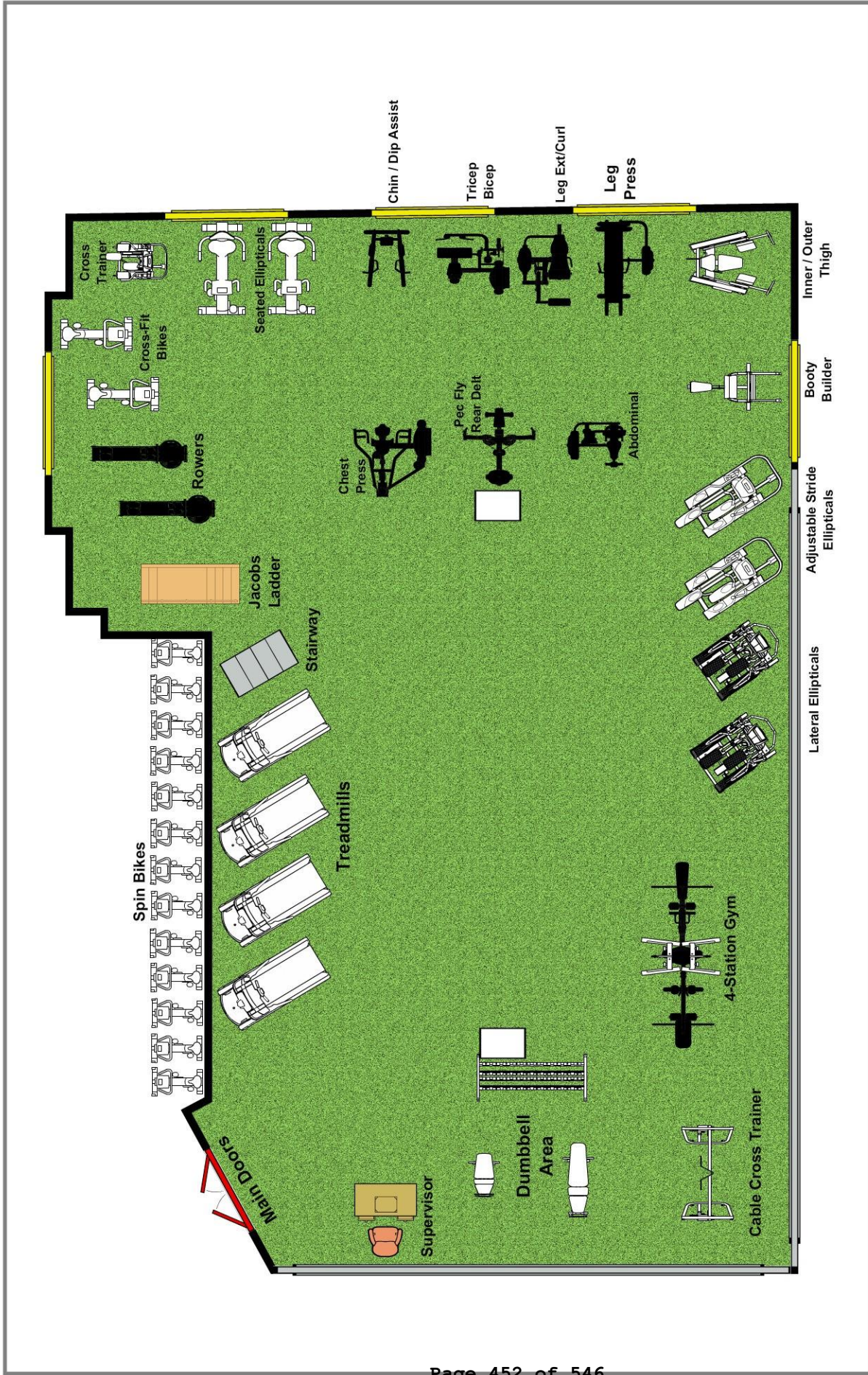
**EXUM FACILITY MEMBERSHIPS**

\*A Campus Recreation Membership grants member's access to the EXUM Wellness Center and all of the resources below.

- Weight room
- Track
- Basketball courts
- Pool
- Sauna
- Fitness classes

Student	<b>Free (Monthly)</b>
Faculty	<b>\$15.00</b>
Staff	<b>\$15.00</b>
KSU Alumni	<b>\$ 25.00</b>
Local resident	<b>\$30.00</b>
Family Pass	<b>\$50.00</b>
Day Pass	<b>\$3.00</b>





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**KYSU 02-15-2019**

created for Twany Beckham by BRYAN CROW

This floor plan is a representation and should not be relied on exclusively. Measurements should be verified to ensure accuracy.





# KENTUCKY STATE UNIVERSITY



# ZUMBA

## SCHEDULE

JUNE 2019 | 5 - 6 P.M.  
WILLIUM EXUM CENTER - DANCE STUDIO

### TUESDAY

5/28  
Zumba

6/4  
Zumba

6/11  
No Class

6/18  
Zumba

6/25  
POUND  
Bring yoga mat

\*\*Bring a water  
bottle and towel.  
Mats on Pound  
days\*\*

### WEDNESDAY

5/29  
Zumba

6/5  
POUND  
Bring yoga mat

6/12  
No Class

6/19  
Zumba

6/26  
Zumba

\*\*Free to KSU  
Personnel, Staff,  
Students and State  
Workers\*\*

### THURSDAY

5/30  
Zumba

6/6  
Zumba

6/13  
No Class

6/20  
POUND  
Bring yoga mat

6/27  
Zumba

\*\*Come  
MOVE & SHAKE IT  
with us! All fitness  
levels invited!\*\*

Certified Instructor: Angela Billings 502.219.0123

FB Details: KSU Frankfort Zumba

Cost: Free. Just show up and have fun!

POUND class dates bring a yoga mat

Provided through the generosity of Kentucky State University

# POUND

ROCKOUT. WORKOUT.



**WILLIAM EXUM CENTER  
PRESENTS**

**\*FREE FOR ALL  
KSU STUDENTS  
AND STAFF**



# **SCULPT YOUR BODY YOGA**

**LOCATION&TIMES**

**MONDAY'S 12:30P-1:30P  
FRIDAY'S 5:30P-6:30P**

**\*CLASS WILL BE HELD IN  
THE EXUM DANCE STUDIO**



**Exum Center  
PRESENTS**  
\*A WEEKLY EVENT



**NEW**

# WELLNESS WEDNESDAY

**HEALTH IS WEALTH**

## HOW TO PARTICIPATE:

**\*WALK YOUR 1886 SECONDS**

- BREAKFAST CLUB 7A-8A
- HIT CARDIO 6P-7P
- EAT 6 SERVINGS OF FRUITS&VEGGIES
- DRINK 8 GLASSES OF WATER
- GET 6-8 HOURS OF SLEEP

*William Exum Center Presents*

# Wellness Wednesday

**FIT CAMP  
@6PM IN  
EXUM**

**FEATURING EJ FIELDS &  
HEALTH EASE NUTRITION**

HEALTH IS WEALTH



**WILLIAM EXUM CENTER**  
PRESENTS



# **VOLLEYBALL**

# **INTRAMURALS**

SIGN UP AT WILLIAM EXUM CENTER  
FRONT DESK  
MONDAY, APRIL 8TH AND  
TUESDAY, APRIL 9TH

CONTACT: [twany.beckham@kysu.edu](mailto:twany.beckham@kysu.edu)



# KENTUCKY STATE UNIVERSITY

## Board of Regents

DATE: June 6, 2019  
SUBJECT: Update on Student Handbook Revision  
FROM: Student Engagement and Success  
ACTION ITEM: No

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**BACKGROUND:** In the Fall 2018, Academic and Student Affairs and General Counsel collaborated in the revision of the Kentucky State University Student Handbook.

**SUMMARY OF PROGRAMS/ACTIVITIES:** The existing handbook had not been updated since 2015. Additions needed to be made for new policies, changes were required in the wording of existing policies, and personnel/contact information needed to be updated.

**ALIGNMENT WITH STRATEGIC GOALS:** Goal 1 and 2 of the 2016-21 Strategic Plan.

**COMMITTEE/PROGRAM ACTION:** Revision of the Student Handbook

**PROGRAM IMPLICATIONS:** Clarity and currency of information shared with students to improve awareness of and compliance with institutional policies and to direct students to appropriate areas within the University for guidance and support as needed.

**FISCAL IMPLICATIONS:** N/A

**ATTACHMENTS:** N/A

**RECOMMENDATION:** N/A



# K-Book

## **Preface**

### **Mission Statement**

Kentucky State University is a public, comprehensive, historically black land-grant university committed to advancing the Commonwealth of Kentucky, enhancing society, and impacting individuals by providing quality teaching with a foundation in liberal studies, scholarly research, and public service to enable productive lives within the diverse global economy.

### **Vision Statement**

Kentucky State University prepares today's students as global citizens, lifelong learners, and problem solvers. To accomplish this, Kentucky State University must challenge itself and its students to be the best. It must recognize its strengths, expand, and excel. Notwithstanding, it must also welcome change and quality improvement. By doing so, Kentucky State University will gain widespread recognition as one of the region's strongest universities. As a university of distinction, Kentucky State University will create an environment where:

- Students are first.
- Diversity is valued, understood, and respected.
- Diverse, motivated, and talented students, staff, and faculty are actively recruited and retained.
- An intellectual environment conducive to leadership in teaching, research, and community service is encouraged and supported.
- Effective teaching is promoted both inside and outside the classroom.
- Students are taught how to obtain, evaluate, and use information.
- Learning is lifelong.
- Effective and efficient fiscal management by the administration is the norm.
- Collegiality is the norm, not the exception.
- Each person is a change agent.
- Excellence starts with me.



***The Thorobred Creed:***

PREAMBLE

Since its humble beginnings in 1886, as a school for the education of African-American teachers, Kentucky State University has created a rich heritage of producing great leaders. These leaders entered the halls of our University to learn and went out to serve our Commonwealth, our Nation, and our World.

It is with the recognition of our history and the belief that all members of this community have the ability to achieve eminence in every field of endeavor that we daily practice and uphold our ideals as stated here.

AS A TRUE THOROBRED

I will practice personal and academic integrity;

..

I will respect the dignity, rights and property of all persons;

..

I will discourage bigotry, while striving to learn from differences in people, ideas and opinions;

..

In thought, word and deed, I will support excellence in the learning, growth and development of others;

..

Allegiance to these ideals requires each Thorobred to refrain from and discourage behaviors which threaten the freedom and respect every individual deserves.

..

Daily, I will practice responsibility, leadership, service to my community, and project the best image of myself and my campus.

**THE ALMA MATER**

Harriet N. Gibbons, '45 Frederick Jarmon, '43

Hail to our Alma Mater, dear is Her name,  
And there shall be no other to surpass Her fame. Hers is the hand that guides us day  
after day,  
And She will stand beside us, when we go on our way.

May blessings be upon Her, shepherd of youth;  
She holds the seat of honor, in the hall of truth. Mem'ries of Her shall never fade from  
our hearts, And we will praise Her ever, for the love She imparts.

Sing ev'ry voice together, let echoes rise.  
Hail to our Alma Mater, shout to the skies.  
Holding the torch of wisdom, She leads the way Claspings the hand of freedom, as She  
marches along.

## **The Kentucky State University *K Book***

Kentucky State University is dedicated to supporting and sustaining a safe and scholarly community of learning dedicated to nurturing excellence inside and outside of the classroom. The Thorobred Creed identifies community values to foster and maintain a safe and scholarly community, and the spirit of the Thorobred Creed is incorporated into every University policy and procedure.

From the time of application for admission through the actual awarding of a degree, students accept the rights and responsibilities of membership in the University's community. Students are expected to uphold community values by exercising a high standard of conduct at all times. Each student has a duty to become familiar with University values and standards reflected in University policies, and each student has a duty to honor University values and standards reflected in University policies.

The *K Book* contains many of the University's values and standards. Annually, the Division of Campus Life and Student Engagement publishes the *K Book* to assist students with understanding their rights and responsibilities; however, please note that this publication is an abbreviated guide of University policies and not a complete digest of all policies. In addition, some policies may change or be updated following the annual publishing date of the *K Book*. Many individual schools within the University also have professional standards and expectations of their students; students are advised to consult with their respective college or school regarding specific policies unique to students within a particular program.

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**DRAFT ONLY**

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## Section I

### **Academic Policies, Standards, and Regulations**

Academic regulations are published in the Undergraduate Catalog which houses a digest of the academic rules of Kentucky State University. The catalog is a guide created for the convenience of students. Kentucky State University reserves the right to:

1. change or withdraw courses;
2. change the fees, rules, and schedules for admission, registration, instruction, and graduation; and
3. change other regulations affecting the student body at any time.

Implicit in each student's enrollment with the University is an agreement to comply with the University's rules and regulations. The University may modify rules and regulations as needed to properly carry out its educational responsibility.

### **Additional Handbooks**

Throughout the five Colleges at Kentucky State University, various departments have handbooks as well. The K Book serves as the overarching student handbook, but as it relates to grading policies, please check with your individual college for any major specific guidelines.

### **Academic Discipline**

The broad purpose underlying student discipline is to order University living in such a way that the interests of the student body as a whole and of the individual members are best served. The University's responsibility extends to the conduct of all students of the University. The University reserves the right to sever the connection of any student with the University for appropriate reasons. When a situation of a disciplinary nature arises, every effort is made to discover the reasons underlying the behavior in question so that constructive steps for the future may be taken. The standards of conduct and disciplinary procedures are stated in detail in the *K Book*.

### **Academic Conduct**

**Standards of Honesty** • The University is conducted on a basis of common honesty. Dishonesty, cheating, or plagiarism, or knowingly furnishing false information to the University, are regarded as particularly serious offenses. Disruptive behavior in an academic situation or purposely harming academic facilities also is grounds for academic discipline.

**Disciplinary Procedures** • Faculty members handle cases of academic dishonesty in their classes by recommending an appropriate sanction after discussion with the student. Possible sanctions include: failure on the work in question, retake of an examination, extra work, grade reduction or failure in the course, disciplinary probation, or suspension or expulsion from the University. An appeals process is available to the student. A more complete statement concerning definitions, offenses, penalties, and grievance procedures is found below.

### **Examples of Academic Misconduct**

*Plagiarism.* Plagiarism is a serious offense in which someone else's work is presented as one's own. There are many forms of plagiarism. Plagiarism takes place when published material is copied verbatim or paraphrased without appropriately citing the source of material, and is not limited to copying the exact words from published material. Forms of plagiarism include, but are not limited to, copying published material verbatim, paraphrasing the work of another without properly citing that work, keeping the content and/or structure of another's work and changing the words, and unfairly using material, such as taking large portions of another's work without substantial addition of one's own ideas or commentary. (For more specific examples of plagiarism, please visit [plagiarism.org](http://plagiarism.org).) In addition to these examples of plagiarism, a student who copies another's homework, copies answers to test questions, or allows someone else to do work for him/her on homework or tests also violates the standards of honesty and fairness and is subject to academic discipline.

*Using someone's work.* A student who misrepresents the work of another as his/her own is engaging in academic misconduct. For example, handing in a paper purchased from a term paper service, using a paper prepared by another, or engaging another person to take a test (class-related or standardized, such as the GRE) in his/her stead, are examples of academic misconduct. This type of academic misconduct applies to all disciplines and fields of study.

*Knowingly allowing someone else to represent your work as his/her own.* By letting someone else use your work, there are at least two people involved: the person who does the work and the person who falsely represents that work as her or his own. Both are subject to academic discipline.

*Gaining or attempting to gain an unfair advantage.* Violations of the University's standards of honesty include possession, or an attempt to gain possession, of a test prior to its being given. An attempt to gain possession does not imply that one must physically have an original of the test or assignment. Other violations include, but are not limited to, accessing computer files; breaking or entering a locked or unoccupied office in an attempt to gain an unfair advantage; using a cell phone or other device to obtain materials from websites or other students; using reference materials that have not been allowed by the instructor; using handwritten or printed notes during a "closed book/closed notes" test; stealing books or other materials from the library, computer

center, or other University facilities; removing pages from University-owned books or journals; and/or employing bribery, intimidation, or harassment in an attempt to gain unfair advantage.

*Giving false information or altering documents.* Falsely attesting that work has been accomplished when it has not been, falsely attesting that functions or classes were attended that were not attended, and altering answers to test questions after the tests have been graded and returned are examples of giving false information. Altering grade report forms or changing grade forms or class rolls, either in their physical or electronic (computer file) form, and altering, falsifying, or misusing any other University documents also constitutes a violation of expected standards of honesty. Falsifying research data or other scientific misconduct also may be considered a violation.

*Disruptive behavior.* Disorderly behavior that disrupts the academic environment violates the standard of fair access to the academic experience. Some examples of disruptive behavior are purposeful acts, such as “shouting down” a seminar speaker, physically or verbally harassing an instructor or fellow student, or engaging in any type of disruptive behavior in a class situation that interferes with the ability of the professor to teach or other students to learn.

*Harm to the facilities that support the academic environment.* A student who purposely harms the facilities that support the academic environment may be subject to academic discipline. Damaging books, laboratory equipment, computers, and other facilities violates the standard of fair access to the academic experience.

*Violations are not limited to the areas and examples given.* The academic discipline procedure may be invoked whenever the principles of honesty and fairness are violated and/or the facilities that support the academic environment are harmed. The examples given above are illustrative only (it is impossible to delineate or cite every possible violation), and any act that violates the principles of honesty and fairness may be subject to academic discipline. Some acts, such as sabotage of another student’s work or sabotage of an instructor’s records, may not fall neatly into any one of the six areas listed above but are subject to academic discipline if found damaging to the academic environment at Kentucky State University.

## **Procedures Related to Academic Misconduct Charges**

### **Faculty Discussion with Student**

When a faculty member believes that a student has committed an act of academic dishonesty, he/she shall seek to discuss the alleged violation with the student as soon as possible and give the student an opportunity to explain. If the faculty member still believes the student committed an act of academic dishonesty after discussing the matter with the student, the faculty member may recommend an appropriate sanction, such as grade reduction, retake of a test or examination, extra work, failure in the course, suspension, expulsion, or a combination of these or other sanctions. The faculty



## **DRAFT ONLY**

member shall inform the student of the recommended sanction either within the communication described above or a separate communication.

Note that if the student does not respond to communications from the faculty member, the matter may still proceed.

### **Initiation of Case and Notification to Student**

In the event that a) a sanction beyond probation (see the list of possible sanctions) has been appealed by a student, b) the appeal has not yet been resolved, and c) it is the period for course grade reporting, an instructor should submit an I (incomplete) course grade. The Registrar's Office will contact the instructor to finalize the course grade after the case has been finalized. If the student does not appeal a sanction or if an appeal has been resolved before the grade reporting period, the instructor should submit a course grade that includes the upheld or non-appealed sanction.

If the alleged violation occurred outside of the structure of a course, e.g., comprehensive exams, the appropriate faculty member, or program, department, or college/school official, shall initiate the case within Academic Affairs.

Initiating an academic discipline case requires the person initiating the case to provide a written report of the alleged incident, including information regarding the communications with the student described above, as well as indicate the recommended sanction. The faculty member also is asked to indicate whether the student accepted the sanction. If there are documents related to the case, the faculty member should submit those to the office of Academic Affairs.

Once a case is initiated, email notifications of the matter are automatically sent by the Office of the Academic Affairs to the following: the student, faculty member initiating case, department chair, dean of the school or college in which the course was offered (if initiated case was related to a course), student's academic dean (if different from above or alleged violation not associated with a course), Provost's Office representative, and chair of the Academic Appeals Committee. For cases that include a recommended sanction of probation, suspension, or expulsion, the following also will receive the email notification: Registrar's Office representative(s), the provost, and the vice president for student affairs. If the case initiated involves the alleged actions of a graduate student, the dean of the graduate school will receive the email notification as well. If the instructor of record is a graduate student, he/she may need to access the system with the assistance from his/her department chair.

### **Challenge of Sanction by Student**

The student may challenge the sanction recommended by a faculty member by submitting a written appeal within 14 calendar days of the case being initiated. The student's written appeal request shall state, as simply as possible, why the faculty

member's decision is unacceptable. Failure to make an appeal within this 14-day time period shall constitute a waiver of the appeal right and shall result in the sanction becoming final as recommended and the case is considered complete, except as noted below in cases in which the sanction includes probation, suspension, or expulsion.

If the alleged violation of the academic discipline policy occurred as part of a course, the student may not drop the course. If a student drops the course following the incident on which the case is based, whether before or after the initiation of the case by the faculty member, the student will be re-enrolled by the Registrar's Office staff. If the incident on which the case is based occurred prior to the University's deadline for course withdrawals and the student wishes to request an allowance to drop the course, that request must be made as part of the student's written appeal. To reiterate, such requests will be considered only when the alleged incident occurred prior to the University's deadline for course withdrawals. Further, even if the timing is appropriate under the University's deadline for course withdrawals, such requests will be granted only in extenuating circumstances including, but not limited to, dismissal of the case or minor sanction. If a student is allowed to withdraw from the course, the Registrar's Office staff will effectuate the withdrawal in the system. If it is determined that the student committed an act of dishonesty and the student is allowed to withdraw from the course, the case will remain within the academic discipline system; the University Court, or appropriate party, will have the right to implement a non-course related sanction. In making a determination to allow a student to withdraw from a course, the Provost will consider the documentation in the case and the level of sanction(s), and also will consult with the instructor of the course regarding the student's status and progress in the course at the time of alleged incident. If the incident on which the case is based occurs after the University's deadline for course withdrawals, the student may only withdraw if the case is dismissed and the University's late withdrawal policy will apply.

### **University Court Procedures**

If a student presents a timely appeal, the appeal will be reviewed by the Office of Academic Affairs. The Provost first shall review the appeal to determine whether a formal hearing is warranted. The Provost may appoint a three-person subcommittee to make this determination or ask the full committee to participate in that part of the review. If the subcommittee determines that a formal hearing is not warranted, then the subcommittee shall vote, based upon written statements and documentation submitted by the student and faculty member, on whether to uphold the recommended sanction, dismiss the case, decrease the sanction, or increase the sanction.

If the subcommittee determines that a formal hearing is not warranted, the Provost shall enter that decision, along with the determination regarding the sanction. The decision of the Provost will be emailed to the student, the faculty member, and the Registrar's office.

If the subcommittee determines that a formal hearing is necessary, the Provost will work with the VP of Student Affairs and members of the University Court to arrange a time and place for the hearing. If a student appeals and the sanction involves suspension or expulsion, the student will be granted a hearing automatically.

### **Advocate/Legal Counsel and Witnesses**

The student and faculty member initiating the case shall be permitted, at his/her expense, to have an advocate or legal counsel provide support for him or her at the hearing and through all other stages of the academic discipline process. The role of the advocate or legal counsel shall be limited to an advisory capacity only. The advocate or legal counsel may not make opening or closing statements, question witnesses, make oral argument, or otherwise speak on a party's behalf or to the party during the hearing process. The student or faculty member initiating the case may present witnesses or other evidence, question opposing witnesses, and make opening and concluding statements on his/her own behalf. The student and faculty member initiating the case shall provide the chair of the University Court, within 72 hours prior to the hearing, the names of any advocate, legal counsel, and witnesses, as well as documentation he or she intends to present at the hearing that is not available or been uploaded through the online system.

### **Recording of Committee Hearings**

Hearings before the University Court shall be recorded. The recording shall be preserved until the time for all avenues of appeal available to the student have expired. At the student's request, and at his/her own expense, copies shall be made available.

### **Approval of Sanction Possibilities**

The University Court shall have the right to approve the faculty member's recommended sanction, impose a lower sanction or no sanction (i.e., dismiss the case), or impose a harsher sanction than recommended by the faculty member. Sanctions available to the University Court may include, but are not limited to, one or a combination of the following penalties:

- (a) The student receives a reduced grade, F, or zero on the assignment.
- (b) The student receives a reduced grade or an F in the class.
- (c) The student is required to take another test or examination.
- (d) The student is required to submit another term paper, computer project, etc.
- (e) The student is placed on academic disciplinary probation.
- (f) The student is suspended.
- (g) The student is expelled.

### **Vote of the University Court**

To find a student responsible to a violation of the Academic Conduct and Discipline policy, a majority vote of the members of the University Court hearing the case is required based on the preponderance of the evidence standard. The chair of the University Court shall submit a written decision to the Office of Academic Affairs within five working days of the completion of the hearing. The written decision shall contain findings of fact and conclusions. Additionally, the chair will send emails to those who received the initial email notifications regarding the case. Decisions of the University Court are final, and no further appeal may be made, unless the final sanction includes

suspension or expulsion.

Sanctions including probation must be reviewed by the Provost. If the final sanction following appeal to the University Court includes suspension or expulsion, the student shall have the right to appeal this sanction in writing to the Provost within fifteen (15) working days of the student's receipt of the written decision of the University Court. The Provost shall review the record and make a written decision upon the record as submitted. The student and his/her representative are not entitled to present additional evidence or arguments to the Provost. Upon making a decision, the Provost shall notify the student, faculty member, department chair, appropriate dean(s), chair of the University Court, representative(s) of the Registrar's Office, and the President, of his/her decision.

### **Written Report of Outcome**

If the sanction is suspension or expulsion, the chair of the University Court shall provide a written report of the outcome to the student, faculty member, department chair, appropriate dean(s), the Registrar, Provost, and the Vice President for Student Affairs. This written report shall not be provided until the appeals process is completed.

### **Attendance in Class Pending Outcome of Appeal**

A student may not drop a course when an academic discipline case has been initiated. A student who has been informed that a grade penalty of failure in a course has been imposed shall be immediately dismissed from the class involved unless the student plans to appeal the penalty. In the event of an appeal, the student may continue to attend the class until the appeal process has been concluded. If the appeal occurs at the end of a term, the faculty member will assign the student a grade of I (incomplete) while the appeal is pending. If the imposed sanction is expulsion or suspension, the student also has the right to continue in the course until the review by the Committee and appeal are exhausted, unless a determination is made by the Provost that continuation in the course will significantly compromise the learning environment for other students or the safety of individuals.

### **Penalties**

The range of sanctions for an academic discipline infraction are given in an above section. These sanctions may be given in combination. In the case of expulsion, the student also will be assigned a failing grade in the associated course. In the case of suspension, the grade assigned for the associated course will be determined by the Provost upon consultation with the instructor. An expulsion will take effect immediately upon exhaustion of the review by the University Court and appeal to the Provost; if this occurs in the middle of a semester, the expulsion will terminate enrollment in all courses. In the case of a suspension, if the review and appeal is exhausted in the middle of a semester, the Provost will determine whether the student can continue in other courses.

Many departments have strong policies against plagiarism, and syllabi for courses often

contain a statement indicating that the academic discipline sanction for the commission of any offense is failure in the course. However, other penalties, such as failure of an assignment, repeating the assignment, reduction of course grade, academic disciplinary probation, suspension, and/or expulsion, may be recommended by a faculty member or the University Court. In the case of repeat offenders, the University Court, the Provost or the dean of the school/college of the student involved may seek to impose additional penalties.

### **Academic Disciplinary Probation**

When a grade penalty is not appropriate, probation may be imposed. Probation constitutes a warning that is noted in the academic discipline database for the student. Subsequent violations of academic discipline regulations by the student may result in suspension or expulsion. The duration of any disciplinary probation period will ordinarily be for the remainder of the student's association with the University. However, a shorter term of probation may be recommended, which would be subject to approval by the Provost. The Provost shall notify the student of his or her decision of the sanction of probation, with copies to the faculty member, department chair, appropriate dean(s), and Registrar's Office representative(s), and chair of the University Court. Academic disciplinary probation does not appear on a student's transcript.

### **Academic Suspension**

Suspension results in the exclusion of the student from classes and other specified privileges or activities for a finite period of time. The duration of any suspension or any condition(s) or penalty(ies) recommended shall be in proportion to the seriousness of the violation and subject to the approval of the Director of Student Conduct. All suspensions shall be permanently noted on the student's transcript. The Director of Student Conduct shall notify the student of his or her decision, with a copy to the faculty member, department chair, appropriate dean(s), Provost, and the Registrar's Office representative(s).

### **Expulsion**

The student is deprived of his or her opportunity to continue at the University in any status. The penalty of expulsion is subject to the approval of the Dean of Students, who shall notify the student of his or her decision, with a copy to the faculty member, department chair, appropriate dean(s), Provost, and a Registrar's Office representative(s). A notation shall be placed on the student's transcript.

### **Academic Grade Appeal Policy and Procedure**

The grade appeal policy and procedure is designed to provide an undergraduate or graduate student at Kentucky State University with a clearly defined avenue for appealing the assignment of a course grade, following the posting of final grades, which he/she believes was based on prejudice, discrimination, arbitrary or capricious action, or other reasons not related to academic performance. The student's request for a grade appeal must be taken successively to the instructor, the chair of the department (or director of the program) in which the grade was given, and the Office of Academic

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Affairs, with a possible resolution of the conflict at any stage. This formal grade appeal will be reviewed by the Academic Appeals Committee and by the Provost for Academic Affairs.

A final grade is the instructor's evaluation of the student's work and achievement throughout a semester's participation in a course. Factors upon which the final grade may be based include: attendance; recitation and class participation; written, oral, and online quizzes; reports; papers; final examinations; and other class activities. There is a presumption that the instructor who has conducted the course is professionally competent to judge the student's work, and in the absence of convincing evidence to the contrary, has evaluated it fairly. In all cases, the complaining student shall have the burden of proof with regard to all allegations in his/her complaint and in his/her request for review or hearing. If a party fails to pursue any step of the grade appeal procedure within its allotted time, the disposition of the case made in the last previous step shall be final. All correspondence and records shall be retained in the office in which the complaint is finally resolved.

A grade appeal cannot be based upon differences in grade assignments between multi-section courses, whether or not the course sections are taught by the same instructor.

This policy and procedure below applies to students and courses taught on campus or online. In the following outline, time periods in steps 1 and 2 are in calendar days and the time periods apply to summer terms, as well as fall and spring semesters. Written appeals may be transmitted electronically.

The grade initially assigned by an instructor remains in effect until and unless a change is determined by the appeal process.

### **Outline of Grade Appeal Procedure**

**Step 1. Informal Consultation with Faculty Member.** Students must initiate this within thirty (30) calendar days of the posting of the course grade for viewing. The instructor's decision, whether a denial of the appeal or other resolution, must be completed within fifteen (15) days of receiving the appeal.

**Step 2. Appeal to the Department Chair.** If a student wishes to appeal a grade further, he or she must submit a written appeal to the chair of the department (or director of the program) in which the course is being appealed, with a copy submitted to the chair of the department in which the student is majoring (if different), within seven (7) days following the end of step 1. The course-controlling department chair has fifteen (15) calendar days from receipt of the appeal to achieve resolution of the appeal.



**Step 3. Appeal to the Dean.** If a student wishes to appeal a grade further, he or she must submit a written request to the dean of the school or college in which the course was offered, with copies to the chair (or director) of the department and to the chair of the department in which the student is majoring (if different), within seven (7) days following the end of the fifteen (15) day time period in step 2. The dean will then take action to have a grade appeal function appear within the student's (and instructor's, chair's, and dean's) Wired portal. An email will be sent to each party, explaining that they are able to enter or upload the basis for the appeal/denial, including attaching pertinent correspondence and materials. The department chair must enter copies of correspondence and other pertinent material within five (5) days of receiving this email. The dean must render a written decision within fifteen (15) days of receipt of the appeal.

**Step 4. Appeal to Academic Appeals Committee.** Either the student or the instructor may request a review by the Academic Appeals Committee. A written request, including the student's name, ID, the course/section, and instructor, must be submitted to the Provost within fifteen (15) days of the receipt of the dean's decision. The Academic Appeals Committee will then review the information provided to reach a recommendation.

**Step 5. Review by the Provost for Academic Affairs.** The Provost will review the recommendation by the Academic Appeals Committee and shall render a final decision on the appeal. The decision of the Provost cannot be further appealed.

### **Retention of Records**

As part of the University's grade appeal procedure, faculty members are required to keep grade-related materials until the completion of the next regular (spring or fall) semester. Material that applies to an ongoing grade appeal process must be retained for six (6) months following completion of the grade appeal process. Grade-related material refers to examinations, projects, term papers, records on grades, attendance records, electronic files, and other material that is used in the grading process and is not returned to the student. If materials are returned to the student, a student desiring to appeal must present any tests, examinations, term papers, or other graded material that form the basis for his or her appeal.

### **Examinations and Last Week of Class**

**Regulations Governing All Examinations** • A student's failure to appear for an examination without an acceptable excuse, inability to present valid identification, absence from the room during the course of an examination without the consent of the examiner, or attempting any portion of an examination without submitting his or her answers, shall result in failure of the examination. Tardiness beyond 15 minutes forfeits a student's right to an examination.

**Final Examinations** • A final examination, to be given at the time posted in the examination schedule, is required in each undergraduate course, unless the appropriate chair and dean have approved an exception. A student who has three or four final

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examinations in one day may arrange with the course instructor to take the noon or 7:30 p.m. examination at another time. In order to give a final examination at any time other than that shown in the posted examination schedule, an instructor must have prior approval of the department chair and dean.

**Last Week of Class** • The following guidelines exist to allow sufficient time for students and instructors to prepare for final examinations. These guidelines apply to the week preceding final examinations for undergraduate courses held during fall and spring semesters.

During the period of Wednesday through Friday of the last week of class, instructors are not to give exams, tests, or quizzes that contribute more than 10% of the final grade for a class. An instructor can obtain approval of the department chair and dean to give an exam, test, or quiz, of this weight, during this three-day period. Instructors should return graded work and/ or inform students of their grades on exams, tests, or quizzes prior to the beginning of finals week.

Exceptions to the above statement are automatically made for lab-based courses, technical writing courses, seminar courses that assign a term paper, and senior design courses that assign a multi-faceted project in lieu of a final exam. Major projects of the above types, which contribute more than 10% of the final grade and which are due during this last week period, should be assigned in the syllabus at the beginning of the semester and any substantial change in the assignment should be made known to students before the drop deadline.

## **Credits and Grades**

**The Semester Hour** • A semester hour is a unit of credit earned for academic work that includes no less than one hour of classroom or direct faculty instruction AND a minimum of two (2) hours of out-of-class student work for approximately fifteen (15) weeks for one semester (or the equivalent amount of work over a different amount of time); OR a semester hour is a unit of credit earned for an equivalent amount of work, as required above, for other academic activities as established by the institution, including laboratory work, internships, practica, studio work, and other academic work leading to the award of credit hours. A typical three (3) hour course requires a minimum of 2250 contact minutes each semester. For courses taught in an online and/or asynchronous format, the amount of instruction and student work must be equivalent to that for a traditional course.

**Class Attendance** • The philosophy of the institution is that students who attend class learn more than those who do not attend regularly and that grades are a reflection of learning. Furthermore, the policy below affirms that faculty and students share important responsibilities for the quality of the overall in-class learning experience.

*Responsibility of instructors:* It is the responsibility of the instructor to determine the attendance guidelines that best promote learning in a particular course. On or before the



first meeting of each class, the instructor is expected to articulate and inform students in writing via a course syllabus about specific class attendance requirements. Procedural information and best practices for constructing course attendance policies are given in the Guidelines for Class Attendance, which is posted on the institution's policy directory. In general, instructors should exercise fair and consistent standards in determining when to excuse an absence and/or when to provide accommodations for missed major exams and assessments. An excused absence or accommodation must be provided to students who miss class to observe a recognized religious day or to fulfill a civic responsibility (e.g., jury duty or military service).

*Responsibility of students:* It is the responsibility of the student to comply with the class attendance guidelines/policies, including the general University requirement for verifying attendance (see paragraph 2 below), and to complete assignments, including those that involve out-of-class or online participation. Students are responsible for informing instructors in advance about anticipated absences. Students should recognize that individual sections of a course may be taught differently and that the attendance policy for individual sections of a course may not be the same.

Aside from the learning opportunities missed due to absences from class, there are cases when a class absence or multiple absences may result in a student being dropped from a course or dismissed from the University. Specifically,

1. Students must attend the first meeting of every course for which they are registered unless they obtain prior departmental approval. Without such approval, a student who is absent from the first class meeting may be dropped from that class by the dean of the school or college with the responsibility for the course.
2. In addition, students must attend classes during the first two weeks of class in order to have their attendance verified by the instructor. A student who does not establish attendance will be dropped from that class by the dean of the school or college with responsibility for the course. An administrative course drop due to lack of attendance verification may result in an adjustment of financial aid received. (The above two-week time frame for attendance verification applies to a course in a regular fall or spring semester. For other terms, the time frame is given in the Academic Calendar. For courses with an alternate format, including online courses, verification of participation will be determined in other ways.)
3. A student who incurs excessive absences in a given course, but who has not been dropped from the course, may receive a grade of F. When it appears to an instructor that a student has stopped participating in a class without officially dropping the course, the instructor may report this fact to the academic dean controlling the course. The University reserves the right to dismiss any student who has been excessively absent from multiple courses.

Faculty and staff who supervise student organizations and teams, including NCAA sports teams, are expected to schedule competitions and performances in such a way as to minimize the number of classes that students will miss. Names of participating

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students and the dates of class conflicts should be provided to the students' instructors prior to participation. Students and instructors should attempt to resolve potential conflicts regarding class attendance before the semester course withdrawal deadline. In cases where absence from class results from travel delays or the unanticipated continuation of participation in a competition, the student or supervisor should inform the instructor *within one (1) business day* so that reasonable accommodations for absences due to University-sponsored activities can be made.

If a student informs an instructor in advance about an anticipated absence and the instructor decides not to provide an accommodation for a major exam or assessment, the student may appeal to the department chair or program director (or dean, when the instructor is the chair or program director) who oversees the course. An appeal must be based on (a) failure of the instructor to articulate a policy, (b) failure of the instructor to follow the articulated policy, or (c) failure by the instructor to offer a reasonable accommodation for a documented absence that caused a student to miss an assessment that is worth twenty percent (20%) or more of the course grade.

**Pass-Fail Grading for Exercise and Leisure Activity Courses** • The pass-fail basis is the only grading available for all one-hour exercise and leisure (EL) activity courses.

**Grade Symbols** • A final grade is the instructor's evaluation of a student's achievement throughout a semester's work in a course. Factors upon which the final grade may be based include attendance, recitation, written and oral quizzes and tests, reports, papers, the final examination, and other class activities. The evaluation is expressed according to the following letter ABCDF letter system.

**Grade Points and GPA** • The grade-point average (GPA) is computed by dividing the number of A, B, C, D, F graded hours attempted at Kentucky State University into the total number of grade points earned at the university. Grade points per credit hour are assigned as follows: A = 4.0; B = 3.0; C = 2.0; D = 1.0; F = 0. For the purpose of certain prerequisites and degree requirements, a B average and C average are defined as a GPA of 3.00 and 2.00, respectively, unless a more specific requirement is indicated. Independent study courses are not included in the semester-based GPA calculation.

### **Grade Scale**

**90 - 100% = A**

**80 - 89% = B**

**70 - 79% = C**

**60 - 69% = D**

**50 - 59% = F**

**F Grade** • The grade of F is recorded if the student has failed on the combined evaluation of work through the semester, or if the student officially withdraws from the course after the course withdrawal deadline and was failing the course at the time of withdrawal.

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Whereas the university attempts to verify student attendance, as described in the section on Attendance, and to drop those students who do not appear to be attending class, it is ultimately the responsibility of each student to attend (or participate) in each course for which he or she is enrolled or to withdraw before the published withdrawal deadline.

**P Grade** • The grade of P is recorded for a student who earns a passing grade after enrolling in an exercise and leisure activity course on a pass-fail basis. P grades are not used in computing the student's GPA. F grades recorded for pass-fail course work are, however, computed in the GPA as F grades. The P grade is not used in determining whether a student qualifies to graduate with academic honors.

**I Mark** • The temporary mark of I (incomplete) is given to a student when, for unusual reasons acceptable to the instructor, course requirements cannot be completed before the end of the semester. The instructor will submit an I Mark Assignment Form online during final grade submission, which will detail the work to be completed and the deadline for completion. This information will be conveyed to the student via email.

**Course failure or unexplained class absences may not be used as reasons to assign an I mark.** I marks are not computed in determining a student's GPA. If an I Mark for an undergraduate student has not been changed to a regular grade before the course withdrawal deadline (the 30th day of classes) of the next regular semester (excluding summer terms), the I automatically changes to an F and is computed in the GPA. **An I mark may not be removed by formally enrolling in the same course in a subsequent semester at this university or any other institution.**

**IP Mark** • The mark of IP (in progress) may be assigned to the first course in specifically designated course sequences whose nature is such that a regular grade would not be appropriate until the conclusion of the second course. Although a student's course load reflects registration for the first course, both credit hours and grade points for the work done in both courses are assigned only upon completion of the second course. The IP mark is permanent, but is not used in computing the student's GPA. Course sequences for which the IP mark is authorized are denoted in the catalog listings.

**W Mark** • The W mark is recorded if the student obtains authorization to withdraw from a course after the course withdrawal deadline and was not failing the course at the time of withdrawal. The W mark is not computed in determining the GPA.

**Change of Grade** • A course instructor may change a reported grade only if the original grade was incorrectly assigned due to clerical or computational error, or if a student meets the requirements for the removal of an I mark.

## Access to Students' Educational Records

### FERPA

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

- I. The right to inspect and review the student's education records within 45 days of the day the University receives a request for access. Students should submit to the registrar, dean, head of the academic department or other appropriate official, written requests that identify the record(s) they wish to inspect. The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
- II. The right to request the amendment of the student's education records that the student believes is inaccurate or misleading. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
- III. Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):
  - School officials with legitimate educational interest
  - Other schools to which a student is transferring
  - Specified officials for audit or evaluation purposes
  - Appropriate parties in connection with financial aid to a student
  - Organizations conducting certain studies for or on behalf of the school
  - Accrediting organizations
  - To comply with a judicial order or lawfully issued subpoena
  - Appropriate officials in cases of health and safety emergencies
  - State and local authorities, within a juvenile justice system, pursuant to specific State law.

*Note: Kentucky State University intends to exercise its right to forward records to officials of another school in which a student seeks or intends to enroll.*

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- IV. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with the requirements of FERPA.

The name and address of the office that administers FERPA is:

**Family Policy Compliance Office  
United States Department of Education  
400 Maryland Avenue SW  
Washington, DC, 20202-4605**

In addition, the University has the right to disclose the following information about its students to third parties without the student's consent. This information includes: name, address, date and place of birth, major, participation in officially recognized activities/sports, weight/height of members of athletic teams, dates of attendance, degrees and awards received, most recent educational agency or institution attended, photographs and parents' names and addresses.

However, FERPA also grants you the right to refuse to permit Kentucky State to disclose this information to others without your consent. If you wish to instruct the University not to disclose directory information about you, please contact the Office of the Registrar at 502-597-6234. [www.https://kysu.edu/ferpa-submittable/](https://kysu.edu/ferpa-submittable/)

**Inactive Students or Admission-Denied Applicants:**

Individuals who were Kentucky state University students at one time and have been converted to an inactive status and applicants who were denied admission have no guaranteed right to the above appeals procedures. Students who are inactive for one regular semester must submit an application for re-admission. Unless expelled from the University, an individual who has been formally dismissed from a graduate program may apply to another graduate program within the University.

## **Section II**

### **Non-Academic Policies, Standards, and Regulations**

Kentucky State University is an academic community comprised of multiple constituencies including students, faculty, and staff. Membership within the University community invokes certain privileges, rights, and responsibilities. This section, and the policies contained within it, focus on the opportunities, rights, and responsibilities of students at the Kentucky State University.

#### **Student Rights and Responsibilities**

##### **Free Inquiry, Expression, and Assembly**

Students are encouraged to freely examine and exchange diverse ideas both inside and outside the classroom. In doing so, however, students and others must comply with other, generally applicable, University policies.

##### **Organized Student Demonstrations:**

If a student or student organization intends to initiate, sponsor, or host a demonstration or event that is outdoors, is promoted in advance, may draw a large crowd, may require security, may impede pedestrian or vehicular traffic, includes a parade, march, or other similar activity, or may pose a substantial risk of disrupting the functioning of the University or of violating any other University policy, the University requires the student or student organization to contact the Office of Campus Life in order to register the event. A representative of that Office will work with the requesting student or student organization to either meet the request or find a suitable time and location that balances the rights of the requesting student or student organization with the rights of others and the University's educational mission.

The purpose of this policy is not to designate University streets and common areas as a public forum or to accommodate demonstrations or protests by those who are not part of the University community (non-students and other campus guests). Rather, the purpose of this policy is to promote and facilitate student expression while allowing the University to make any necessary arrangements (such as arranging parade route, providing security) to assure such activities do not interfere with the University's mission and operations or with the rights of others.

##### **Masks, Props, Disguise Materials**

As a reasonable restriction on the time, place, and manner of expression and to ensure personal safety, the University reserves the right to prohibit the wearing of masks, personal disguises and other means of concealing one's identity and to prohibit the possession of weapons, props or items that may be used as weapons, or protective gear on the University campus and/or at University events.

## **Handbills, Posters, Fliers, Banners, and Signs**

The Office of Campus Life & Student Engagement may designate areas in classrooms and/or in or around University buildings for students or student organizations who wish to post handbills, posters, flyers, banners, signs, and other similar items on campus. However, Kentucky State University prohibits the posting or display of these items by students or student organizations outside of these designated areas, including on the exterior of any University building, telephone/utility pole, tree, sidewalk, window, trash can, or any other exterior surface located on the campus, including vehicles. Requests to post fliers within on-campus housing must be submitted to the Housing office.

## **Use of Chalk**

Kentucky State University limits the use of sidewalk chalk, sidewalk art, and other sidewalk chalk displays to University departments and offices for messages in support of University events or activities. Sidewalk chalk should not be used on University structures or buildings, including but not limited to steps, verandas, porches, monuments, and columns.

## **Right of Privacy – Personal Information**

Students at Kentucky State University have the right of privacy with respect to personal information.

The Family Educational Rights and Privacy Act of 1974 (FERPA or the Buckley Amendment) is a federal law that governs access to students' educational records, which are records that contain information directly related to a student that are maintained as official working files by the University. Under FERPA, students have the right to gain access to their educational records, and such access includes the right to inspect and review the records, the right to obtain copies of the records (a copying fee may be charged), and the right to challenge or supplement information on file. Public or "directory" information about a student that may be released to anyone upon request includes the student's name, address, email address, telephone listing, academic major, dates of attendance, awards received, participation in officially recognized activities and sports, and weight and height of a member of an athletic team. Students may request that the University not release directory information by completing a FERPA block form in the University's Registrar Office.

Pursuant to FERPA, once a student reaches 18 or attends a postsecondary institution, parents no longer have access to their children's educational records, unless the student is claimed as a dependent as defined by Section 152 of the Internal Revenue Code of 1986 or the student provides the University with written consent to allow such disclosure. The only exception to this rule is in the case of violations of the University's alcohol and drug policies by students under age 21. In such cases, information regarding the violation may be released to parents, regardless of whether the student is considered a dependent or independent student.

In general, the University will not release information contained in a student's



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educational records to a third party without written consent of the student. Prior written consent from the student is not required, however, under the following circumstances:

- If it is directory information and the student has not requested that such information be withheld;
- To the parents of a student classified as dependent under the Internal Revenue Code;
- To the parents of a student who violated the University's alcohol or drug policies, if the student is under age 21;
- To University officials who have a legitimate educational interest;
- To officials at another institution in which the student seeks to enroll;
- In connection with a health or safety emergency if necessary to protect the student or others;
- To financial aid lenders checking enrollment status for loan purposes;
- To authorized representatives of the following:
  - Secretary of the United States Department of Education;
  - Office of the United States Comptroller General; and
  - State and Local Education authorities as part of an audit or program review;
- In response to a court order and/or subpoena after reasonable effort to notify eligible student (unless ordered not to contact the student by the Court); or
- To an alleged victim of any crime of violence or non-forcible sex offense, the final results of the University conduct proceeding regarding such an alleged offense.

## **Student Complaints**

Students at the University have the right to complain, whether verbally or in writing, regarding any area of academic or student life without fear of coercion, harassment, intimidation, or reprisal from the University or its employees. Students also have the right to expect a timely response to any complaint. Defamatory or baseless charges may cause a student to be held responsible for violations of University policies or for action through the courts.

Student concerns should be resolved at the lowest possible University unit that has the authority to act as quickly as practicable. Because no single process can serve the wide range of possible complaints, the University provides specific processes for responding to certain kinds of student complaints. Where University policy provides a specific complaint or grievance procedure, an aggrieved student should use that procedure.

Examples of established procedures for specific types of student complaints:

- University Conduct Process;
- Traffic Appeals;
- Grade Appeals;
- Academic Discipline;
- Financial Aid;
- Kentucky Residency;
- Sexual Harassment;



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- Discrimination;
- Housing;
- Scholarships;
- Academic Standing; and
- Conduct (Institutional or Agents of the Institution).

**General Complaint Procedures for Students**

Students may use the following procedures to formally question the application of any University regulation, rule, policy, requirement or procedure, not otherwise covered by a more specific policy or procedure.

**Step One:**

The student should meet with the University decision-maker concerned to discuss the complaint and to attempt to arrive at a solution. This meeting should occur no later than thirty (30) calendar days after the action which resulted in the complaint.

**Step Two:**

If the student's complaint is not resolved at step one, that student must, within fourteen (14) calendar days of the Step One meeting, submit a written complaint to the next level in the University's administrative structure (department chair, director or his/her designee in the administrative unit within which the complaint originated). The complaint must be signed and dated by the student. The name and title of the person to whom the request should be addressed can be obtained from the employee in step one.

If the student's issue cannot be resolved by the step two administrator by telephone call or email correspondence, he or she shall make a reasonable effort to arrange for a meeting with the student and the employee within fourteen (14) calendar days from the date that the request is received. If this timeframe cannot be met, the step two administrator will notify all parties in writing and determine a mutually agreeable time. The meeting should be informal, with a candid discussion of the problem in an attempt to find a solution. The step two administrator may give an oral decision at the close of the meeting, or he or she may choose to take the matter under advisement. Typically, the step two administrator will render a final decision within fourteen (14) calendar days, informing all parties of the decision in writing.

**Step Three:**

If the student wishes to appeal the step two decision, he or she may appeal to the dean or vice president at the next level in the administrative structure of the University within fourteen (14) calendar days from the date of the step two written decision. The student may obtain from the employee in step one or step two the name and title of the person to whom the request should be addressed.

The appeal must be in writing, signed and dated. Upon receiving this written appeal, the step three administrator will review all information concerning the complaint and appeal and render a written decision within fourteen (14) days from the date of receipt

of the appeal. The step three administrator's decision is final.

### **Fourth Amendment Rights**

Students at Kentucky State University have the right to be secure from unreasonable or unauthorized search and seizure.

### **Participation in Student Organizations**

Kentucky State University students have the right to participate in Registered Student Organizations (RSOs) and conduct social affairs. The activities of RSOs are governed by policies established by the Office of Campus Life and the Office of Student Conduct. Responsibility for the conduct of activities rests with the sponsoring organization. All RSOs are required to adhere to policies, guidelines, and standards of behavior and conduct outlined by the University.

### **Conduct Rules and Regulations**

#### **Smoke-Free Campus Environment**

Smoking is prohibited at all times at Kentucky State University-owned facilities, properties, and grounds. This includes but is not limited to the following:

- The interior of all University-owned buildings;
- All outside property or grounds of the campus, including sidewalks, parking lots, recreational areas and partially enclosed areas such as walkways, breezeways, patios, porches, gazebos, tents and bus shelters;
- Within any Kentucky State University-owned vehicles, including buses, vans, shuttles, golf carts and all other University vehicles; and
- All indoor and outdoor athletics venues and facilities.

This policy applies to all faculty, staff, students, visitors, and contractors.

For purposes of this policy, "smoking" means inhaling, exhaling, burning, carrying or possessing any lighted tobacco product, including cigarettes, cigars, pipe tobacco, and any other lit tobacco products, including electronic cigarettes that emit smoke.

The University also prohibits littering the campus with remains of any tobacco products. Additionally, the University-controlled advertising, sale, or free sampling of tobacco products is prohibited on campus, regardless of the vendor.

Organizers and attendees at public events, such as conferences, meetings, public lectures, social events, cultural events, and athletic events using University-owned facilities, grounds, and properties are required to abide by Kentucky State University policy. Therefore, organizers of such events are responsible for communicating to attendees the policies of the University and for enforcing this policy.

***Respect and Responsibility:*** The success of this policy depends on the thoughtfulness, consideration, and cooperation of smokers and non-smokers. All members of the University community share in the responsibility for adhering to and enforcing this policy. Any complaints should be brought to the attention of the appropriate University authorities and anyone who complains shall be protected against retaliation.

***Enforcement:*** The responsibility for the enforcement and communication of this policy rests with all members of the University community and the University Police Department.

Visitors, contractors, and other individuals on campus who are in violation of the policy should be reminded of the policy and asked to comply with our smoke-free campus policy.

All faculty, staff, and students who are in violation of this policy should be reminded of the policy and asked to comply. Students who violate this policy may be referred to student conduct and subject to sanctions, including fines. Employees who violate this policy could face employment-related discipline. Visitors and others who violate this policy may be required to leave a facility, event, or campus and repeated violations could result in the person being issued a trespassing ban from the University. Refusal to comply with this policy could result in citations and fines

## **Alcohol**

Kentucky State University is committed to maintaining a safe and inviting campus environment for its community members and visitors. Our university is a dry campus, and students may not possess alcohol even if of legal age to do so. Public intoxication, use or possession of alcoholic beverages on University property (including any undergraduate residence supervised by the University) is strictly prohibited.

## **Drugs and Drug Paraphernalia**

Drug use, including the misuse of prescription drugs, unfortunately is a prevalent problem at college and university campuses, and Kentucky State University has not been spared. The University unequivocally prohibits the use and possession of drugs on its campus. The specifics of the drug policy are outlined below.

Kentucky State University prohibits the use, possession, distribution, sale, manufacture, and delivery of illicit drugs including the misuse of prescription medications, by members of its community. Illegal drugs, including prescription drugs for which the person does not have a valid prescription, are subject to confiscation. Kentucky State University also prohibits the possession, sale, and distribution of drug paraphernalia (including, but not limited to, pipes, bongos, roach clips, rolling papers, etc.). These items are strictly prohibited and are subject to confiscation.

Violation of this policy will result in disciplinary action and students may also be subject to criminal prosecution and/or civil liability. Kentucky State University also prohibits behavior that is a direct result of drug consumption, use, or abuse. Any student found to

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be visibly overcome by the use of drugs will be found in violation of University policy.

Information regarding a student's violation of the University's drug policy may be released to that student's parents, if the student is under 21 years of age.

**Presentation of Identification**

In order to identify community members, the University issues each student an identification card at the time of enrollment. Students must be in possession of their University identification card at all times, and they may be asked to present their identification card to enter and/ or participate in University-sponsored events.

Students at Kentucky State University are required to present their University identification to authorized University personnel upon request. Examples of authorized University personnel include, but are not limited to, the following: University Police Officers, security officials, faculty, staff, and residence hall staff. Students who fail to present their University identification to any University official may be subject to conduct charges and proceedings.

Any misuse of student identification cards by holders, or the use or attempted use by another person, may result in cancellation of privileges provided and conduct charges and proceedings. The loss or theft of student identification cards should be reported immediately to the I.D. Center, and a substitute card will be issued (a fee may be charged for this service).

**Fraud or False Identification**

Students at Kentucky State University will demonstrate integrity by refraining from altering, falsifying, or misusing student documents or University documents, records, or forms of identification. Students will also refrain from misusing any state-issued or federally issued identification (e.g., driver's license), including possessing a fake or fictitious identification, or possessing identification belonging to someone other than themselves.

Additional examples of fraud include, but are not limited to, the following: providing false information to the University, forgery, unauthorized alteration of any official documentation, misuse of a University official's signature, inappropriate use of a student identification card, misuse of information technology user ID's and/or passwords, fraudulent misrepresentation or concealment of one's organizational affiliation(s) or sponsorship(s). Unauthorized use of the name of the University or the names of members or organizations in the University community is also considered fraud. Students who act inconsistently with this value and policy will be subject to conduct charges and proceedings.

**Disregard for University Authority**

University officials at Kentucky State University are dedicated to nurturing excellence in intellectual inquiry. When University officials are acting within the scope of their employment, students at the University are expected to comply with reasonable requests

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and to refrain from interfering with such requests. Examples of behavior that are inconsistent with this value and policy are the following:

1. Failing to comply with reasonable and lawful directions or requests of University officials, including, but not limited to, campus police officers, security officials, faculty, and residence hall staff;
2. Failing to comply with a written notice to appear during any investigation, conduct proceeding, or appeal procedure;
3. Falsifying, distorting, or misrepresenting information before a hearing body or any university official prior to or during any investigation, conduct proceeding, or appeal procedure;
4. Refusing to respond to questions posed during any investigation, conduct proceeding, or appeal procedure; in addition to disregard for University authority, such refusal during a hearing also may lead to an adverse inference by the hearing body concerning the subject matter of the question posed, and this adverse inference, if applicable, may be one factor considered by the hearing body in making its decision;
5. Disrupting or interfering with any investigation, conduct proceeding, or appeal procedure;
6. Attempting to discourage an individual's proper participation in, or use of, conduct, complaint, or grievance processes;
7. Attempting to influence the impartiality of a member of a conduct board or hearing body, the charging party, a witness, or victim prior to, during the course of, or after the conduct or other similar University proceeding;
8. Harassing (verbal or physical) and/or intimidating a member of a conduct board or hearing body, the charging party, a witness, or victim prior to, during the course of, or after the conduct or other similar University proceeding;
9. Failing to comply with or violating the terms of conduct sanction(s);
10. Influencing or attempting to influence another person to abuse conduct, complaint, or grievance processes;
11. Intentionally or recklessly submitting false accusations or charges through any University conduct, complaint, or grievance process; and
12. Attempting to bribe or influence another person with an offer of money, gifts, or services to perform an act or provide a service contrary to University policy.

Students who act inconsistently with this value and policy will be subject to conduct charges and proceedings.

**Disorderly Conduct**

As voluntary members of the University, students will not engage in behavior that disrupts the academic, research or service mission or activities of the University, or disrupts any activity or event of the University community. Some examples of behavior that are inconsistent with this responsibility include, but are not limited to, the following: conduct which causes a breach of the peace; lewd, obscene or indecent conduct; conduct which interferes with or disrupts activities or functions sponsored or participated in by the University or by members of the University community; interfering with or obstructing pedestrian or vehicular traffic; obstructing or interfering with ingress or egress of campus buildings or facilities; conduct which interferes with the rights of others; unauthorized use of electronic or other devices to take a phone or

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make an audio or video record of any person without his or her expressed or implied consent when such recording will demonstrate a lack of the respect for the dignity of another by being likely to cause injury or distress. Students who act inconsistently with this value and policy will be subject to conduct charges and proceedings.

### **Assault and Battery**

Students will demonstrate respect for the dignity of each person by refraining from conduct that physically harms, or attempts to harm, another. Examples of behavior that are inconsistent with this policy include, but are not limited to, the following: purposely, knowingly, or recklessly causing, or attempting to cause, bodily harm to another; purposely, knowingly, or recklessly placing another in fear of serious bodily harm; and intentional, reckless, or negligent conduct that threatens, or endangers, the health or safety of others. Students who act inconsistently with this policy will be subject to conduct charges and proceedings.

In addition to the University conduct process, Kentucky State University provides a mechanism to address grievances that may arise over sexual harassment (including sexual assault and relationship violence) or alleged discrimination on the basis of race, sex, religion, veteran's status, age, national origin, or handicap as prohibited by Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973. Incidents of harassment should be reported to the Office of Conflict Resolution and Student Conduct and/or the Office of Equal Employment and Regulatory Compliance.

### **Harassment**

Students and other members of the University community have the right to an environment free of conduct that unreasonably interferes, hinders, or otherwise denies another suitable working, living, or learning environment. Therefore, members of the University community should refrain from harassing others or creating an environment that denies others a suitable working, living, or educational environment.

For conduct to violate this policy, the conduct must be more than merely offensive; it must be so objectively offensive, pervasive, and/or severe that if repeated it would effectively deny the victim access to the University's resources and opportunities, unreasonably interfere with the victim's work or living environment, or deprive the victim of some other protected right.

Examples of conduct prohibited by this policy include, but are not limited to, the following: intentionally inflicting severe emotional distress or harm; fighting words (words that actually tend to provoke immediate violent reaction); obscene, lewd, or lascivious conduct; defaming another (a false statement that harms the reputation of another); and speech or conduct based upon race, color, gender, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, veteran status, or genetic information that is so objectively offensive to effectively deny the victim access to the resources and opportunities of the University.

This policy shall not be construed to impair any constitutionally protected activity, including speech, protest, or assembly.



In addition to the University conduct process, Kentucky State University provides a mechanism to address grievances that may arise over sexual harassment (including sexual assault and relationship violence) or alleged unlawful discrimination on the basis of race, color, gender, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, veteran status, or genetic information as prohibited by Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973. Incidents of harassment should be reported to the Office of Conflict Resolution and Student Conduct. Complaints related to sexual harassment (including sexual assault or relationship violence) should be submitted to the Title IX Coordinator.

### **Stalking, Including Cyber-stalking**

In honor of academic freedom, civility, and the respect for the dignity of each person, students will refrain from a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety, the safety of others, or suffer substantial emotional distress. This policy will not be construed to impair any constitutionally protected activity, including speech, protest, or assembly. When such conduct includes expression or speech, the conduct must be more than merely offensive; it must be so objectively offensive, pervasive, and/or severe that if repeated it would effectively deny the victim access to the University's resources and opportunities, unreasonably interfere with the victim's work or living environment, or deprive the victim of some other protected right. Students who act inconsistently with values identified in this policy will be subject to conduct charges and proceedings.

In addition to the University's conduct process, Kentucky State University provides a mechanism to address grievances that may arise over sexual harassment (including sexual assault and relationship violence) or alleged discrimination on the basis of race, sex, religion, veteran's status, age, national origin, or handicap as prohibited by Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973. Incidents of harassment should be reported to the Office of the Dean of Students and/or the Office of Equal Employment and Regulatory Compliance.

### **Hazing**

Students and student organizations at Kentucky State University will exercise integrity and respect for the dignity of each person by refraining from the act of hazing in any form.

According to [hazingprevention.org](http://hazingprevention.org), hazing is any action taken or situation created, regardless of the person's willingness to participate, that causes embarrassment, harassment, ridicule, or risks emotional and/or physical harm to members of a group or team.

Examples include, but are not limited to, the following:

- Requiring new members/rookies to perform duties not assigned to other members;

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- Socially isolating new members/rookies;
- Line-ups and drills/tests on meaningless information;
- Expecting certain items to always be in one's possession;
- Asking new members to wear embarrassing or humiliating attire;
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning etc.;
- Sleep deprivation;
- Forced or coerced alcohol or other drug consumption;
- Forced or coerced ingestion of vile substances or concoctions; or
- Expecting illegal activity;

In addition to sanctions from the University conduct system, students and organizations who participate in or condone hazing may subject themselves to criminal prosecution and/or civil liability.

### **Respect for Property**

Students at Kentucky State University will abstain from the willfully abusing or damaging the property of others or the University. Examples of behavior that are inconsistent with this value include, but are not limited to, littering, vandalism, or defacing University property or the property of students, faculty, staff, and guests. It is expected that all members of the University community will treat the property of the University and of others with respect. Students will be held responsible for any destruction or damage to University or personal property and may face discipline through the University conduct system, as well as criminal and/or civil liability.

### **Theft**

As good stewards of resources, students at Kentucky State University will honor the property rights of others. Examples of behavior that are inconsistent with this value include, but are not limited to, theft, attempted theft, identity theft, unauthorized possession of property of another, and possession, retention, or disposal of stolen property. Students who act inconsistently with this value and policy may be subject to conduct charges and proceedings, as well as criminal and/or civil liability.

### **Arson, Explosive Devices, and Emergency Equipment**

The unauthorized setting of fires, use of explosive devices, and misuse of emergency equipment are prohibited at Kentucky State University. Below is a nonexclusive list of prohibited actions under this policy.

1. The University prohibits the attempt to set, the setting of, or the adding to unauthorized fires on University property.
2. Any student found willfully to have tampered with, damaged, or misused any fire protection equipment, initiated a false alarm, negligently discharged a fire extinguisher, or set fire in a residence hall or any other facility on the University campus may be expelled from the University and held responsible for the cost of all damages. In addition to



disciplinary action through the University conduct system, students and/or their nonstudent guests who engage in such activity may be subject to criminal prosecution and civil liability.

3. Occupants of all University facilities have a responsibility to follow the directions and directives of the chief of the fire department, or a designated representative, and University personnel during fire emergencies as well as unannounced fire drills and practice evacuations. The failure or refusal to cooperate will constitute a breach of regulations and is subject to disciplinary action.
4. The University prohibits the possession, use, or threatened use of explosive devices, materials, or chemicals, including, but not limited to, firecrackers, cherry bombs, bottle rockets, and dynamite.
5. Any student found willfully to have tampered with, damaged, or misused any campus emergency protection equipment or initiated a false alarm may be expelled from the University and held responsible for the cost of all damages. In addition to disciplinary action through the University conduct system, students and/or their nonstudent guests who engage in such activity may be subject to criminal prosecution and civil liability.

Students who act inconsistently with this policy and values identified in this policy will be subject to conduct charges and proceedings.

### **Possession of Weapons**

Kentucky State University recognizes the possession of weapons on campus or at University or student functions off-campus, by persons other than duly authorized law enforcement officials, other authorized persons, and those participating in University-approved programs, creates an unreasonable and unwarranted risk of injury or death to its employees, students, visitors, and guests, and further creates unreasonable and unwarranted risk of damage to property of the University and of its employees, students, visitors, and guests. Because of such dangers, Kentucky State University has prohibited the possession of weapons in any form by any person other than duly authorized law enforcement officials, institutional security officials, and other authorized persons regardless of whether such person possesses a valid permit to carry such weapons.

For purposes of this policy, a weapon is any dangerous instrument if it is used, attempted or threatened to be used, or is readily capable of being used to cause death or serious physical injury, including but not limited to the following: firearms (any weapon from which a shot, projectile, or other object may be discharged by force, whether operable or inoperable, loaded or unloaded), bombs, knives (except small, personal, pocket knives with a folding blade no longer than 3 inches, or culinary knives with blades of 4 inches or less used exclusively for food preparation), slingshots, etc.

The possession of weapons in violation of this policy may subject one to criminal liability, removal from campus or campus events or facilities, employment discipline, and/or sanctions under the University conduct system.

### **Possession of Pets on University Property**

The only pets permitted in University Housing are fish. Aquariums for the fish are limited

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to a ten-gallon capacity. Those violating this policy will be charged \$50, required to immediately remove the pet, and may face judicial action. Additional charges for any required cleaning and/or pest extermination related to a pet violation will be charged to the student(s).

For assistance with emotional support or service animals, please contact the Disability Resource Center.

### **Unauthorized Entry**

Kentucky State University prohibits the unauthorized entry to or use of a University facility and/or property. This rule prohibits, but is not limited to, the following:

1. Unauthorized entry into or presence in University buildings or facilities or areas of buildings that are locked or closed to the student body and the public;
2. Failure or refusal to leave University grounds, or a specific portion thereof, or a University facility when requested by an authorized University official; or
3. Improper or unauthorized entry into a campus residence or University office.

### **Responsibility for Guests**

Students at Kentucky State University have the responsibility to ensure that their guests on campus will behave in a manner consistent with community values and policies of Kentucky State University. Students may be held responsible for the actions of their guests, including facing conduct charges, when a guest violates University policy.

### **Sexual Misconduct**

#### **INTRODUCTION**

Kentucky State University strives to create a respectful, safe, and non-threatening environment for its students. This policy describes prohibited conduct and establishes procedures for responding to sexual misconduct incidents, where the respondent (the accused) is a student. The investigation and resolution of complaints involving a respondent accused of sexual misconduct are governed by this policy.

These incidents include sexual assault, sexual harassment and other unwelcome behaviors as explained below. Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities; the University's Title IX Coordinator oversees policies and procedures that apply to complaints alleging sex discrimination (including sexual harassment, sexual assault, and sexual violence) by employees, students or third parties.

The Title IX Coordinator investigates sexual misconduct by students. Responsibilities performed in this policy by "the Title IX Coordinator" may be performed by the Title IX Coordinator, or by another University employee trained by, and acting under the supervision of, the Title IX Coordinator.

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Community members who believe that they have experienced potential sexual misconduct from a student may submit a complaint against the respondent in writing or in person to the Title IX Coordinator. Any University faculty or staff member, except those who work or volunteer in the on-campus Violence Prevention Office and those with statutory privilege, including but not limited to those providing counseling or health care services through the University counseling center, student health services, and/or psychological services center, who is notified by a student of an incident of sexual misconduct by another student is to report the incident immediately (but not later than three calendar days) to the Title IX Coordinator. Individuals who work or volunteer in the on campus Violence Prevention Office, including front desk staff and students, can generally talk to a complainant without revealing any personally identifying information about an incident to the University. A complainant can seek assistance and support from these individuals without triggering a University investigation that could reveal the complainant's identity or that the complainant has disclosed the incident.

While maintaining a complainant's confidentiality, the Violence Prevention Office must report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report – which includes no information that would directly or indirectly identify the complainant – helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the complainant to ensure that no personally identifying details are shared with the Title IX Coordinator.

## **RELATIONSHIP BETWEEN STUDENT CONDUCT ADJUDICATION AND THE UNIVERSITY'S TITLE IX RESPONSIBILITIES**

The adjudication of complaints of sexual misconduct is only a part of the University's responsibilities under Title IX when a student has experienced sexual harassment by another student. While a hearing board may have a hearing and pronounce sanctions for a student who violates the sexual misconduct policy, the University has a broader responsibility to respond to the needs of student complainants. Therefore, regardless of whether a charge is brought against a student through the student conduct process, the Title IX Coordinator will evaluate each case to determine whether the overall response of the University (including resources provided or offered to the complainant and interim steps taken to protect the complainant and others) satisfies the requirements of Title IX. Additionally, the Title IX Coordinator does not look only at individual cases of discrimination, but also at the University environment as a whole to evaluate the campus climate for gender equality.

## **PRIVACY**

When a student is the complainant of sexual misconduct, the Title IX Coordinator first will request that the complainant cooperate during an investigation to begin. If a complainant requests confidentiality or asks that the complaint not be pursued, the Title IX Coordinator will take all reasonable steps to investigate and respond to the complaint

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consistent with the complainant's request; however, the Title IX Coordinator may determine that the circumstances of the sexual misconduct incident are so severe or that the circumstances otherwise indicate there is an on-going danger to the complainant and/or members of the University community such that action must be taken on the part of the University beyond the action requested by the complainant.

When determining whether to proceed without cooperation from the complainant, the Title IX Coordinator will weigh a number of factors. Examples of factors the Title IX coordinator will consider are the following: the risk of the respondent committing additional acts; if the respondent has threatened to commit additional acts; if other complaints have been reported about the same respondent; if the complaint involves multiple respondents; the respondent's history of arrests or other conduct records; the involvement of a weapon; the ages of the complainant and respondent; and the University's ability to move forward with the investigation without the complainant.

If the Title IX Coordinator moves forward with the investigation, with or without the complainant's participation, information will only be shared with those individuals who are responsible for handling the school's response to the complaint and those necessary to the investigation. The Title IX Coordinator will inform the complainant, to the extent possible, of individuals with whom information about the complaint will be shared.

Public awareness events such as Take Back the Night, the Clothesline Project, candlelight vigils, protests, survivor speak outs or other forums in which students disclose incidents of sexual violence, are not considered notice to the University of sexual violence for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts, and the University will provide information about students' Title IX rights at these events.

**POLICY STATEMENT**

The University prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of nonconsensual sexual conduct. Students should be able to live, study, and work in an environment free from sexual misconduct.

It is the position of the University that sexual misconduct in any form will not be excused or tolerated. Criminal, civil and University disciplinary processes are available to a student with a complaint. The University is committed to prompt, effective and fair procedures to investigate and adjudicate reports of sexual misconduct and to the education of the University community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with the complaint, as well as the needs and privacy of the respondent. At the same time, the University adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

**INTERIM STEPS**

The investigation into an incident of sexual misconduct is only one part of the University's prompt and effective response on behalf of the complainant. The Title IX

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Coordinator may recommend immediate implementation of additional steps to provide for the safety of the complainant or others, to avoid possible retaliation, or to prevent further occurrence of any discrimination or discriminatory effects. These steps may include, but are not limited to academic accommodations; “no contact” letters; changes in course schedules and changes in housing assignments; and disability, health, and/or mental health services. Any such interim step taken by the Title IX Coordinator is not appealable, but such steps may be modified by the Title IX Coordinator at any time.

**EFFECTIVE CONSENT IS:**

*Effective consent is the basis of this policy because effective consent maintains the value that all persons have the right to feel respected, acknowledged, and safe during sexual activity.*

Sexual intimacy requires that all participants consent to the activity. Consent between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of his or her actions when giving the consent.

Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent – it should never be assumed.

A prior relationship or prior sexual activity is not sufficient to demonstrate consent.

Consent must be present throughout the sexual activity – at any time, a participant can communicate that he or she no longer consents to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

**EFFECTIVE CONSENT IS NOT:**

Effective consent cannot result from force, or threat of force, coercion, fraud or intimidation. In addition, an incapacitated person is not able to give consent. The use of force to obtain sexual access or to induce consent violates this policy whether the force is physical in nature, violent, or involves threats, intimidation or coercion.

- Physical force includes but is not limited to: hitting, kicking, and restraining. Physical force means someone is physically exerting control of another person through violence.
- Threatening someone to obtain consent for a sexual act is a violation of this policy. Threats exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which he or she otherwise would not have consented.
- Intimidation is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though there may not be any threat made explicitly or physical force. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions.

- **Incapacitation:** It is a violation of this policy if the initiator has sex with someone the initiator knows, or reasonably should know, to be incapacitated by alcohol, drugs, sleep or illness. A person who is unconscious, unaware, or otherwise physically helpless cannot give effective consent to sexual activity. Someone is incapacitated when he or she cannot understand who, what, when, where, why, or how, with respect to the sexual interaction.

## **PROHIBITED CONDUCT:**

Sexual misconduct is a broad term encompassing any sexual behavior that was committed without effective consent. Sexual misconduct may vary in its severity and consists of a range of behaviors. The requirements of this policy apply regardless of the sexual orientation and/ or sexual identity of individuals engaging in sexual activity.

The use of alcohol or other drugs never excuses behavior that violates this policy.

The following descriptions represent sexual behaviors that violate Kentucky State University's community standards and values of respect, civility, and personal integrity.

These behaviors are serious violations and represent a threat to the safety of the University community.

- 1. Sexual Penetration:** Sexual intercourse, or sexual penetration, however slight, with any object or body part without effective consent.
- 2. Sexual Touching:** Any intentional touching of intimate body parts without effective consent. Sexual touching includes bodily contact or contact made with an object.
- 3. Sexual Harassment:** Harassment of a sexual nature that is so objectively offensive, pervasive, or severe that it effectively denies the complainant access to the University's resources and opportunities, unreasonably interferes with the complainant's work or living environment, or deprives the complainant of some other protected right.
- 4. Sexual Exploitation:** Sexual exploitation occurs when a student takes non-consensual, unfair, or abusive advantage of another sexually for his or her own advantage or benefit, even though that behavior does not constitute one of the other sexual misconduct offenses. Examples include, but are not limited to:
  - Non-consensual videotaping, audiotaping, or photographing of sexual activity even if the sexual act is consensual.
  - Non-consensual posting, publishing, sharing, or displaying photo, audio, or video of sexual activity even if the activity was originally recorded with effective consent.
  - Voyeurism is a form of sexual exploitation in which one individual engages in secretive observation or non-consensual video or audio taping of another for personal sexual pleasure.



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- Any disrobing of another or exposure to another without effective consent.

**5. Stalking:** Stalking is sexual misconduct when the content of the messages or the nature of the physical stalking is of a sexual nature.

**6. Attempted Act/Accomplice to Sexual Misconduct:** Attempts to commit sexual misconduct are also prohibited under this policy, as is aiding in the commission of sexual misconduct as an accomplice.

**7. Use of Drugs and/or Alcohol to Induce Incapacity:** This policy also prohibits sexual activity or attempted sexual activity with someone whose incapacity results from the taking of a drug or alcohol. Possession, use, and/or distribution of any “date-rape” drug or licit or illicit substances are prohibited, and administering or attempting to administer any of these drugs or substances, including alcohol, to someone else for the purpose of inducing incapacity is a violation of this policy. A student may be charged with a violation of this policy even if no sexual activity took place.

**8. Retaliation:** Retaliation against an individual who initiates a sexual misconduct complaint, participates in an investigation, or pursues legal action, is prohibited.

The University defines retaliation as any adverse action (including intimidation) taken against an individual who has participated in any manner in an investigation, proceeding, or hearing under these policies and procedures.

Independent action may be taken against anyone engaging in retaliation including individuals who are acting on behalf of the respondent or complainant, with or without the knowledge of the respondent. Retaliation may occur in person or electronically.

In an effort to avoid retaliation, prevent recurrence of any discrimination or discriminatory effects, and provide for the safety of the all parties, the University will implement all necessary remedies during an investigation period and/or at the conclusion of an investigation. These remedies may include, but are not limited to: academic accommodations, “no contact” letters, changes in course schedules, and changes in housing assignments.

## **SANCTIONS**

A wide range of sexual misconduct is prohibited by this policy. As such, dependent upon the facts unique to each case, sanctions may range from a verbal reprimand to expulsion from the University.

## **AMNESTY**

The use of alcohol or drugs by either party in conjunction with a sexual assault does not alleviate responsibility on the part of the respondent or diminish the serious nature of the offense. When alcohol or drugs are involved, neither party will be found responsible for voluntary, personal alcohol or voluntary, personal drug use and should not let his or her use of alcohol or drugs be a deterrent to reporting or responding to the incident.

## **PREVENTION AND EDUCATION**

The University is committed to an environment where all members utilize bystander intervention to prevent and end violence on campus and in the community. The University presents programming on prevention of sexual misconduct, relationship violence and stalking to all students, staff and faculty at orientation and throughout the year.

The University also educates all its members on awareness and intervention related to sexual misconduct, relationship violence and stalking. Education includes University policy, state criminal laws, Title IX and federal laws, the impact of trauma, how to recognize and respond to incidents and the importance of reporting incidents.

The University mandates training for all incoming students to increase awareness and foster prevention. The University mandates training for all staff and faculty

### **Sexual Misconduct Student Conduct Adjudication Process:**

Complaints of sexual misconduct by a student against another student are governed by Title IX and are, therefore, investigated by the Title IX Coordinator. The standard of proof for all cases involving sexual misconduct will be based upon the University's established standard of preponderance of the evidence.

The time frames indicated below are maximums. All days are "business" days, unless otherwise noted. Especially in cases of sexual assault, the University will make every effort to move the case promptly through the process so long as such speed does not interfere with the quality of the investigation or the hearing.

1. In the student conduct process, cases of sexual misconduct will generally be adjudicated within 60 days of the date that the Title IX Coordinator is notified of the complaint, unless there are extenuating circumstances (i.e. uncooperative witnesses, break periods and periods when the University is closed). The Title IX Coordinator will comply with law enforcement requests for cooperation and such cooperation may require the Title IX Coordinator to temporarily suspend the fact-finding aspect of the investigation while law enforcement is in the process of gathering evidence.

2. The University promptly will resume its investigation as soon as notified by the law enforcement agency that it has completed the evidence gathering process, which typically takes 3-10 calendar days, although the delay in the University's investigation will be longer in certain instances.

- a. **Information Gathering and Determination of Charge/s:** The Title IX Coordinator will investigate a complaint of sexual misconduct generally within 40 days of receiving the complaint. The degree to which a complainant of sexual misconduct participates in the investigation and subsequent hearing will be up to the complainant to decide; however, when a complainant does not wish to be a part of the investigation, wishes to remain anonymous, or refuses to provide information to the Title IX



Coordinator, the Title IX Coordinator may be prevented from doing a full investigation. The Title IX Coordinator will compile all evidence, including the testimony of various witnesses, into a report. The report will not contain findings of fact as to whether a violation of the sexual misconduct policy actually occurred; however, the Title IX coordinator will decide whether there is sufficient evidence of sexual misconduct such that the complaint needs to be forwarded to the Office of Conflict Resolution and Student Conduct for a hearing. If the Title IX Coordinator does not find there is sufficient evidence to proceed with the hearing, the complainant may still request a hearing before the hearing board.

**b. Intake Meetings:** Generally, within 45 days, the University will conduct individual intake meetings for the complainant and the respondent student(s). During the intake meeting, parties will be informed of their rights and the hearing process. Sanctions may be given to the respondent during the intake phase, but only if the Title IX Coordinator, the complainant and the respondent all agree on appropriate sanctions. If all three parties agree on appropriate sanctions, this decision is not appealable.

**c. Hearing Decision:** Generally, within 60 days, the University will render a hearing decision to include findings of “responsible” or “not responsible” of each charge and any appropriate sanctions. The University will attempt to notify, simultaneously, both the complainant and respondent, in writing, within 24 hours of this decision.

**d. Appeal:** The complainant and/or the respondent may appeal the findings and/or the sanctions of the hearing board. For cases involving sexual misconduct, both the complainant and respondent will be notified in writing of the appellate decision generally within 12 days of the Vice President for Campus Life and Student Engagement receiving the appeal.

During the investigation phase (but generally no later than 30 days generally after learning of the complaint) the Title IX Coordinator may decide that the case is suitable for informal resolution, or mediation, between the parties; however, mediation will not be used in cases where sexual assault or other violence is alleged, or in cases where the Title IX Coordinator believes there to be an inequity of power between the parties. The Title IX Coordinator, the complainant and the respondent must all agree to engage in mediation. The Title IX Coordinator will appoint a mediator, and the mediation will be conducted generally within 10 days of the parties’ agreement to mediate. If the parties reach an agreement during mediation, that agreement will be put in writing and will be binding upon the parties. Violation of the written agreement will result in the student being charged with disregard for University authority, and may result in a reinstatement of the charge for sexual misconduct. If the parties are unable to reach an agreement, the case will be turned back over to the Title IX Coordinator to complete the investigation.

3. During the proceeding, complainants are responsible for supporting their complaints, and respondents are responsible for responding to the complaint. All parties have the right to have an advisor attend the hearing; however, advisors are not permitted to speak or participate directly in the hearing and are limited to speaking only to the party they are advising. The parties may request to have one additional advisor at the hearing. This request must be submitted in writing to the Office of Conflict Resolution and

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Student Conduct at least 72 hours before the proceeding.

4. The complainant and the respondent will have individual intake meetings to discuss their rights, the student conduct charges and the hearing process. The respondent will not have the opportunity to agree to sanctions during the intake meetings (and thus avoid a hearing before the hearing board) unless both the Title IX Coordinator and the complainant already have agreed that the suggested sanctions are appropriate. If the sanctions are then agreed to by the respondent, then neither party may appeal.
5. A trained three-member hearing board will be selected, based on availability, by the Office of Conflict Resolution and Student Conduct. Before the proceeding, the complainant and respondent will have an opportunity to see a list of board members who will be serving as fact-finders and request recusal of any they have reason to believe are biased.
6. A University employee of the three-member hearing board will preside over the hearing as chair. At the beginning of the hearing, the chair will explain the process of the hearing.
7. Students must submit all witness names, evidence, and other information they want considered by the hearing board **72 hours** prior to the start of the hearing. Each student will have the opportunity to review the case file before the hearing, if that is reasonably possible under the circumstances.
8. During the course of the hearing, the chair will make all procedural and evidentiary determinations, which are final.
9. Generally, all relevant information, (information used to prove or disprove that sexual misconduct has occurred), will be considered during the proceeding.
10. The complainant may choose to be present throughout the entire hearing.
11. The complainant may choose to participate in the hearing through the means of technology from an off-site location or at the hearing location separated from the respondent by a barrier.
12. A party's refusal to be present or participate in the hearing will not prevent the hearing from proceeding as long as there is other evidence of the sexual misconduct.
13. The Title IX Coordinator may be called as a witness and may present evidence found during the course of the investigation, including the testimony of individuals interviewed during the investigation. Because the hearing board is the finder-of-fact, the Title IX Coordinator will not be asked whether the respondent acted in violation of this policy, but the Title IX Coordinator may comment on inconsistencies found during the investigation and on the credibility of witnesses interviewed.
14. All questions must be relevant, and all questions will be directed to the University employee chair.

15. Both parties may give closing statements.

16. The complainant may submit an impact statement that will be taken into consideration only if there is a finding of “responsible” for any sexual misconduct charge.

17. The decision of the hearing board and sanctions will be determined within 48 hours of the hearing completion.

18. The complainant and respondent will be notified of the hearing board’s finding concurrently. Additionally, the complainant and respondent will receive formal notification of the outcome in writing. The same notification process will be followed for all cases under appeal.

The complainant and the respondent both have the right to appeal the decision of the hearing board.

### **Relationship, Dating, and Domestic Violence**

An intimate relationship is defined as an emotional and/or physical connection with another person. The connection may be with friends or roommates, and includes persons who are dating, cohabitating, married, family members, and/or share a residence. This definition includes current and past relationships and may be different or same-gender relationships.

The University prohibits any physical, sexual, or psychologically abusive behaviors used by an individual against a partner or former partner in an intimate relationship.

The use of alcohol or drugs, by either party, in conjunction with an incident of relationship violence, does not alleviate responsibility or diminish the serious nature of the offense. When alcohol or drugs are involved, a victim will not be charged with an alcohol or drug violation and should not let his or her use of alcohol or drugs be a deterrent to reporting the incident.

Forms of relationship violence may include, but are not limited to:

- Actions that are intended to cause bodily injury.
- Threats or actions that cause reasonable fear of harm on the part of the victim, or threaten children or pets.
- Assault with or without a weapon.
- Psychological and/or economic abuse that rises to the level of cruel and inhuman treatment.

### **Observance of Local, State, and Federal Criminal Laws**

Students at Kentucky State University have the responsibility to honor local, state, or

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federal criminal laws. Students who act inconsistently with this value and policy will be subject to conduct charges and proceedings in addition to criminal prosecution.

**Violation of Other Applicable University Policies**

Students at Kentucky State University have the responsibility to comply with all other generally applicable University policies including but not limited to Alcohol, Drugs, Tobacco Use, and the Information Technology Appropriate Use Policy.

**Game Day and Game Day Activities and Events**

On game day and during game-related activities and events, students will demonstrate respect for the dignity of each person, civility, and integrity by honoring University policies. Examples of game day and game-related activities include, but are not limited to, the following: pre-game activities and events, being present at game venues, walking to and from game venues, post-game activities or events, etc. On game day and at game-related activities and events, students arrested or issued a University citation for criminal behavior by the University Police Department will be subject to student conduct charges and proceedings.

**IT Appropriate Use Policy**

**PLEDGE TO STUDENTS, FACULTY AND STAFF**

Kentucky State University is committed to maintaining its leadership position in the use of computer and communication technologies to facilitate learning. The University promises to provide, as rapidly and as economically as is feasible, the following:

- To students: access to their information anywhere on campus.
- To faculty: the resources necessary to enhance teaching, learning and research.
- To staff: the tools necessary for a responsive service environment.

The University will normally respect privacy and attempt to safeguard information but cannot guarantee these privileges absolutely. The University can examine, at any time, anything that is stored on or transmitted by University-owned equipment.

The University reserves the right to limit access to its networks when applicable University policies or codes, contractual obligations, or state or federal laws are violated, but the University does not monitor or generally restrict the content of material transported across those networks.

The University reserves the right to remove or limit access to material posted on University-owned computers when applicable University policies or codes, contractual obligations, or state or federal laws are violated, but the University does not monitor the content of material posted on university-owned computers.

**RESPONSIBLE USE OF EMAIL**

Kentucky State University recognizes the utilization of electronic communications as

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an efficient and necessary method of conducting business and advancing its mission of creating and disseminating knowledge. Electronic mail (email) should be used with the same care and discretion as any other type of official University communication.

## **UNIVERSITY-OWNED**

Computer and network resources, including internet connections and bandwidth, exist to advance the mission of the University. The University will manage these resources accordingly. The University authorizes the IT to create and enforce appropriate management policies that are supportive of the goals of these technologies.

*Examples:* The University reserves the right to send official notices to all student/faculty/staff email accounts. Campus webmasters should use discretion when linking to non-University websites. You may not install software on University-owned computers that interferes with day-to-day work or hinders the professional operation of University computers or networks. You may not set up a networked server on campus that results in the monopolization of network bandwidth or interferes with access to online academic resources.

Technology provided to you by the University is for completing work efficiently and effectively and should not be shared except for University-related purposes.

Visitors to the University may use wired and wireless networks and technology configured for public access as long as they follow this IT Appropriate Use Policy. University employees may authorize their guests to use the wireless network. In these instances, the employee who authorizes the access is responsible for the actions of the guest.

Individual departments may place additional restrictions on personal use of the resources by their employees.

**YOU MAY NOT** use personal email accounts to conduct official Kentucky State University business.

*Examples:* Personal email accounts include, but are not limited to, accounts such as username@gmail.com, username@hotmail.com, username@yahoo.com, etc.

The University recognizes that there may be extenuating circumstances where communication is required but access to Kentucky State University email accounts is limited, e.g., emergencies. In these cases, employees are encouraged to be resourceful in accomplishing their work and always mindful of related security issues.

## **PROVISIONS**

You are entitled only to one person's fair share of University resources unless written permission to the contrary has been granted by the Chief Information Officer (CIO).

The following list includes examples of prohibited activities, not everything that is a

violation:

**YOU MAY NOT** use the University computing or telecommunications systems to violate copyright law. Copyright law limits the right of a user to copy, download, distribute, edit, or transmit electronically another's intellectual property, including written materials, images, videos, software, games, sounds, music, and performances, even in an educational context without permission. Violations of copyright law may include giving others unauthorized access to copyrighted materials by posting that material on social networking sites, downloading from internet websites or through peer-to-peer (P2P) file sharing any material owned by another without the owner's permission, or sharing files that include copyrighted material with others through peer-to-peer software or networks. Peer-to-peer is a method of file sharing that allows normal users ("peers") to connect directly to other users to share files. This can be contrasted with a server-based distribution method, where users connect to a server (such as a web server via their web browser) to download files. If you have P2P file-sharing applications installed on your computer, you may be sharing copyrighted works without even realizing it. Even if you do not intend to engage in infringing activity, installing P2P software on a computer can easily result in you unintentionally sharing files (copyrighted music or even sensitive documents) with other P2P users, and you may then be personally responsible for the legal and financial consequences.

*Examples:* You use a file-sharing program or client, like BitTorrent, Gnutella, and LimeWire, Kazaa, BearShare, or others, to download or distribute movies, songs, games or software without authorization from the copyright owner. RIAA (Recording Industry of America) and MPAA (Motion Picture Association of America) can and do aggressively look for these violations. Alternatively, if you join iTunes and purchase several songs to play on your iPod, this is not a violation of copyright law.

In addition to the penalties outlined elsewhere in this policy, infringement of copyrighted work, including unauthorized P2P file sharing, may also involve civil lawsuits by the copyright owner. Possible penalties include actual damages and profits or statutory damages of up to \$30,000 for each work infringed (or up to \$150,000 for each willful infringement), court costs, attorney fees, and other civil damages. Criminal penalties for willful infringement may include, depending upon the value of the work(s) infringed, fines and imprisonment for up to 3 years as provided in 18 USC 2319.

Please be aware that there are many legal alternatives for downloading media such as iTunes, Pandora, NetFlix, and Amazon MP3. A list of popular, legal, fee-based and free alternatives is available to you at: <http://www.educause.edu/legalcontent>.

See the Higher Education Opportunity Act (HEOA)

(<http://www2.ed.gov/policy/highered/leg/hea08/index.html>) and related federal regulations at 34C.F.R. §§ 668.14 (b)(30) & 668.43(a)(10) for other copyright-related requirements for US colleges and universities.

**YOU MAY NOT** steal, forge, lie or cheat with; snoop on; tamper with; misuse, damage, harass with; threaten with; hoard or monopolize; interfere with; violate the confidentiality of; masquerade with; or destroy any information, resource, equipment or software. This includes using your personal computer for these activities against other users or against their information resources.



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*Examples:* You must not access the account of another; you must not generate activities which consume more than your share of either system time or network bandwidth (including chain letters); you must not fraudulently log into any computer, etc. (Reference: <http://www.lexisnexis.com/hottopics/mscode/> (97/045)). You must not upload, post, or transmit content that is threatening, harassing, defamatory, libelous, invasive of another's privacy. This includes but is not limited to social networking sites, blogs, email or other electronic correspondence. You must not forge email headers or manipulate other identifiers in order to disguise the origin of any system or network activity.

**YOU MAY NOT** possess any software, resource, or equipment whose purpose is to effect one of the violations listed in the previous provision, nor may you attempt to violate the previous provision. Any such attempt will be considered to be the same as a violation.

*Example:* You must not have in your account on any University-owned system or on your personal computer programs that attempt to determine the passwords of others or obtain privileges on any computer to which you are not entitled. If you attempt to obtain system privileges to which you are not entitled, you are as guilty as if you had succeeded.

**YOU MAY NOT** possess, willingly receive, or distribute obscene material.

*Examples:* Child pornography is absolutely against the law. It is a violation of federal law to transmit this material across state lines, even electronically.

**YOU MAY NOT** violate the IT Appropriate Use Policy off-campus anywhere in the world using University resources.

*Examples:* An attempt to gain unauthorized entry to any computer off the University campus is as if you attempted to gain access to a computer here.

**YOU MAY NOT** use any University facility for non-University commercial business or advertising, including unsolicited commercial email without written permission from the Provost and the CIO. This includes partisan political activities; however, any officially sanctioned University student group may maintain an official web page which presents objective information about the group itself. Commercial sponsorship of academic projects, e.g., the inclusion of banner ads on project web sites, is allowed in certain cases. These requests must be approved by the CIO.

*Examples:* You may not use the statistics software on the academic shared systems to do work for off-campus entities for which you are paid. The Young Democrats/Republicans may have a page that presents information about their activities and goals; they may not attempt to influence voters' choices through that page. The sending of unsolicited bulk email (spamming) is not allowed when it is unrelated to the University's mission.

**YOU MUST** connect all equipment and install all software in a manner that meets the technical, security, and fair use standards set by the Office of Information Technology (IT).

*Examples:* All IP addresses and domain names are owned and assigned by the IT as specified in the UM Policy for Domain Name Registration. World Wide Web, ftp, and other network services that interfere with fair network use by others may be restricted by the IT. You must follow proper use guidelines when using classroom technology, e.g., powering down projectors according to vendor specifications. Improperly secured and patched systems are vulnerable to attack from outside entities and may be used as platforms to propagate spam, computer virus and worms to other hosts both on the campus and abroad resulting in loss of bandwidth and possible restrictions to other computer systems; accordingly, compromised systems will be disconnected from the campus network as soon as they are detected.

**YOU MUST TAKE FULL RESPONSIBILITY FOR WHAT YOU PUBLISH, TRANSMIT, OR POSSESS.**

**PENALTIES**

If you are suspected of violating this policy, the University may impound any equipment, device, software, documents, or data that is involved. A search warrant will be obtained before impounding items not owned by the University.

If you have violated the policy, you will incur the same types of disciplinary measures as violations of other University policies. Violation of state or federal free/statutes may lead to criminal or civil prosecution.

**Students:** Campus disciplinary measures may include, but are not limited to, failure in a class, permanent or temporary loss of information technology privileges, suspension or expulsion from the University, and restitution of expenses as well as charges for damages.

**Faculty and Staff:** Campus disciplinary measures may include, but are not limited to, reassignment of duties, transfer, censure, suspension, termination, and restitution of expenses as well as charges for damages.

**Off-campus Users:** The University may revoke the privileges of users who are found to be in violation and may report any serious violation to the users' home campus authorities and to appropriate law enforcement officials.

**INVESTIGATION AND DISCIPLINARY ACTION**

Violations are most likely to be observed in two ways:

- A system administrator detects an anomaly and, in determining the cause of the problem, finds evidence of a violation.

**Caution:** In exceptional cases, a system or network administrator may detect evidence of a violation while performing his or her duties operating or maintaining a system. In these instances the priorities of protecting the University against seriously damaging consequences and/or safeguarding the integrity of computers, networks, and data either



at the University or elsewhere, may make it imperative that the systems administrator take temporary restrictive action immediately. In these instances, all restrictive actions taken must be documented and justified in accordance with this policy. The Complaint Committee and/or IT Security Coordinator must be immediately contacted so the complaint can be further investigated and processed.

- An individual observes what is perceived to be a violation. The office to be notified is determined by the status of the suspected violator:
- **Students:** Suspicious activities should be reported to the Dean of Students.
- **Faculty:** Suspicious activities should be reported to the Provost.
- **Staff:** Suspicious activities should be reported to the EVP for Administration and Finance.

The Complaints Committee accepts reports of minor infractions (anything which is not serious and which should be correctable by pointing out the infraction to the offender, e.g., a business card on a web page) and attempts to resolve them within seven days. If not resolved, the violator is reported through the IT Security Coordinator to his or her administrative office for stronger action. The systems administrator of a compromised system is free at any time to take immediate action to safeguard the University's infrastructure, including working with campus security to obtain a search warrant at the first sign of suspicious activity. IT personnel will also document the actions taken from the point of discovery and will prepare a non-technical narrative for the use of the University. The CIO or designee may authorize monitoring of systems to gather information on any activity that is using University-owned equipment or services. These activities will be logged by the systems administrator when undertaken and will be conducted in an appropriate manner approved by the IT Security Coordinator and the CIO.

Incidents will be reported by the systems administrator to the Campus Security Coordinator, possibly the Complaints Committee, and, in addition, to the appropriate disciplinary office(s) (Dean of Students, Provost, or Vice President of Administration and Finance). These units will authorize such additional steps as may be necessary to collect evidence, including the execution of a search warrant, and setting the scope and duration of the investigation.

The Complaints Committee and the IT Security Coordinator will work with the disciplinary office to decide when to notify the individuals involved that they are under investigation. If non-University service providers are involved, they will consult with the University attorney and the CIO to notify them as soon as it is prudent to do so.

The collected evidence and the documents that record the actions of the systems administrator, IT staff, and the Complaints Committee will be forwarded to the disciplinary office for adjudication together with a recommendation on any loss of privileges with respect to computing and telecommunications systems. The disciplinary office will report the outcome of the case to the IT Security Coordinator and to the CIO. In the case of suspected criminal violations, the University Police will be involved.

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The accused has the right to petition the disciplinary office for the release of impounded material and the restoration of privileges. That decision may or may not precede the disposition of the case. In any event, any such decision must be communicated to the IT Security Coordinator and the systems administrator. Faculty and staff members against whom disciplinary action is taken may follow the prescribed methods for the resolution of work-related conflicts, including the filing of a grievance.

**Initiation of University Conduct Proceedings**

Any member of the University community may submit a complaint alleging a violation of University policies. All complaints must be submitted to the Office of Student Conduct in writing. Complaints should include the date of the alleged violation and facts to support that a violation of university policy has potentially occurred. Any complaint should be submitted as soon as reasonably possible after the event occurs.

The Office Student Conduct will review the allegations in the complaint to determine whether the University has jurisdiction. If the University has jurisdiction over the conduct, the Office of Conflict Resolution and Student Conduct will respond in one of the following manners:

- (1) Assign charges to the student or organization identified in the complaint;
- (2) Refer parties involved in the complaint to alternative dispute resolution; or
- (3) Determine that the complaint warrants no further action and dismiss the complaint.

The determination to initiate University charges is final and not appealable. All allegations of sexual assault, sexual harassment, or relationship violence will be referred to the University's Title IX coordinator or his or her designee.

In addition, the Office of Student Conduct may assign charges on behalf of the University to a student or organization based on information received in a police report or court docket regarding conduct on or off campus, an incident report submitted by a member of the Department of Student Housing staff, or a report submitted to the Office of Conflict Resolution and Student Conduct from a University department or community member.

The Office of Student Conduct may dismiss a complaint at any stage if it reasonably believes that the complaint is baseless, unsupported, or is more educational if resolved in a different manner.

**University Conduct Process**

Below is the outline for the complete University conduct process.

**1. Notice of Allegations**

When a charge is initiated against a student or recognized student organization, the Office of Student Conduct, or Department of Housing and Residence Life, sends the involved student(s) or organization written notification in the form of an email or letter to meet with a representative of that department. This notice will inform the student of

the specific policy, rule, or regulation that the student or organization is charged with having violated; the date, time, and place of the conduct meeting; and any other information deemed pertinent to the specific case.

## **2. Conduct Meeting**

At the conduct meeting, a representative of the Student Conduct Officer will review student rights and responsibilities and discuss the charges with the respondent. Generally with the consent of all parties involved, some cases may be resolved through an administrative agreement. When appropriate, some cases may be referred for alternative dispute resolution or referred to the appropriate governing body for the student organization. Generally, if the parties do not consent on the form of resolution, the case will be forwarded to a hearing body.

If the parties agree for the case to be resolved by an administrative agreement, the respondent waives all right to appeal, and the outcome and sanctions assigned in an administrative agreement are final.

## **3. Notice of Hearing**

If a student will participate in a hearing before a conduct officer, the student will be provided written notice of the charges and the date, time, and place of the hearing.

## **4. Hearing Process**

Below are hearing procedures; similar procedures will be followed for all hearing bodies within the University conduct system. Hearings held through the University conduct system are closed to the public.

Student conduct hearings are not intended to be adversarial but educational, and conducted in an atmosphere of informality and fairness. Formal rules of process, procedure, and/or technical rules of evidence such as those applied in criminal or civil court are not used in the university conduct process.

The conduct officer shall notify all interested parties of the hearing, their rights at the hearing, and distribute copies of all relevant materials to the parties and members of the hearing body before the hearing. The chair will preside over the hearing and at the beginning of the hearing, the chair/conduct officer will explain the process that will be followed.

In determining whether the charged party is responsible for violations of University policy, the University conduct system may consider information upon which institutions normally make academic and business judgments, including but not limited to pertinent records, exhibits, and oral and written statements.

If the University charges a student based upon the student's criminal conviction by any trial court of competent jurisdiction, the criminal conviction may be accepted as a final factual determination that the student has violated applicable University policy. The function of the University's conduct process shall be limited to determining the

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appropriate University sanction.

The parties shall have the right to present information for the panel's consideration to include identification of witnesses.

During the proceeding, complainants are responsible for supporting their complaints, and respondents are responsible for responding to the complaint. All parties have the right to have an advisor attend the hearing; however, advisors are not permitted to speak or participate directly in the hearing and are limited to speaking only to the party they are advising. The parties may request to have one additional advisor at the hearing. This request must be submitted in writing to the Office of Student Conduct at least seventy-two (72) hours before the proceeding.

As the parties present information for the panel's consideration, members of the hearing panel, including the conduct officer, the respondent, and the complainant when applicable, may ask questions of the parties and other witnesses concerning the information presented or other information pertinent to the charge.

Refusal to respond to questions posed during a hearing may lead to an adverse inference by the hearing panel concerning the subject matter of the question posed, and this adverse inference, if applicable, may be one factor considered by the hearing panel in making its decision.

In a case in which the respondent accepts responsibility for the charge, the hearing panel may proceed directly into deliberation concerning appropriate sanctions rather than hear evidence of the charge. The parties will have the opportunity to make a final statement prior to deliberations.

At the conclusion of all evidence, the hearing panel will deliberate in private and will determine by majority vote whether it is more likely than not that the respondent violated University policy. If the respondent is found responsible for misconduct, the hearing panel will determine appropriate sanctions.

In cases involving harm to another member of the University community, the impacted party will have the opportunity to provide a written impact statement. This statement will be considered when determining sanctions, only after a determination of responsibility is made.

Hearings involving several students or organizations may be consolidated if the Office of Student Conduct, or other hearing officer, finds that the issues involved arise from a common nucleus of facts and circumstances.

All hearings will be recorded and will be made available (in the Office of Student Conduct) to the respondent or complainant upon request during the period in which an appeal may be filed or is pending.

**5. Failure to Appear**

If a student fails to attend an intake meeting, an administrative agreement meeting, or a hearing before a student conduct body, the hearing may be held in the student's absence, which may lead to further charges for disregard of University authority.

## **6. Appeal**

If the decision of a University hearing body may be appealed, the student (whether respondent or complainant) or student organization must submit a written appeal to the Office of Student Conduct within five (5) business days of the decision being appealed unless a longer period of time is specified in writing.

## **1. Basis for Appeal**

A student who is found responsible for a violation of University policy may appeal the decision in writing within forty-eight (48) hours of being notified of the written hearing results. All appeals should be sent to the Vice President for Campus Life and Student Engagement/Dean of Students or his/her designee and will only be accepted if based on one or more of the following:

**New Evidence:** The student may claim that new evidence is available. The party or parties hearing the appeal must determine whether the new evidence is pertinent to the outcome of the case, whether it was reasonably available to the student at the time of the initial hearing, and whether the evidence might have led to a different outcome in the hearing.

**Improper Procedures:** The student may claim that improper procedures were used in the hearing, that such improprieties were not approved beforehand by the student, and that they affected the fundamental fairness of the hearing.

**Bias:** The student may claim that the hearing panel was biased, showed malice toward the student, or displayed conflicts of interests.

**Arbitrary Sanction:** The student may claim that the sanction imposed was too severe to fit the circumstances for the case.

## **Appellate Decisions**

After reviewing the appeal and documents pertaining to a particular case, a panel of the Appellate Consideration Board may:

1. request additional information from the appealing party, the hearing panel, impacted parties; or the complainant and respondent;
2. remand the case back to the original hearing panel for reconsideration;
3. uphold the decision of the hearing panel in part or in total;
4. modify by changing the imposed sanctions; or
5. reverse the decision of the hearing panel in part or in total.

## **7. Impacted Party Notification**

The Office of Conflict Resolution and Student Conduct will disclose to impacted parties the results of any disciplinary proceeding conducted by the institution. If the impacted party is deceased as a result of the crime or offense, the information shall be provided, upon request, to the next of kin of the impacted party.

## **8. Actions Including Student Holds**

If a student fails to appear in response to a notice of conduct meeting, a notice of hearing, or a notice to appear before any University hearing body or officer under another University conduct process, and/or if a student receives sanctions based on a finding that he or she was in violation of a University policy and has neglected to complete those sanctions, a hold may be placed on the student's account. A hold restricts a student's ability to conduct the following nonexclusive list of activities: register for classes, drop or add classes, and other administrative privileges. It is within the discretion of the Office of Conflict Resolution and Student Conduct, which places the hold, to determine under what circumstances a hold may or may not be released.

## **9. Students with Disabilities**

University policy calls for reasonable accommodations to be provided to students with disabilities on an individualized and flexible basis as mandated in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

Students with disabilities who require an accommodation in order to complete any of the appeal or judiciary proceedings noted above should contact the University department handling the appeal or judiciary proceedings. Students may also contact the Office of Student Disability Services for assistance and referral. More information can be found in the Office of Student Disability Services.

## **University Student Organizational Conduct**

When student organizations decide to affiliate with the University, they accept the rights and responsibilities of membership in the community. Student organizations pledge to uphold values identified in the university creed and encourage others to follow their example.

When a student organization acts in a manner inconsistent with University policy, they may be subject to University conduct charges and proceedings.

## **University Organizational Conduct Process**

### **1. Notice of Allegations**

**Organizations:** When an allegation is received against a student organization, the Office of Conflict Resolution and Student Conduct sends the organization written notification. This notice will inform the organization of the allegations and the specific potential policy, rule, or regulations the student organization may be charged with having violated. Generally, the notice will be sent to the organization's president. Also, the notice will include the time, date, and location of an intake meeting to respond to the allegations.

**Advisors:** In addition to providing notice of allegations to the student organization, the



Office of Conflict Resolution and Student Conduct will notify the organizational advisor on record of the allegations and the specific policy, rule, or regulations the student organization may be charged with having violated. The notice will include the time, date, and location of an intake meeting to respond to the allegations.

**National or International Organizations:** If an allegation includes dangerous organizational misconduct and/or a serious injury or death, the Office of Conflict Resolution and Student Conduct will notify the national or international organization of the allegations and the specific potential policy, rule, or regulations the student organization may be charged with having violated. Also, national or international organizations will be notified if an organization is issued interim measures under.

## **2. Conduct Meeting**

During the intake meeting, student organizations are informed of the conduct process, the incident and potential charges. If it is appropriate for the incident to be resolved informally through alternative dispute resolution, the Office of Conflict Resolution and Student Conduct or the Office of Leadership and Advocacy will work with the organization to develop an agreement, and the case is closed as soon as the terms of the agreement are met. If informal resolution is not an option, based on the serious nature of the allegations or the organizations response, the incident will be resolved through an administrative agreement or forwarded to the University Judicial Council or appropriate governing council.

## **3. Resolution Options**

**Administrative Agreement:** Generally, if an organization accepts responsibility for the allegations described in the complaint, the organization can enter into an administrative agreement with the Office of Conflict Resolution or the Office of Leadership and Advocacy if it managed the case. This agreement will include sanctions and educational measures the organization agrees to complete.

**Hearing:** Generally, if a student organization is denying responsibility for the allegations in the complaint, the case will be forwarded to the University Judicial Council, and the hearing process will be followed as outlined in Kentucky State University Policy.

**Appeal:** Under certain conditions, the organization may appeal the findings and/or sanctions of the hearing board.

## **University Conduct System Authority and Jurisdiction**

Student conduct rules and regulations and the jurisdiction of the University conduct system apply to conduct that occurs on University premises, at University sponsored or associated events or activities, and to off-campus conduct that has institutional implications. The Office of Student Conduct will determine whether the University conduct system has jurisdiction to apply the student conduct rules and regulations occurring off campus on a case by case basis. This determination is final. When determining whether the University has jurisdiction to address off-campus student



conduct, the following will be considered:

- Whether the student was acting as a representative of the University;
- Whether the student was traveling to or from campus;
- The degree of violence that occurred;
- Injuries to students or others;
- The extent of danger posed to the University community;
- Whether the conduct was directed at another member of the University community; Whether a student organization was involved;
- Whether the incident could result in a felony charge;
- Whether weapons, drugs, or alcohol were involved;
- The date of the incident;
- The conduct history of student(s) involved;
- The proximity to campus;
- Whether the student lives on campus; and/or
- The relationship the University has with the student at the time of the alleged violation.

All students are responsible for their conduct from the time of application of admission through the actual awarding of a degree, even though conduct may occur between terms of actual enrollment and even if the conduct is not discovered until after a degree is awarded.

The University conduct system is designed to further the University's educational mission. The conduct system is neither comparable to nor a substitute for any federal, state, or local criminal or civil court system. Even if a violation of University policy subjects a student or organization to criminal or civil liability, the determination of whether University policy was violated will be made on the basis of a preponderance of the evidence (whether it was more likely than not that a violation occurred). Any criminal or civil proceeding may use a different or higher standard of proof. It is important for students to realize that each judicial proceeding occurs on a separate track, and it is not necessary for any campus process to be delayed until off-campus proceedings are completed.

## **Disciplinary Sanctions**

Sanctions are designed to promote the University's educational mission. When developing sanctions, all circumstances surrounding the incident should be taken into consideration including aggravating or mitigating factors. Examples of aggravating or mitigating factors include a student's or organization's prior conduct history, harm caused or danger posed to the University community, and/or whether the misconduct was committed because of the actual or perceived race, color, ancestry, ethnicity, religion, national origin, gender, sexual orientation, sexual identity, gender expression, or genetic identity of a person.

The outcome of a student conduct hearing typically encompasses sanctioning that is:

### **1. Educational**

- *Content knowledge* - the sanction is designed to help the student to increase

knowledge of content regarding a specific topic or special issue.

- *Self-reflective* - the sanction is designed to help the student to increase self-awareness of their behavior, meaning the appropriateness or inappropriateness.
- *Impact on personal well-being* - the sanction is designed to help the student to increase their self-awareness of the potential physical or psychological impact of their behavior.
- *Impact on personal future* - the sanction is designed to help the student to increase their self-awareness of the potential impact their behavior may have on relationships with others, academic major or course of study, or future career.

**2. Restorative** - the sanction is designed to help the student to increase their understanding of how their behavior impacted or potentially could have impacted others. In addition, the sanction may be designed to help the student to increase understanding of community and/or societal standards, the reasons for them, and how their actions may adversely affect their successful interaction within the community and/or society. The sanction is also intended to reestablish balance and order to the affected community.

**3. Consequential** - the sanction is designed as a strong deterrent to prevent subsequent violations of the student conduct or University standards. In some cases, the sanction may be designed to separate a student from the institution.

Consideration will be given to the following when determining the appropriate sanction(s):

- The seriousness of the violation;
- Precedence from the past and/or similar cases;
- Whether or not the respondent was cooperative and honest;
- The specific circumstances surrounding the violation; and
- Whether or not the student has a prior conduct record(s), especially for similar offenses or for a pattern of behaviors inconsistent with the University expectations of student conduct.

Students who fail to complete assigned sanctions in the prescribed time may experience a hold being placed on the student's account. In addition to a judicial hold, students and organizations that fail to complete sanctions may be charged with 'Disregard for University Authority'.

Students found responsible for violating University policy may receive one or more of the following sanctions:

**Verbal Warning:** An oral statement of disapproval with or without written follow-up communication.

**Written Warning:** A written reprimand to the student or organization of the inappropriate nature of the conduct.

**Disciplinary Probation:** A written reprimand to a student or organization for violation of specified regulations. Probation is for a definite period of time and includes the possibility of more severe sanctions if the student or organization is found responsible for violating any University rules and regulations during the probationary period.

**Social Probation:** Prohibits an organization from sponsoring or participating in any organized social activity, party, or function.

**Loss of Privileges:** Denial of specified privileges for a designated period of time. This may include, but is not limited to, loss of visitation rights, denial of participation in specific programs, denial of participation in University-related organizations or groups, denial of the right to attend University-sponsored events, and denial of access to campus resources or facilities.

**Fines:** Monetary fines may be assigned.

**Restitution:** Reasonable compensation for loss, damage, or injury to the appropriate party. Restitution may take the form of community service, monetary compensation, or material replacement.

**Community Service:** Assignments for the benefit of the University or community. Community service assignments must be approved by the Office of Conflict Resolution and Student Conduct or other appropriate hearing body or officer.

**Assessment:** A student may be required to attend sessions with a counselor for an assessment, either through the University's counseling center, student health services, or outside provider.

**Substance Abuse Education:** A student may be required to meet with a substance abuse educator or attend programs designed to help the student deal with substance abuse issues and learn from the experience.

**Educational Project:** Actions that will enhance the educational impact of the student conduct process on the student, which may include oral or written reports to the appropriate hearing body or officer. Educational sanctions are designed to increase the student's understanding of how his or her behavior affects others.

**Loss of Recognition:** A student organization may lose its recognition on campus as a registered student organization. The Office of Student Conduct, in collaboration with the Office of Campus Life will notify national or regional governing bodies with which the organization is associated, or which sponsors social, academic, or sports events when such loss of recognition is imposed so that the full impact of this decision may be understood.

**Parental Notification:** Parents may be notified of violations of the alcohol and drug policies if the student is under the age of 21.

**Removal/Suspension from Housing and Residence Life:** In instances of serious violations or repeat offenses, students may lose residential status and the privileges that accompany living in the residence halls, including a ban from the residence halls. The duration of the removal from the residence halls is determined by the party issuing the sanction.

**Suspension:** Separation of the student or organization from the University for a definite period of time, after which the student or organization is eligible to return. Conditions for readmission may be specified. This sanction will be noted on the academic transcript of the student. Academic coursework completed during a student's suspension will not be accepted as transfer credit.

**Expulsion:** Permanent separation of the student or organization from the University community without the possibility of readmission. This sanction will be noted on the academic transcript of the student.

### **Educational Sanction Non-Compliance and Monitoring Policy**

As a University, the purpose of the conflict resolution and student conduct process is to support students as they overcome mistakes and to provide a process to adjudicate possible violations of University policy when appropriate and necessary. As a result, students who have been documented for allegedly violating University policy will be provided due process notice and time to meet with a University hearing officer to discuss the circumstances and their involvement (if any). If the student accepts responsibility or is found to be responsible for violating University policy, an educational sanction may be assigned as a method to support learning and to assist in repairing harm to self, others, and/or the community as a whole.

Once a sanction is assigned an original sanction deadline date will be provided to the student in writing. Under this policy proposal, failure to complete the prescribed educational sanction by the original assigned deadline will result in the following:

**Failure to Complete Sanction, FIRST OFFENSE:** – Failure to complete the assigned sanction by the original assigned deadline shall result in a monetary fine of \$20 applied to the student's account **AND** a revised sanction completion deadline will be provided to the student in writing.

**Failure to Complete Sanction, SECOND OFFENSE:** Failure to complete the assigned sanction by the revised first offense deadline shall result in a monetary fine of \$50 applied to the student account **AND** a revised sanction completion deadline will be provided to the student in writing.

**Failure to Complete Sanction, THIRD OFFENSE:** Failure to complete the assigned sanction by the revised second offense deadline shall result in the student being placed on a deferred suspension status with a final deadline for sanctions to be completed in full to avoid being suspended from the University for Disregard of University Authority and Failure to Comply with the assigned University educational sanctions.

**Deferred suspension:** Deferred suspension is a designated period of time during which you are given the opportunity to demonstrate the ability to abide by community expectations of behavior articulated in Student Conduct Rules and Regulations. During a deferred suspension, you will be officially suspended from the University, but the suspension will be deferred, meaning that you may continue to attend classes at this

time. However, the suspension will be automatically enforced for failure to complete any assigned sanctions by the deadline and/or for any subsequent violation of the Student Conduct Rules and Regulations, unless the Office of Conflict Resolution and Student Conduct determines otherwise in exceptional circumstances.”

**Off-campus conduct** – The University may bring a charge under this policy against any student or student organization committing any alcohol or drug-related offense that is otherwise sanctionable under the University’s conduct policy describing the authority and jurisdiction of the University’s conduct system. For students, such offenses include but are not limited to any drug-related crime, public intoxication, and driving under the influence of drugs or alcohol. If the University brings a charge against a student based upon the student’s criminal conviction by any trial court of competent jurisdiction or other court proceeding that includes an admission or finding of guilt, the admission or finding may be accepted as a final factual determination that the student has violated applicable University policy, and the sole function of the University’s conduct process will be to determine the appropriate University sanction under this and other University policies.

### **Medical Amnesty**

A medical amnesty policy benefits the campus by encouraging community members to make safe and responsible decisions in seeking medical attention or treatment to any situation that may involve alcohol or drug use. The policy seeks to encourage individuals and student organizations to seek the necessary medical attention for community members who have over consumed alcohol or drugs. The purpose of medical amnesty is to diminish fear of disciplinary and conduct sanctions in such situations. This policy allows for University officials to practice discretion on a case-by-case basis to determine whether to grant amnesty from charges and sanctions of the Office of Conflict Resolution and Student Conduct.

Under medical amnesty, a student or student organization who seeks emergency assistance on behalf of him- or herself, another community member, or a friend experiencing an alcohol or drug related emergency will not be subject to disciplinary action under the University conduct system. If a party with authorization over a particular dwelling proactively requests a “sweep” of their premises by the canine unit, then that organization will not face conduct charges.

Although students who qualify for medical amnesty are exempt from the charges and sanctions from the Office of Student Conduct, they may still be responsible for completing educational measures in relation to their alcohol or drug consumption. Educational measures may include, but are not limited to: parental notification if under the age of 21, alcohol and drug education, or a written project. Students who qualify for medical amnesty will still be required to meet with a University official.

However, when the call for medical assistance is made by a University employee acting within the scope of their responsibilities, medical amnesty will not be applied. In addition, law enforcement agencies may act within their own jurisdictions in enforcing local, state, and federal laws.

## **Interim Measures While Charges Pending**

Under ordinary circumstances, a student charged with a violation of University policy shall remain free to attend class and engage in all other University functions and activities while discipline charges are pending. However, some or all of a student's privileges may be limited or suspended by the Vice President of Campus Life and Student Engagement/Dean of Students or his/her designee on an interim basis, pending the outcome of any University conduct process. The Vice President of Campus Life and Student Engagement/Dean of Students or his/her designee may limit or suspend student privileges when he or she determines that it is necessary to do so for any of the following reasons:

1. To prevent a hostile environment;
2. To ensure the safety and well-being of a member of the University community;
3. To protect the property of the University or of other members of the University community; or
4. If there is a substantial likelihood that the charged student poses a threat of disruption or interference with the effective operation of the University.

Examples of interim measures the Vice President of Campus Life and Student Engagement/Dean of Students or his/her designee may take include, but are not limited to, the following: an interim suspension, no contact orders, change in class or work schedule, restriction of access to University facilities or activities, housing relocation, and behavioral agreements. An interim measure does not replace the regular University conduct process, which shall proceed in the normal course up to and through a University conduct hearing and appeal, if applicable.

## **Simultaneous University, Local, State, or Federal Actions**

The University's conduct system is designed to promote the University's educational mission. The process is separate and distinct from any federal, state, or local criminal or civil court system. To ensure that the educational potential of the process is preserved, the University should provide a prompt response to behavior that is inconsistent with the values of the University as defined in University Conduct Rules and Regulations. University conduct proceedings will not be delayed until off-campus proceedings are concluded.

If a violation of University policy also subjects a student or organization to criminal or civil liability, the University conduct system will determine whether University policy has been violated on the basis of preponderance of the evidence (whether it is more likely than not that a violation occurred). Criminal or civil proceedings may use a different or higher standard of evidence.

The University conduct system may accept a criminal conviction or plea by any trial court of competent jurisdiction as a final factual determination that the student has violated applicable University policy.

The University conduct process does not affect the jurisdiction of the courts and other

civil authorities over any University student. Membership in the University community does not create any privilege or immunity from the laws and other regulations that apply equally to all residents of the state of Kentucky.

### **Conduct Record Retention**

Hearings held through the University conduct system are closed to the public. Suspension or expulsion from the University will be noted on a student's transcript. Other sanctions will be noted within a student's confidential conduct record maintained by the Office of Student Conduct and the Office of Housing and Residence Life. Student conduct records will not be disclosed to third parties except as required or permitted under federal or state law. The Office of Student Conduct, or other appropriate hearing body or conduct officer, will retain conduct records for at least seven years. Generally, conduct records will be reported to third parties, as permitted under law, for at least three years following a student's graduation from the University or date of last attendance.



## **Section III**

### **Behavioral and Crisis Management Team (BCMT)**

The Behavioral and Crisis Management Team (BCMT) at Kentucky State University exists to address faculty, staff, and student behavioral concerns which are not supportive of the University's central function and are not addressed by an existing agency of the University. Included in, but not limited to, the list of behavioral concerns are threats, aberrant behavior, violent or perceived violent behavior, repeated threats of suicide or violence against others, etc.

The BCMT does not preempt any other University department in performing its duties in enforcing the law or managing situations.

In addition, it shall be the responsibility of the BCMT to develop and review University policies which address such situations and behavior. The BCMT will also educate faculty and staff members regarding students of concern and the referral process. For more information about the Behavioral Intervention Team or to report a person of concern, please contact the Vice President of Student Affairs. In case of emergency, please call University Police Dispatch at 502-597-5878.

### **Mandated Assessment**

#### **Mandated Assessment Policy**

Kentucky State University is concerned for every student on our campus and for our entire campus community. In an effort to more effectively serve our community, the Behavioral and Crisis Management Team (BCMT) put in place the following guidelines to help reach students who may be in need of support but who are unwilling or unable to take advantage of these services.

#### **Mandated Assessment**

A mandated assessment is an opportunity for the University to determine if a student is in need of help or support. The assessment involves an individual meeting with a designated staff member in the counseling center. Following this initial meeting, additional services may be deemed necessary by the designated counselor. These services may include, but may not limited to, referral to an outside agency for additional evaluation, additional sessions with the counseling center counselor, or referral to outside agent for additional assessment.

#### **Referrals**

Any University employee or student may recommend a student to BCMT for possible mandated evaluation. Reports also may come from parents or others concerned about a student. Once the BCMT determines that a mandated assessment is necessary, the process is set into motion.

More information about referring a student to BCMT can be found in the Vice President for Campus Life and Student Engagement/Dean of Students office.



### **Decision-Making**

The decision is made by the BCMT after careful consideration of the information given and a determination of the best course of action.

Behaviors that may lead to a mandated assessment include but are not limited to:

- Threat to self;
- Threat to others;
- Self-destructive behaviors; and
- Concern that the student may not be able to function in or remain in the academic community.

### **Confidentiality**

The session with the counselor is confidential. However, the student will be required to sign a release of information so that the counselor can communicate with BCMT to help make recommendations for further action. In some cases, additional releases may be required to obtain all relevant information. No one else will have access to any information without written permission from the student being assessed. A file containing the full assessment will be maintained at the counseling center. The summary of the assessment will be part of the student's file that is maintained by the Office of the Vice President for Campus Life and Student Engagement/Dean of Students.

### **Process**

Once the BCMT has determined that a mandated assessment is needed, the student will be contacted by a representative of BCMT regarding an appointment with the counseling center. This will take place as soon as possible. The assessment will be completed at the counseling center, and the student will be asked to complete the typical intake information used by the counseling center as well as information specific to the mandated assessment. In addition, the student will need to sign a release allowing the University counseling center to share information from the mandated assessment with the Behavioral and Crisis Management Team. A summary of the student's assessment must be shared with the BCMT as part of the mandated assessment process.

### **Outside Arrangements**

A student may choose to have a similar assessment completed by a mental health professional who is a licensed professional counselor, a national board certified counselor, a licensed psychologist, a health services provider of psychology, or a board certified psychologist who is authorized by his or her respective state and licensing boards to provide such assessments. The student will be responsible for the cost of this assessment and must sign a release allowing the counseling center staff and BCMT to communicate with the professional conducting the assessment.

### **Next Steps**

Following an assessment by a member of the counseling center staff, a summary is

provided to the BCMT for review. In situations where an outside professional has conducted the assessment, a member of the Counseling Center staff will review and send a summary of the assessment to the BCMT.

After a summary of the assessment is provided to the BCMT, the team will make the decision as to what actions are necessary for the University community. Possible outcomes following the assessment could include but are not limited to: no further action required (student continues enrollment at the University); referral to an outside psychiatrist for additional evaluation; additional sessions with the counseling center counselor; referral to outside agency for additional assessment; possible judicial sanctions; or the invocation of the involuntary withdrawal policy.

### **Appeals**

A student may appeal the final decision of BCMT to the Vice President for Student Affairs. The appeal will follow the same guidelines outlined in the involuntary withdrawal policy.

### **Refusal to Comply**

If a student refuses to participate in the mandated assessment, the BCMT will begin the process of invoking the involuntary withdrawal policy. A mandated assessment will only be one part of the overall picture of the student and will not be the sole determining factor for action taken regarding the student.

### **Involuntary Withdrawal**

Kentucky State University is committed to the well-being and safety of all its community members. Therefore, a student may be involuntarily withdrawn from the University if it is determined that the student presents a danger to others or is unable to function at the University. Decisions for involuntary withdrawal will be made by the Behavioral and Crisis Management Team (BCMT). A decision for involuntary withdrawal will only be made after less drastic measures have been considered and rejected as inappropriate or insufficient under the circumstances. Prior to any involuntary withdrawal, a student will be encouraged to withdraw voluntarily.

This policy does not take the place of disciplinary action for a student's violations of University policy. This policy is to be invoked only in extraordinary circumstances where it is determined that other policies are inadequate or inappropriate.

The standard for involuntary withdrawal is clear and convincing evidence that:

- The student represents a danger to others, or
- The student's behavior indicates that he or she is unable to function independently as a student, or the student's behavior is disruptive to the University community in a manner that significantly interferes with the rights of other students or with the ability of University staff members to perform their job functions, and
- The problematic behavior cannot be remediated by reasonable accommodations, and
- The student either refuses University services or the severity of the student's behavior indicates that treatment is beyond the scope of University services (for example, the student needs in-patient mental health care in order to control his or her disruptive behavior), or

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- The student's behavior represents a danger to himself or herself and there is clear and convincing evidence that the student is no longer capable of making decisions in their best interests.

Disruptive behavior resulting in involuntary withdrawal may be a single, egregious episode, or repeated episodes of disruptive behavior that, taken individually, might not be grounds for withdrawal, but taken collectively, could be grounds for withdrawal. Disruptive behavior may include the student's inability to take care of their basic needs to the extent that this lack of self-care represents a threat to the health of the campus community.

University staff are committed to helping students, even those dealing with mental health issues. Therefore, students seeking treatment will not be involuntarily withdrawn from the University unless the student's behavior otherwise meets the standards for withdrawal under this policy. Furthermore, the University will not involuntarily withdraw a student simply because they exhibit eccentric or unusual behavior.

Prior to involuntarily withdrawing a student, BCMT may require that the student undergo a mandatory assessment. The evaluation will not be required if BCMT believes that such an assessment will not be helpful in arriving at a decision.

A student who is being considered for involuntary withdrawal shall be notified in writing by BCMT. If the student would like to request a hearing before BCMT, they must request a hearing in writing within forty-eight (48) hours of the initial notification. If a student requests a hearing, it will be conducted as soon as possible, but no later than seven (7) calendar days after the request is made, unless both the student and BCMT agree that a further postponement is necessary. While the hearing is pending, BCMT may, for safety reasons, prohibit the student from being on campus or limit other student privileges or access to University facilities or resources.

The hearing will be informal. The student may bring a parent, an advisor, or a mental health professional to the hearing. The student will be allowed to present any evidence that he or she believes demonstrates that involuntary withdrawal is not necessary; however, BCMT may decline to hear evidence that is irrelevant or redundant. If a student fails to appear at a scheduled hearing, BCMT may, at its discretion, conduct the hearing in the absence of the student.

If BCMT decides that involuntary withdrawal of a student is necessary, the student may appeal in writing to the Vice President for Student Affairs. Such an appeal must be filed within three (3) days of the notification that the student is being involuntarily withdrawn. Within three (3) days of the receipt by the Vice President for Campus Life and Student Engagement/Dean of Students of a notice of appeal from a student, both BCMT and the student will submit written reports to the Vice President for their review. No hearing will be made upon appeal. The Vice President for Campus Life and Student Engagement/Dean of Students will rule as soon as possible, but no later than one (1) week after the receipt of the written reports from BCMT and the student. The decision of the Vice President for Campus Life and Student Engagement/Dean of Students will be final.

If a decision is made by BCMT to involuntarily withdraw a student from the University, the members of BCMT shall immediately prepare a list of offices to be notified of the decision. The list shall include the offices of the Provost, the Registrar, the Dean of the

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school or college in which the student is enrolled, and University Police. Other offices may need to be notified as well, such as Student Housing and Financial Aid.

Furthermore, BCMT may notify any person or office, both on campus or off campus, of its decision if BCMT determines such notification is necessary to protect the health and/or safety of either the student or third parties.

Students who are involuntarily withdrawn from the University will be allowed to petition BCMT for readmission during a subsequent term. Students who have been involuntarily withdrawn will be required to present clear and convincing evidence that they no longer pose a danger to others. BCMT may impose reasonable conditions upon students who are readmitted after being involuntarily withdrawn. Failure to comply with conditions may result in the student being withdrawn from the University immediately.

Students denied readmission by BCMT may follow the appeal process outlined above.

### **Missing Student Notification**

#### Definitions

**A. Student:** For purposes of this policy, a student is any person currently enrolled at the University.

**B. Residential Student:** A student who resides in on-campus housing under a housing contract/lease and is currently enrolled at the University.

**C. Missing:** A student may be considered missing if she or he is overdue in reaching home, campus or another specific location past the expected arrival, additional factors lead University staff to believe she or he is missing, and a check of the student's residence supports that determination.

#### **Notification to Students**

Students will be given an opportunity during the fall term matriculation process to designate an individual to be contacted by the University if the student is determined to be missing via the student emergency contact form. Returning and transfer students will be given an opportunity to provide this information during the fall term. The designation will remain in effect until changed or revoked by the student. Residential student information will be housed in the Office of Housing and Residence Life. Non-residential student information will be housed in the Office of the Registrar.

The form provided for designation will state the circumstances in which the designated individual will be contacted and will include a statement that the University is required by law to also notify the student's custodial parent or guardian if the student is under 18, and not an emancipated individual, at the time he or she is discovered to be missing. If a

student is 18 years of age or older and has not designated an individual to be contacted in the event the student is missing, the University will contact the individual that the student listed as an “emergency contact” at the time of enrollment. When a student is missing and the student failed to designate an individual to be contacted under those circumstances, university officials, in their sole discretion, may contact any person whom they believe may have information about the student’s whereabouts.

### **Procedures for Reporting and for Investigating Missing Students**

**A. Confirmed as a Student:** Any University employee or student who receives information that a student is missing, and believes she or he is a student, must immediately report the information or evidence to Kentucky State University Police Department (UPD).

**B. If the Person is a Student:** UPD will conduct a preliminary investigation to verify the situation and to determine the circumstances that exist relating to the reported missing student. If UPD determines that the student should be considered missing, an officer will contact the Division of Campus Life and Student Engagement, the appropriate outside law enforcement agencies, and, if necessary, the Office of Residence Life to provide the relevant information. The Division of Campus Life and Student Engagement will relay pertinent information to appropriate parties.

All pertinent law enforcement agencies, including, if known, those operating in the student’s normal routes of travel or hometown, will be notified and requested to render assistance; all law enforcement agencies involved will receive routine investigation status reports during the course of the investigation. If UPD determines that the student should be considered missing, the person making the initial report will be encouraged to make an official missing person report to local police.

**If the student is a “residential student”** the Office of Housing and Residence Life will conduct a preliminary investigation to verify the situation and to determine the circumstances which exist relating to the reported missing student.

1. A staff member will attempt to contact the student via her or his telephone by using the number(s) provided.
2. If the student cannot be reached by telephone, a staff member will attempt to visit the on-campus room of the student in question to verify the student’s whereabouts and/or wellness, and, in some cases, deliver a message to contact a parent or family member who is searching for the student.
3. If the student is not at the room, but the room is occupied, an attempt will be made to gain information on the student’s whereabouts and/or wellness from the occupants.
4. If there is no response to a knock on the door of the residence hall room or there are occupants who do not know of the student’s whereabouts, a staff member will enter into the room in question, by key if necessary, to perform a health and safety inspection. The staff member will take note of the condition of the room and look for visible personal property (wallet, keys, cell phone, clothing, etc.) which might provide clues as to whether the student has taken an extended trip or leave from the residence hall.
5. If the student is not found in the residence hall room, an attempt will be made to

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gain information on the student's whereabouts from roommates, other members of the residential community, or other friends.

6. Staff members, at any step in the process, will report immediately any suspicious findings to UPD.
7. If these steps provide an opportunity to speak with the missing student, verification of the student's state of health and intention of returning to campus should be made. A referral, if needed, may be made to the counseling center or other medical agency. Once the student is found, UPD will be contacted to apprise them of the student's state of health and well-being.

If all of these steps do not provide an opportunity to speak with the missing student or to learn her or his whereabouts, UPD will contact, within 24 hours of the student being reported missing, the designated contact person as outlined above.

**Absence from Class Notifications**

The Division of Campus Life and Student Engagement Office of the Vice President can serve as a liaison for students in critical and/or life altering situations where students are unable to communicate with their faculty. Absence notifications forwarded by staff who work with students of concern provide information to faculty members but **DO NOT EXCUSE ABSENCES** nor serve as a request for a student's absences to be excused.

It is important to note that excused absences and makeup work are granted solely at the discretion of each class instructor, even if an absence notification is sent from the Office of the Vice President for Campus Life and Student Engagement. Students are strongly encouraged to communicate directly with their instructors regarding class absences. Additionally, absence from class notifications are not necessarily retroactive. When a currently enrolled student has been affected by an emergency or crisis that causes one or more absences from class, the student should immediately contact his or her instructors. A student who cannot report the emergency or crisis because of hospitalization, emergency service, urgent travel needs, or incapacitation may rely on another party (parent, close relative, care giver, etc.) to report the absence(s).

Health care providers at the student health center will not provide written explanations regarding absences from class for illnesses not diagnosed and treated at the health center.

Students with emergencies or instructors with questions should contact the Office of the Vice President (502-597-6671).



## **Section IV**

### **Student Organizations (RSO)**

#### **Registered Student Organizations**

Student organizations that obtain official recognition from Kentucky State University are referred to as Registered Student Organizations (RSOs). Student organizations are student initiated and student run. These organizations also include staff and/or faculty advisory support. Student organizations represent the student body and the University. Any student(s) desiring to form an official student organization may do so by submitting an application to create a registered student organization.

The remainder of information in this policy provides an overview of how to create a student organization, explains the rights and privileges recognized student organizations are provided, and details University expectations of recognized student organizations.

#### **Application to Create a Registered Student Organization**

Enrolled students desiring to form a student organization may complete an application to create a registered student organization at any time. The application should include the following:

- Names and email addresses of students (minimum of five) making the request.
- Name and signature of a full-time University faculty and/or staff member who has agreed to serve as the organization's advisor.
- Statement of purpose.
- Constitution (To assist students in their efforts to create student organizations, examples of constitutions are included in the Student Organization Handbook.)

The Office of Campus Life will respond to the submitting student(s) within three (3) business days of receipt of the application. Applications will be reviewed the third Wednesday of each month, and notification of the decision will be communicated to the submitting students no later than three business days after review of the application.

#### **Rights and Privileges of Registered Student Organizations**

The University provides certain rights and privileges to all RSOs.

RSOs may use most University facilities without charge and may sponsor activities on campus. RSOs have access to many services offered by the University and may congregate without special permission as long as no other University policies are violated. RSOs have the right to participate in numerous University sponsored events including, but not limited to, Orientation and BRED Week. Additionally, RSOs may petition the Student Government Association and/or University offices and departments for fundraising support as funding is available. RSOs may also receive assistance with marketing events through the Office of Campus Life, including a listing of the organization's name, contact information, etc.

All student organizations are subject to University policies and may face disciplinary action

through the Office of Student Conduct for violating University policies and other guidelines applicable to student organizations.

### **Use of University Logos**

Recognized student organizations wishing to use University name, logos, slogans, colors, mascot name, trademarks, service marks and other indicia related to the institution, its programs and services (collectively, the “marks”) in any manner in connection with the organization or its events must receive prior permission from the Division of Brand Identity and University Relations. Additional information regarding University guidelines for using licensed information and/or graphics of the University may also be located by going to the following website: (<https://kysu.edu/administration-governance/brand-identity-and-university-relations/resources/>)

### **Annual Renewal for Registered Student Organizations**

All RSOs are required to annually renew their organization. This process is completed by submitting an application to renew a registered student organization. The Office of Campus Life will communicate the dates for RSO renewal annually in April. The dates will be clearly communicated through a wide range of University methods and sources.

The following information must be updated during the annual RSO renewal:

- Updated officer and advisor information (name, email address, and phone number) for the upcoming academic year.
- Notification of any changes, additions, or edits made to the RSOs constitution since the last renewal.
- Changes to the RSOs web address and/or any social media platforms.
- Detailed information that outlines the organization’s membership process.

RSOs that fail to complete RSO renewal by the set deadline will be declared inactive and will forfeit the rights and privileges granted to RSOs until the renewal is completed.

### **Registered Student Organization Orientation**

RSO Orientation is coordinated by the Office of Campus Life. RSO Orientation is a required training and takes place during the student leadership retreat. Orientation sessions provide members of RSOs an overview of RSO expectations, available resources, pertinent dates and events, and the opportunity to ask desired questions.

RSOs are required to have at least two active members of their organization attend the RSO Orientation. At least one of these individuals must be a member of the RSOs executive leadership (the equivalent of what would be considered the president, vice president, treasurer, or secretary). If the RSO cannot arrange appropriate attendance at the RSO Orientation due to extenuating circumstances, alternative arrangements can be made with the Office of Campus Life. In cases where an RSO does not meet this requirement, that RSO may be declared inactive and will forfeit rights and privileges



granted to RSOs.

### **Student Organization Handbook**

Kentucky State University K Book is the official governing document of the University, and student organizations are responsible for knowing and understanding the policies of the Kentucky State University. Any additional requirements for student organizations are outlined in the Registered Student Organization Handbook. Organizations that fail to follow the policies and guidelines set forth in these documents may forfeit the rights and privileges granted to student organizations.

### **Posting Policy**

The buildings and grounds at Kentucky State University are private property and in general, materials may not be posted or distributed without the permission of the University. Before displaying any advertisement, including signs, posters or placards on the bulletin boards or other display spaces at Kentucky State University, recognized student organizations must obtain authorization from the Office of Campus Life. The name(s) of the sponsoring organization(s)/entity must appear on all advertisements. Requests for permission to distribute handbills, flyers, or publications must be made directly to the Office of Campus Life for authorization for posting and/or distribution of the materials. The posting of flyers and other printed materials are limited to University employees, currently enrolled students, and representatives of registered student organizations. Permission to post or distribute materials shall be granted for specific period of time.

Posting materials that are not in compliance with the University policies or regulations may result in sanctions including, but not limited to, withdrawal of approval to use the University facility. Upon approval, permission to post or distribute materials shall be granted for a specific period of time. The University prohibits the posting of advertisements, announcements that it considers lewd, indecent, or vulgar, or that reflect the commission or attempted commission of any crime. Failure to conform to this requirement may result in withdrawal of approval to use the University facility. In each authorized area, only one advertisement per event may be posted. Advertisements posted, in violation of this policy, will be removed. The sponsoring organizations, along with the facility coordinator, are required to monitor areas authorized for posting events and are responsible for removing outdated advertisements. All posters/flyers must be authorized and registered with the Office of Campus Life, prior to mass production and posting. Registering includes providing name of sponsoring entity or organization, contact name, phone numbers and address.

Process time for the authorization to post materials is a minimum of twenty-four (24) hours. All persons MUST supply the office with a minimum of two posters/flyers. One copy of all posters/flyers will be retained for the office files prior to stamping. All posters/flyers involving University facility usage requires confirmation of approval for use of the facility prior to poster/flyer stamping. No posters, flyers or announcements may be attached to unapproved areas such as: trees, doors, sidewalks, benches, walkways, stairs, trash cans, newspaper boxes, recycling bins, Kentucky State University signs or statues, walls, plastic, metal or glass surfaces, or bulletin boards administered by a University department sponsor without permission from the department. Materials may

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not be posted more than fourteen (14) days prior to the event. All posters, flyers or announcements must be removed by the event sponsor within twenty-four (24) hours following the completion of the event. Indoor posting of materials, for bulletin boards, must not exceed 11 inches x 17 inches. Exceptions to any of the distribution guidelines may only be considered by the Office of Campus Life.

### **Risk Management Training**

Advisors and organization leaders are required to complete risk management training for their organization(s) on an annual basis. Please contact the Office Campus Life for dates, times, resources, and a complete list of requirements for trainings. If this requirement is not met, organizations will be declared inactive and will forfeit those rights and privileges that are granted to student organizations.

### **Greek Organizations**

Greek organization include any organization that belongs to the National Pan-Hellenic Council, Honorary or Academic/Honors Societies.

### **National Pan-Hellenic Council**

#### **Membership Criteria**

Recognition as a Greek-letter organization is the formal process by which Kentucky State University permits a fraternity, sorority, or other organization to function on campus, conduct membership intake, and be considered a part of the campus community.

**ROSTERS:** All Greek organizations are required to provide accurate rosters to the Office of Campus Life by the deadline(s) determined by the Office of Campus Life. These deadlines are communicated prior to each academic semester to the reported chapter president and advisor.

Accurate rosters ensure that all members are represented for a multitude of purposes, such as parking eligibility, meal plan eligibility, grade reports, conduct reports, emergency management, etc. Failure to adhere to the deadline or submitting a roster in an incorrect format will result in an automatic loss of social privileges for a defined time period and a 0.00 chapter grade on the Community Academic Report.

#### **Membership Requirements**

1. Membership Intake Requirements
  - a. Candidates must be a full-time, currently enrolled student at Kentucky State University.
  - b. Earned 30 credit hours at Kentucky State University.
  - c. Transfer students must have earned 15 of the 30 credit hours from Kentucky State University.
  - d. Cumulative GPA of 2.5 (no rounding).
  - e. Thirty-Five hours of verifiable community service through Kentucky State University.
  - f. Must not have any outstanding *Student Code of Conduct* violations.
  - g. Must complete the Divine Intervention (Greek Life educational program facilitated by the Office of Campus Life) prior to the chapter's submission of a

*Request for Membership Intake by NPHC or Non-NPHC Organization.*

Divine Intervention credit is good for two years. If a student's Divine Intervention credit expires, the student is responsible for attending the next available Divine Intervention.

2. General Membership Requirements (once initiated)
  - a. Maintain a 2.5 cumulative GPA (no rounding).
  - b. Must be a full-time, currently enrolled student at Kentucky State University.
  - c. Be in good standing with Kentucky State University.
  - d. Complete a minimum (40) forty hours of community service through Kentucky State University.

## **Student Organization Events**

Throughout the school year, RSOs may sponsor a wide variety of events that might include but are not limited to rallies, speakers, field days, races, social events, fundraisers, and other events. Kentucky State University has a responsibility to ensure that these events are conducted in an orderly fashion and in the best interest of the University community. Therefore, it is important that events are properly applied for and approved through the Office of Campus Life. In addition, the sponsoring organization may have to work with appropriate University departments such as the University Police Department, physical plant or and any other relevant department in the execution of the event and follow all other policies of the University.

## **Scheduling of Events**

Kentucky State University is an institution of higher learning and no event shall interfere with the academic integrity of the institution. For this reason, RSO shall be permitted to schedule, or host an event that will detract from the University's academic integrity. The following scheduling limitations are applicable to all RSOs:

- Organization events cannot be scheduled during final examinations. This includes on-campus and off-campus events.
- Organization events taking place on campus or off campus cannot be scheduled at times that conflict with official University sponsored events, including but not limited to, University Commencement and New Student Orientation.
- Organization events scheduled to take place on campus at times when the University is closed due to inclement weather or other unforeseen circumstances may not continue at the scheduled time. The Office of Campus Life will work with organizations impacted by this requirement to reschedule the event as quickly as possible.

## **Outdoor Facilities Reservations - Campus Departments and Registered Student Organizations**

This policy is for the reservation of all outdoor for University-sanctioned activities.

The amphitheater and other outdoor locations are available to Kentucky State University campus departments and Registered Student Organizations.

All requests must include ample time before and after the actual event for any needed set up and take down. Campus department or Registered Student Organization will not be

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granted access to the space prior to the designated start time and must vacate the space at the designated end time. These times are absolute and the campus department or Registered Student Organization is expected to abide by these requirements.

No activities or events may take place in outdoor spaces during finals.

Block reservations can be made one semester at a time. Block reservation requests are defined as those that recur more than one time during the semester. Block reservations that include more than one semester will be processed as separate reservations.

The campus department or Registered Student Organization will be responsible for ensuring all litter is removed from the outdoor space and placed in proper waste disposal dumpsters within two hours of the completion of the event. If the campus department or Registered Student Organization fails to comply, the University will remove trash, and time will be billed to the campus department or Registered Student Organization for removal. Registered Student Organizations failing to comply may also be referred to the Office of Student Conduct.

For events with more than 50 attendees, the campus department or Registered Student Organization must submit a work order to landscape services for the setup and removal of any needed trash cans.

The campus department or Registered Student Organization is responsible for submitting a work order to Physical Plant if power or other utilities are required for the reservation.

### **Reservation Process**

Campus departments or Registered Student Organizations requesting the use of outdoor space must go through the Office of Campus Life.

Student organizations are required to fill out an event registration form online with Office of Campus Life prior to reserving outdoor space on campus.

The campus department or Registered Student Organization will be responsible for any and all damages caused by acts of the campus department or Registered Student Organization, its employees, agents, patrons, guests and artists, whether accidental or otherwise.

### **Amplified Sound on Campus**

To maintain a community of learning free of disruptions and disturbances, all Registered Student Organizations, campus departments, faculty, and staff wishing to host events, gatherings, or activities with amplified sound, must seek approval in advance from the Office of Campus Life. Amplified sound is considered any sound created or enhanced by the use of sound-amplifying equipment.

Decibel levels for amplified sound shall not exceed 80 dB from thirty (30) feet from the sound sources. Requests to exceed this decibel level must be submitted to the Office of Campus Life five days prior to the event or activity for approval. Violation of this policy can result in immediate termination of the activity. Students and organizations who do not honor these guidelines may be referred to the Office of Student Conduct.

### **Voter Registration Information**

In support of our mission and values, Kentucky State University encourages all students to participate in local, state, and national elections. As part of our responsibility to promote good citizenship, as well as good scholarship, the University urges all students to register to

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vote.

Students who are not registered to vote are reminded that, to vote in the Commonwealth of Kentucky, they must register at least 30 days prior to an election. For information on elections and voting in Kentucky , visit the Kentucky Secretary of State's webpage: <https://www.sos.ky.gov/Pages/default.aspx>.

## **Section V Additional Student Resources**

### **Equal Opportunity/Affirmative Action Statement**

Kentucky State University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), color, creed, disability, ethnicity, gender expression, gender identity, marital status, national origin, political belief, pregnancy, race, religion, sex, sexual orientation, or veteran status in the admission to, or participation in, any educational program or activity (e.g., athletics, academics, and housing) which it conducts, or in any employment policy or practice.

Any complaint arising by reason of alleged discrimination should be directed to:

Office of Human Resources  
ASB 429A  
400 E. Main Street  
Frankfort KY 40601  
Phone: (502) 597-6667

U.S. Department of Education  
Office for Civil Rights  
400 Maryland Avenue, SW  
Washington, DC 20202  
1-800-421-3481 (V), 1-800-877-8339 (TTY).

The Title IX Office is charged with the University's compliance with Title IX of the Educational Amendments of 1972. Sexual harassment and sexual assault are forms of sex discrimination that are prohibited by Title IX and may include off campus conduct of such nature. The Office of Human Resources is charged with the University's compliance with Title VII of the Civil Right act of 1964. Inquiries concerning compliance are coordinated through:

Erik Carlsen-Landy  
Title IX Coordinator  
ASB 537  
400 E. Main Street  
Frankfort KY 40601  
Phone: (502) 597-6152

Candace Raglin  
Office of Human Resources  
ASB 429A  
400 E. Main Street  
Frankfort KY 40601  
Phone: (502) 597-6667

## **Americans with Disabilities Act**

Kentucky State University does not discriminate against any student, employee or applicant for admission or employment based on disability status.

Any employee who has a bona fide disability and needs a reasonable accommodation should contact the Office of Human Resources at (502) 597-6667. Any student who has a bona fide disability and needs a reasonable accommodation should contact the Coordinator of Student Disability Resource Center at (502) 597-6041.

All brochures, letters and other invitations to campus events should contain the following:

“If you require special assistance relating to a disability, please contact (enter name and number of contact person).”

## **Student Disability Services**

Kentucky State University supports the spirit and letter of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 as Amended in 2008 (ADAAA) and is committed to ensuring equal access to a quality education for qualified students with disabilities. Through shared responsibility with the larger campus community, the Disability Resource Center (DRC) is responsible for providing, to approved students with disabilities, reasonable accommodations that support University standards and academic integrity and that promote student independence and self-advocacy.

For more information on the University’s commitment to disabilities, please visit the University’s statement at: <https://kysu.edu/academics/office-of-educational-support/disability-resource-center/disability-resources/resources-for-students-with-disabilities/>

DRC provides classroom accommodations to all students on campus who self-disclose a disability, including, but not limited to, learning disorders, psychiatric disorders, mobility issues, deaf/hard of hearing, blind/low vision, chronic illness, attention deficit disorders, and other physical disorders. Interested students must fill out, sign and submit an intake application; must complete an initial interview with DRC staff; must submit current, comprehensive medical and/or psychological documentation; and must meet eligibility criteria.

Students with disabilities who believe they may benefit from classroom accommodations or other assistance should contact DRC at:

Hathaway Hall Office 107  
502-597-6041 (voice)

## **The Kentucky State University Issued Identification Cards/Thorobred Card (T-Card)**



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All students, faculty, and staff are required to have a Kentucky State University ID card. Before a Kentucky State University ID card is issued, identification of the cardholder must be verified, an ID number assigned, and status at Kentucky State University determined. A Kentucky State University ID card is issued only to current students, faculty, and staff. All other requests for ID cards must be requested in writing to Auxiliary Services and are subject to approval. The T-Card is an official form of identification; therefore, hats, or sunglasses may NOT be worn in an ID photo.

Possession and/or use of a Kentucky State University ID card by someone other than the person identified on the card is a violation of university policy. Misuse, alteration of, or abuse of the Kentucky State University ID card will result in loss of privileges granted by the card and disciplinary action being initiated. All ID cards issued by Kentucky State University ID Card Center remain the property of Kentucky State University.

Replacement ID requests may be made in writing to the Auxiliary Services office and require a \$20 fee. ID cards that are malfunctioning can be checked for possible no-cost replacement.

**University Police Department**

The Kentucky State University Police Department (KSUPD) is a service-oriented law enforcement agency that provides 24 hours a day, seven days a week law enforcement service. The police department has the distinction of being certified through the Kentucky Department of Criminal Justice Training in accordance with KRS 15.380(1)(d). Through KRS 164.955, Kentucky State University police officers have general police power including the power to arrest.

KSUPD is a service-oriented department, working within the Division of Finance and Administration, dedicated to educating and working with the University community ensuring a safe, tranquil environment conducive to the objectives of the University. KSUPD officers are state certified law enforcement officers, with full arrest and investigative authority on all University property. KSUPD routinely conducts vehicle, bicycle, motorcycle and foot patrols on campus and enforces state laws as well as university policies and regulations. KSUPD also works closely with other local, state and federal law enforcement agencies such as the Frankfort Police Department, the Franklin County Sheriff's Department, Kentucky Bureau of Investigations, Federal Bureau of Investigations and the United States Marshall Service.

KSUPD is located in the William Exum Building, 400 East Main Street.

Dispatch: 502-597-6878

Text-A-Tip: 502-545-7370

Main contact: 502-597-6878

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (referred to as the Clery Act) is part of the Higher Education Opportunity Act. It requires institutions of higher education that receive federal financial aid to report specified crime statistics on college campuses and to provide other safety and crime



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information to members of the campus community. The Annual Security Information Report containing campus crime reporting procedures, policies, sexual harassment and sexual offense policies, crime statistics and a list of victim advocates is available for viewing at:

<https://kysu.edu/administration-governance/president/safety-security/campus-crime-statistics/>

The Michael Minger Life Safety Act (referred to as the Minger Act) requires institution of higher education Kentucky to report crime statistics to current and prospective students, and employees, to maintain a daily crime log, to report a fire or threat of fire to the state fire marshall immediately, and to issue special reports when there is an ongoing threat to the safety of students and employees. An annual report of campus safety policies, programs and statistics must also be submitted to the Kentucky Council on Postsecondary Education.

### **Parking and Transportation**

The KSUPD is charged with the enforcement of parking and traffic rules and regulations. All students who operate a vehicle on campus are required to register with the KSUPD and to observe campus traffic and parking regulations. Appropriate parking permits are issued for identification purposes and based upon where students reside.

The KSUPD is located in William Exum Building Suite 248 and lobby hours are from 9 a.m. – 4 p.m. weekdays. Students can contact this office at 502-597-6878 with questions about vehicle registration and parking citations.

### **Student Housing (Residence Life)**

The mission of the Department of Student Housing is to provide secure, supportive, and comfortable communities, designed to contribute to the personal and academic growth of each residential student.

While living in our residential communities, students are expected to respect both the facilities and other members of the community, upholding at all times the standards set forth by the University creed. Further, students must understand that the cleanliness and proper care of university facilities are the responsibility of all who occupy the building.

In addition to the policies listed in the K Book, Kentucky State University has information/procedures specific to student housing and students should familiarize themselves with this information by visiting the Kentucky State University Residence Life page:

<https://kysu.edu/administration-governance/enrollment-management-and-student-engagement/housing/>

Student Housing is located in the Academic Services Building, Suite 317, 400 East Main

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St. Main contact: 502-597-5971 or 6123

**Campus Wellness and Recreation**

Campus Wellness and Recreation strives to provide outstanding services, programs, and facilities for the Kentucky State University community that promote the development and maintenance of healthy lifestyles. Campus Wellness and Recreation exemplifies the university's mission by fostering leadership and excellence, offering high-impact co-curricular programs in active, inclusive, and student-focused environments that provide an outlet for competition, exploration, play, and social interaction

The programs and services administered by Campus Recreation are geared to the recreational interest and need of the campus community. As a student, it is recommended that you find time to become active in one of the programs or services available to you, as your participation will enhance your personal health and your college experience.

Students are able to engage in many of the programs and services upon activation of their university ID. The ID must be presented with each visit to the William Exum Center. All policies associated with proper use of one's identification card found in the K-Book must be adhered to for use and/or participation in the programs and services associated with Campus Recreation.

**Student Health Services**

The Betty White Health Center on Rebel Drive. The center is staffed by nurse practitioners and staff. Please remember a few important points:

Clinic hours are 8 a.m. – 4:30 p.m. Monday-Friday. On weekends and after 4:30 pm on weekdays, individuals in need of care or having an emergency may contact their residence director or the KSU Police Department by calling 502-597-6878. They will be able to contact the appropriate individuals to assist you.

Appointments are required for routine gynecologic exams, physical examinations and psychiatric visits.

All visits are confidential.

SHS does not issue written excuses for missing class. Students are provided documentation of their visit.

Office visits are free to currently enrolled students. Charges are made for lab work, X-rays, injections, and supplies. The charges are posted to the student's bursar bill, unless paid at the time of service. Insurance will be filed if a copy of the insurance card is provided. It is the responsibility of the insured to know their insurance benefits as applicable to Student Health.

Students will need their university ID card to be eligible for service, and should have their

current insurance ID card with them.

Treatment cannot be provided via telephone. Students who feel sick should come to student health for care. It is best to come as early in the day as possible so that timely referrals can be made to outside specialists, if necessary.

Student Health Center Pharmacy is located within the V.B. Harrison Health Center building.

Betty White Health Center, 502-597-6271

More details can be found at: <https://kysu.edu/administration-governance/enrollment-management-and-student-engagement/health-services/>

## **University Counseling Center**

The University Counseling Center assists students in their personal and educational development through a variety of psychological services, including individual counseling, group counseling, crisis intervention, psychiatric consultations and outreach programming. All services are strictly confidential and free to students. To make an appointment call 502-597-6271.

For most students, the college years represent unique challenges. It is a time of significant personal growth and decision-making regarding your values, interpersonal relationships, career and other life goals — all within a stressful academic environment. Even the most successful student may experience considerable difficulty with these challenges. Problems often encountered by students include difficulties with academics and interpersonal relationships, family problems, self-identity issues, loneliness, low self-esteem, depression and anxiety.

The University Counseling Center offers services designed to complement the university's academic mission by assisting students with their personal and educational development through a variety of psychological services.

**Personal Counseling and Therapy:** Personal counseling and therapy is aimed at helping persons cope with life stressors and develop more positive ways of using strengths. The goal of counseling is to help clients take more effective control of their lives. Types of personal issues addressed include college adjustment, depression, anxiety, relationship concerns, substance abuse, eating disorders, grief/loss issues and family problems.

**Group Counseling and Therapy:** Support groups and therapy groups are offered as a means of helping students gain greater self-awareness, interpersonal sensitivity and coping skills in a safe environment. Depending on need and interest, group offerings can target such issues as eating disorders, substance abuse, relationship issues, parenting issues, assertiveness, self-esteem and adjustment to college life.

**Crisis Intervention:** A counselor is on call 24 hours a day for emergency assistance. Crisis intervention services are coordinated through the health services at 502-597-

6969.

**Psychiatric Consultations:** Upon the recommendation of the professional staff, appointments can be made with the center's consulting psychiatrist, who is available for psychiatric evaluations, medication consultations and management, and other psychiatric services.

**Assessment:** The counseling center offers testing as it relates to therapy and counseling, as well as referrals for other types of psychological assessments.

**Consultation:** Counseling center services also are available to faculty, staff and students facing a variety of issues, including how to respond to a student or colleague with a psychological problem and how to make a referral.

### **Student Ombudsman**

The mission of the Kentucky State University Office of Student Ombudsperson is to ensure that all student issues are heard and addressed appropriately within a timely manner. The Student Ombudsperson will assist students with problems that have not been resolved by other departments; facilitate communication amongst students, faculty, and staff; offer a safe place for students to express grievances; answer questions regarding the rules and regulations outlined in the Kentucky State University student handbook; and introduce students to resources that are available on campus.

Students should be proactive and not reactive. Students are encouraged to become familiar with the registrar, bursar, and financial aid sections of the website, which contains the academic calendar, a GPA calculator, tuition, fees, and academic appeal information, etc.

The Student Ombudsman Office is located in Student Center Suite 320, or call 502-597-5080

### **Student Support Services (SSS)**

The mission of Student Support Services (SSS) at Kentucky State University is to provide academic and personal support services for the students here at the University. The ideology behind the program is the dismantlement of barriers that might prevent a student from persisting through to graduation. These barriers can range from financial, personal, academic, physical, and mental. The program strives to provide intentional program or students to be successful. The program serves students who are first-generation, income-eligible who are enrolled or accepted for enrollment at Kentucky State University.

The Student Support Services Office is located in the Student Center Suite 315, or call 503-597- 4723, 502-597-6934, or 502-597-5096

### **Career and Professional Development Center**

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The Career and Professional Development Center believes that our students are not an interruption of our work, they are the purpose of it. The Career and Professional Development Center is dedicated to improving student success through career, academic, personal, and vocational development.

The Career and Professional Development Center is located in Academic Services Building Suite 360 and can be contacted via email at [career.center@kysu.edu](mailto:career.center@kysu.edu).