



Office of the President  
218 Wells Hall  
Murray, KY 42071-3318  
270.809.3763  
270.809.3413 fax

March 28, 2013

VIA EMAIL TO [clampe@murraystate.edu](mailto:clampe@murraystate.edu)

Mr. Chad Lampe  
WKMS News Director and Assistant Station Manager

RE: Open Records Request

Dear Mr. Lampe:

On March 25, 2013, your correspondence of that date was received wherein you have requested the "opportunity to inspect or obtain copies of the report (draft) of the Murray State University Board of Regents Ad-Hoc Contract Review Committee circulated to regents via email during the week of March 11<sup>th</sup>." While it is my understanding that you may have submitted a similar request to Dr. Curris (same having been submitted during MSU's spring break when MSU offices were closed), please note that all requests for records should be directed to my attention as the records custodian.

In response, attached please find a copy of the "Report of the Ad Hoc Committee to the Murray State University Regents" along with a supplemental email from Dr. Curris to MSU regents dated March 13, 2013. Please note that email addresses have been redacted as constituting information of a personal nature. KRS 61.878(1)(a); see also 06-ORD-031 and 07-ORD-120.

Thank you.

Sincerely,

Jill Hunt  
Senior Executive Coordinator for the President  
and Coordinator for Board Relations

JH/ilm

Attachment

**D R A F T**

**Report of the Ad Hoc Contract Committee**

**To the Murray State University Regents**

- I. Murray State University, 2006-2012**
  - A. Academic Standing**
  - B. Enrollment Data**
  - C. Financial Management**
- II. Resolutions and Statements of Support**
- III. President – Board of Regents Relationships**
- IV. Future Contract Issues**

- DRAFT -

I. Murray State University, 2006-2012

A. ACADEMIC STANDING

**A1. Professional Accreditation**

During the 2006-07 academic year, Murray State's academic programs enjoyed professional accreditation from the following professional associations:

Accreditation Council for Education in Nutrition and Dietetics  
Accrediting Council on Education in Journalism and Mass Communications  
American Chemical Society  
American Veterinary Medical Association  
Applied Science Accreditation Commission the Accreditation Board for Engineering and  
Technology  
Association to Advance Collegiate Schools of Business  
Commission on Accreditation of Athletic Training Education  
Commission on Collegiate Nursing Education  
Council for Academic Accreditation in Audiology & Speech-Language Pathology  
Council for Accreditation of Nurse Anesthesia Educational Programs  
Council for Accreditation of Counseling and Related Educational Programs  
Council on Social Work Education  
Engineering Accreditation Commission of the Accreditation Board for Engineering and  
Technology  
Masters in Psychology Accreditation Council  
National Association of Schools of Art and Design  
National Association of Schools of Music  
National Association of Schools of Theatre  
National Council for Accreditation of Teacher Education  
Technology Accreditation Commission of the Accreditation Board for Engineering and  
Technology

For the 2012 academic year, Murray State had maintained all of the above program accreditation with two modifications.

First, in 2007-08, the Interior Design program received initial accreditation from the National Kitchen and Bath Association. Second, the University voluntarily dropped the accreditation of its educational counseling programs from CACREP (above). The College of Education is currently reapplying for this accreditation.

## A2. Academic Rankings

	<u>2006</u>	<u>2012</u>
Kiplinger's "Best Value in Public College's"	54	(No longer listed in top 100)
Forbes Magazine "Best Buy"	56 (2007)	96
"America's Best Colleges"	322 (2008)	547
US News & World Report "Top Public Regionals in South"	6	7
"Top Comprehensive (Regionals) in South"	17	20

## A3. ACT Scores of Entering Freshmen

(Recorded by KyCPE at the 25<sup>th</sup> and 75<sup>th</sup> percentiles)

	<u>2006</u>	<u>2012</u>
EKU	19/23	18/23
MoSU	17/22	19/24
NKU	18/23	19/24
WKU	18/23	18/24
MuSU	19/25	19/25

#### A4. National Survey of Student Engagement

Every two to three years, college seniors are surveyed to ascertain how they evaluate the college experience. The Ky. CPE has published the results from the 2012 NSSE survey at the state's public universities. The results, and rankings, for each of the five categories of questions follow.

##### Level of Academic Challenge

Questions cover the time students spend on assignments, the level of faculty expectations, the number of assignments and required papers, etc.

	EKU	MoS	NKU	Uky	UL	WKU	MuSU
Score	58.7	57.8	56.3	55.7	57.7	55.4	54.7
Rank	1	2	4	5	3	6	7

##### Active and Collaborative Learning

Questions cover nature of classroom instruction and level of student academic interaction.

Score	53.0	51.5	51.1	49.1	48.9	51.3	52.7
Rank	1	3	5	6	7	4	2

##### Student-Faculty Interaction

Questions measure the level of interaction in and out of the classroom, including academic advising.

Score	45.2	44.2	51.1	41.5	41.2	51.3	52.7
Rank	4	5	3	6	7	2	1

##### Enriching Educational Experiences

Questions measure participation in internships, study abroad, field exercises, co-curricular activities, community services, as well as interaction with students having different backgrounds.

Score	36.1	37.4	36.3	41.3	41.2	42.1	37.9
Rank	7	5	6	2	3	1	4

##### Supportive Campus Environment

Questions measure student perceptions of student services, the relationships with faculty and staff, as well as the quality of relationships with other students

Score	60.8	60.1	60.0	56.3	58.7	60.6	64.2
Rank	2	4	5	7	6	3	1

**A5. Graduation Rates**

<u>Institution</u>	<u>2006</u>	<u>2012</u>
EKU	35.4%	38.2%
MoSU	42.7%	40.1%
NKU	40.1%	37.0%
WKU	49.1%	49.6%
MuSU	56.2%	54.1%

**B. ENROLLMENT DATA**

**B1. Fall Headcount Enrollment**

	<u>2006-07</u>	<u>2012-13</u>	<u>% Change</u>
EKU	15,763	15,968	+ 1.3%
MoSU	9,025	11,172	+ 23.8%
NKU	14,638	15,660	+ 7.0%
WKU	18,664	21,124	+ 13.2%
MuSU	10,304	10,832	+ 5.1%

**B2. Fall Full-Time Enrollments**

MuSU	7,597	7,804	+ 2.7%
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The Kentucky CPE did not have 2012 full-time student data for the other comprehensive universities. IPEDS enrollment data for the period 2006-11 differed from available KyCPE data. Consequently, data to compare MSU with other comprehensives did not appear to be reliable.

**B3. Minority Student Enrollments – Undergraduate Headcount**

	<u>2006</u>	<u>2012</u>
EKU	906	1541
Number % of total Headcount	6.6%	11.1%
MoSU	374	489
Number % of total Headcount	4.9%	5.3%
NKU	943	1360
Number % of total Headcount	7.4%	10.2%
WKU	2016	2769
Number % of total Headcount	12.3%	15.4%
MuSU	681	935
Number % of total Headcount	8.1%	10.8%

**Minority Student Enrollments – Graduate Headcount**

	<u>2006</u>	<u>2012</u>
EKU	99	198
Number % of total Headcount	4.5%	9.2%
MoSU	52	108
Number % of total Headcount	3.6%	7.0%
NKU	160	207
Number % of total Headcount	7.6%	8.6%
WKU	243	351
Number % of total Headcount	8.6%	11.4%
MuSU	128	194
Number % of total Headcount	7.1%	9.92%

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**B4. Regional Campus Fall Headcount Enrollment**

	<u>2006</u>	<u>2012</u>	<u>% Change</u>
Henderson	318	206	-35.2%
Hopkinsville	666	494	-25.8%
Madisonville	756	978	+ 29.4%
Paducah	988	695	-29.7%

**B5. New Community College Transfers**

	<u>2006</u>	<u>2012</u>
Fall Enrollees	380	367

**B6. Freshmen-Sophomore Retention Rates**

	<u>2006</u>	<u>2012</u>
Percentages	81.7%	70.0%



C. FINANCIAL MANAGEMENT

C1. Financial Health:

A review was made of key financial performance indicators:

- **“Change in Net Assets” (similar to net income):** At \$5.8 M, this was lower last year (2011-12) than any of the last six, down from a high of \$21.1M in 2006-07, with considerable fluctuations up and down during the intermediate years. However, there have been consistent year-to-year increases in **“Total Net Assets”** over the period, going from \$179.2 M to \$226 M for the 6 year period. Two items that created significant fluctuations from year to year in the Change in Net Assets are capital and investments. For example, the revenue from bond proceeds is totally recognized in the year issued while the expenditures are recognized through depreciation over the 40-year life. Market fluctuation gain and losses are recognized in the year of market change for investments.
- There are four **Key Core Financial Ratios** recommended by higher education financial authorities.
  - **Primary Reserves** (determines how long reserves will last without revenues): MSU compares well to benchmarks, (including and excluding Foundation assets), and has consistently improved year to year, up 29% over 2007.
  - **Viability** (depicts whether there are adequate net assets compared to plant related debt, or a debt to equity ratio): 56% above benchmark in 2012; up 16% over 2007.
  - **Return on Net Assets** (similar to net income %): Slightly below (12%) bottom of recommended threshold range in 2012. Last 5 year average remains slightly above top of benchmark range.
  - **Net Operating Revenue** (depicts how much the operating revenues exceed operating expenses): Considerable volatility over last 6 years, with average being near middle of recommended threshold range.
- **Days of Operating Expenses** (unrestricted net assets expressed in days of operating expenses): Consistent improvement year to year over last 6 years, going from 78 days to 128 (up 64% over entire period).

C1a. Traditional Financial Measures

All Funds (Excludes MSU Foundation)	Fiscal Years					
	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12
Change in Net Assets (Similar to Net Income)	\$21,093,799	\$9,214,882	\$11,903,267	\$7,466,164	\$12,410,705	\$5,844,499
Total Net Assets	\$179,179,873	\$188,394,755	\$200,298,022	\$207,764,186	\$220,174,891	\$226,019,390

**C1b. Key Ratio Analysis**

**Primary Reserve Ratio: (expendable net assets compared to total expenses)**  
**Determines how long reserves will last without revenues**

	Murray State University and MSU Foundation						RECOMMENDED THRESHOLD*
	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	
Including Foundation	0.55	0.53	0.5	0.52	0.62	0.62	0.4
Excluding Foundation	0.41	0.41	0.46	0.47	0.52	0.53	

**C1c Viability Ratio: (expendable net assets compared to plant related debt)**  
**Depicts equity to long-term debt**

	Murray State University and MSU Foundation						RECOMMENDED THRESHOLD*
	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	
Including Foundation	1.84	1.45	1.32	1.48	1.85	1.88	≥1.0
Excluding Foundation	1.35	1.11	1.19	1.28	1.53	1.56	

**C1d. Return on Net assets: (change in net assets as a percentage of total net assets)**

	Murray State University and MSU Foundation						RECOMMENDED THRESHOLD*
	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	
Including Foundation	13.47%	4.40%	1.00%	5.56%	8.72%	2.43%	3.00% - 4.00%
Excluding Foundation	13.34%	5.14%	3.00%	3.73%	5.97%	2.65%	

**Note: FY 09 ratio is impacted by decrease in equity values due to the October 2008 market crash.**  
**FY 12 ratio is impacted by 2.5% reduction in state appropriations and a \$1.0 million reduction in federal grants in the Telecommunications Systems Management area.**

**C1e. Net operating revenues ratio: (Portion of total revenues – except capital appropriations and gifts and endowment contributions – that increase net assets)**

	Murray State University and MSU Foundation						RECOMMENDED THRESHOLD*
	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	
Including Foundation	6.84%	4.06%	-2.83%	2.22%	7.63%	2.52%	2.00% -4.00%
Excluding Foundation	5.69%	4.10%	-0.72%	1.81%	6.26%	2.73%	

**Note: FY09 ratio is impacted by decrease in equity values due to the October 2008 market crash.**

**C1f. Unrestricted Net Assets of the University Expressed in Days of Operation**

	FY 07	FY 12
Unrestricted Net Assets	31,003,862	59,762,892
Operating Expenses	144,297,663	170,141,158
/ 365 days		
Operating Expenses per Day	395,336	466,140
Days of Operating Revenues	78	128

**C2. State Appropriations (In the millions)**

	<u>2012-13</u>	<u>2006-07</u>	<u>%change</u>	<u>2007-08</u>	<u>%change</u>
EKU	\$67.7	\$74.9	-3.5%	\$79.8	-15.2%
MoSU	\$41.0	\$44.1	-0.1%	\$48.1	-14.9%
NKU	\$46.8	\$48.9	+2.2%	\$55.1	-15.1%
WKU	\$72.4	\$77.1	+0.1%	\$85.1	-14.9%
MuSU	\$48.0	\$53.4	-3.9%	\$56.1	-14.4%

This chart uses two base periods (FY 2007 and FY2008). A major adjustment in FY 2008 was unfavorable to Murray State. This adjustment in the main was made by the 2006 General Assembly prior to the appointment of President Dunn. Using the FY 2008 base period, Murray State fared slightly more favorably than the other comprehensives.

**C3. Fundraising**

The "Hold Thy Banner High" campaign ended in October 2012, having yielded \$ 71.73 million, about \$ 11 million above the original goal, undoubtedly a significant accomplishment, especially given the national and regional very strained environment.

**C3a. Actual Dollars Donated  
Actual Dollars per Alumni**

	Actual Dollars Donated	Alumni of Record	Donated Per Alumni
FY 06-07	\$6,938,000	57,146	\$121.41
FY 07-08	\$9,201,000	57,576	\$159.81
FY 08-09	\$4,263,000	58,831	\$72.46
FY 09-10	\$6,142,000	60,343	\$101.78
FY 10-11	\$11,276,000	61,571	\$183.14
FY 11-12	\$5,246,000	64,229	\$81.68

**C3b. Dollars in Planned Gifts  
Number of Planned Gifts**

	<b>Planned Gifts</b>	<b>Number of Planned Gifts</b>
FY 06-07	\$17,708,752	84
FY 07-08	\$22,448,088	96
FY 08-09	\$23,089,512	115
FY 09-10	\$25,002,465	124
FY 10-11	\$26,647,165	132
FY 11-12	\$25,756,913	132

**C4. External Audits & Compliance**

**Financial Audits:** All audits were certified as “Unqualified” (without “qualifications” or major issues), commonly described as “clean”. There were no “Material Weakness” findings (the most critical level of deficiency) in any of the 18 audits over six years. There were only six “significant deficiencies” found, none were major issues, and all were resolved before the next occurring audit.

- II. The Ad Hoc Contract Committee received three resolutions supporting the reappointment of President Dunn. They are included as attachments. In addition, eighteen letters have been received, fourteen of which support reappointment, four of which oppose. These letters are from individuals, though it should be noted two letters of support represent organizations: the Gay, Lesbian, Bisexual and Transgender Alliance on campus, and the Murray State Regional Outreach Advisory Board. In addition, three of these letters are from former Regents; Alan Stout, Peg Hayes and Jeff Taylor. They will separately be forwarded to you.

III. President – Board of Regents Relationships

In the “Four Year Presidential Review” completed during 2011-12 academic year, President-Board relations was the area where President Dunn’s performance was most strongly criticized. It is the judgment of the Ad Hoc Committee that this relationship has not improved, but rather there has been further evidence of erosion. Over the past year the President’s relationship with the Board of Regents has moved from insensitivity to disrespect.

In the four year review the Board expressed its keen disappointment that the President had not informed the Board of its chairman of his candidacy for the presidency of the University of Tennessee prior to public awareness of that candidacy. The Board noted the way he handled his candidacy “impacted the trust relationship between the Board and the President.” Subsequently, the President has been a candidate for the presidency of Missouri State University and Commissioner of Education for the State of Florida. In neither instance was the Board or its chairman notified of that candidacy before public awareness.

- DRAFT -

The Ad Hoc Committee notes as well the earlier expressed expectation that the President improve his working relationship with committee chairs. The Committee believes there has been nominal improvement, but the working relationship here is not at the level desired. The Committee notes, as well, that since the adoption of the Strategic Directions two years ago, there have not been significant initiatives undertaken by the President to lead the University to fully embrace these policy directions.

Lastly, several Regents have expressed dismay and dissatisfaction with the President's on-going internal and public commentaries about the Board of Regents.

#### IV. Future Contract Issues

Presidential salary compensation at Kentucky's comprehensive institutions range widely from a low of \$254,000 to a high of \$432,000. While some of this wide variation can be explained by both the length of service and performance evaluations, there is little guidance here for determining what a presidential salary should be. Based on national data (with comprehensive presidents averaging over \$260,000 in annual salary) and historical salary levels in the Commonwealth, it is fair to say that Murray State's presidential salary is probably 10 percent below a satisfactory point.

Should the Board of Regents vote to renew the appointment of Dr. Randy Dunn as President, consideration should be given to adjusting his salary approximately 10 per cent with a portion of that salary achievable through the satisfactory attainment of performance goals and specified accountability measures.

The fringe benefit package at Murray State is not dissimilar from benefits accorded comprehensive university presidents nation-wide.



**420 Wells Hall  
Murray State University  
Murray, KY 42071**

February 28, 2013

Dr. Constantine W. Curris  
Chair, MSU Board of Regents  
2061 Lakeside Drive  
Lexington, KY 40502

Dear Dr. Curris:

At the February 27, 2013 meeting of the Board of Directors of the West Kentucky Educational Cooperative member superintendents, representing 27 school districts and more than 82,000 students in the western third of the state, voted unanimously to write to you and your fellow board members a letter expressing the excellent ongoing relationship that our member districts have with Murray State University President Randy Dunn.

Recent media reports suggest that the Board of Regents will soon discuss Dr. Dunn's contract. Because of this knowledge superintendent members of the West Kentucky Educational Cooperative want to make you aware of the excellent relationship we have with Dr. Dunn and his administration. Dr. Dunn and his staff have been most cooperative in implementing programs, partnering with our member districts, and preparing teachers to instruct our students. The member superintendents of the West Kentucky Educational Cooperative appreciate the work of Dr. Randy Dunn and hope he will continue as President of Murray State University.

Thank you for your consideration of this communication and for all you do to make Murray State University great.

John C. Settle  
Executive Director  
West Kentucky Educational Cooperative

Quin Sutton  
Board Chair  
West Kentucky Educational Cooperative

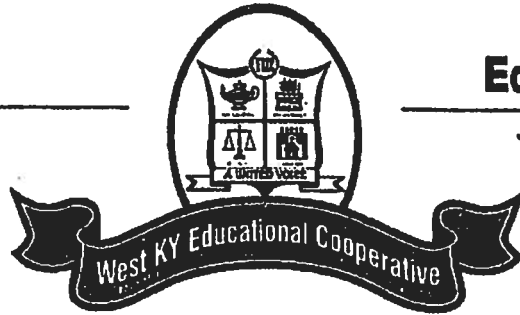
Enclosed: Minutes of the February 27, 2013 WKEC Board of Directors Meeting

cc: Members of the MSU Board of Regents

From the office of  
John C. Settle, Ed.D.  
Executive Director

**West Kentucky**

420 Wells Hall  
Murray State University  
Murray, KY 42071-3318



**Educational Cooperative**

John C. Settle, Ed.D, Executive Director  
Telephone: (270) 809-6978  
FAX: (270) 809-2485  
www.wkec.org

**WEST KENTUCKY EDUCATIONAL COOPERATIVE  
MEETING OF THE BOARD OF DIRECTORS  
FEBRUARY 27, 2013  
WKEC CONFERENCE CENTER**

The Board of Directors of the West Kentucky Educational Cooperative met Wednesday, February 27, 2013 at the WKEC Conference Center in Eddyville. The meeting was called to order at 9:30 a.m., by Chairman Quin Sutton.

Board members present were Casey Allen, Ballard County; Carrell Boy, Caldwell County; Ken Bargo, Calloway County; Randy McCallon, Carlisle County; Rachel Yarbrough, Charles Proffitt, Dawson Springs; Dennis Bledsoe, Fulton County; Tamara Smith, Fulton Independent; Pete Galloway, Graves County; Tom Richey, Henderson County; Kenny Wilson, Hickman County; James Lee Stevens, Hopkins County; Darryl Chittenden, Livingston County; Quin Sutton, Lyon County; Trent Lovett, Marshall County; Lonnie Burgett, Mayfield Independent; Nancy Waldrop, McCracken County; Tres Settle, McLean County; Dale Todd, Muhlenberg County; Bob Rogers, Murray Independent; Jim Mattingly, Owensboro Diocese; Larry Vick, Owensboro Independent; Randy Greene, Paducah Independent; Patricia Sheffer, Union County; and James Kemp, Webster County. Vince Clark represented Rachel Yarbrough, Crittenden County; Beth Sumner represented Travis Hamby, Trigg County; and Robert Lyons represented David Whaley, Murray State University. Staff members present were John Settle, Sean Caldwell, Susan Barton, Debbie Lee, Todd Warren and Jennifer Hale.

**OTHERS PRESENT**

First Lady Jane Beshear; Jenny Douglas, American Fidelity; Wendell Emerson, American Fidelity; Jack Rose, Murray State University; Candy Hammond, Honeywell; Donald Shively, Paducah Independent; Nick Tabor, Kentucky New Era; Mike Carr, Education Professional Standards Board; Mike Young, Peel and Holland; Willson Sears, KASS; Tommy Scott, retired; Dr. Ronda Dunn, KDE; Ron Wilhite, KSBA

**DISTRICTS NOT REPRESENTED**

Christian County

**Order No. 26** – Send to MSU Board of Regents and Letter of Support for Dr. Randy Dunn

A motion was made by Bob Rogers and seconded by Kenny Wilson that WKEC Board Members, as superintendents of 27 school districts who serve more than 82,000 students in grade P-12, write a letter to the Murray State University Board of Regents, and copying to Governor Steve Beshear, expressing the excellent working relationship that the WKEC Board has had and continues to have with President Randy Dunn and his representatives who provide assistance to schools. The motion carried with no opposition.

Quin Sutton  
CHAIRMAN

Rachel Yarbrough  
VICE CHAIRMAN

Ed Adams  
PAST CHAIRMAN



**MURRAY STATE UNIVERSITY**

**Staff Congress**

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**Murray, KY 42071**

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**E-mail: [msu.staffcongress@murraystate.edu](mailto:msu.staffcongress@murraystate.edu)**

**<http://www.murraystate.edu/staffcongress>**

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8 March 2013

Murray State University Board of Regents  
Dr. Constantine Curris, Chair  
Wells Hall  
Murray State University  
Murray, KY 42071

Dr. Curris and Members of the Board of Regents:

Accompanying this letter is a proclamation in support of Dr. Randy Dunn's continuing presidency at Murray State University. This proclamation was passed unanimously at a called meeting of the Murray State University Staff Congress on March 6, 2013.

It is the desire of the Staff Congress that this be included with the material which is being assembled by the ad-hoc contract committee.

As always, the members of the Staff Congress and the entire staff of the University continue to strive to keep Murray State University the "finest place we know".

Sincerely,

John P. Young, Jr., President  
Murray State University Staff Congress



**RESOLUTION**

**SUBMITTED TO: The Murray State University Board of Regents**

**SUBJECT: Expression of Confidence in President Dunn and Request for Action  
on His Contract by the Board of Regents**

**SUBMITTED BY: The Murray State University Faculty Senate**

**DATE: 13 November 2012**

The following resolution was approved unanimously by the Murray State University Faculty Senate in Regular Session on 13 November 2012.

*Whereas the faculty of the university share in governance and concern about the administration of the university;*

*Whereas, due to the resignation of the Provost and uncertainty regarding the President's status, the long-term leadership of Murray State University is currently unclear;*

*And whereas the members of the Faculty Senate find this situation undesirable;*

*Therefore be it resolved that the Faculty Senate has confidence in President Dunn's leadership;*

*And therefore be it resolved that the Faculty Senate respectfully requests the Board to clarify President Dunn's future employment status with the University.*

From: Constantine Curris [mailto: [REDACTED]]

Sent: Wednesday, March 13, 2013 10:20 AM

To: 'Marilyn Buchanon'; sharonl.green [REDACTED]; 'Susan Guess'; 'Jeremiah'; 'Jack Rose'; pschooley [REDACTED]; beshear [REDACTED]; 'Thornton, Jerry Sue'; hlwaterfield [REDACTED]; 'Williams, Stephen A. CEO'

Cc: cwcarris [REDACTED]

Subject: Addendum/Correction to the Report of the Ad Hoc Contract Committee Report

Because of an error on my part, incomplete data was provided in the Report. I am referring to item IB2 "FALL FULL TIME ENROLLMENTS." While the information for Murray State is correct, I neglected to insert the six year enrollment data for the other comprehensives. A corrected and complete version is below. Please excuse my oversight.

**B2 Fall Full-Time Enrollments**

	2006	2012	% Change
EKU	11,438	11,919	+ 4.2%
MoSU	6,120	6,183	+ 1.0%
NKU	9,726	10,718	+ 10.1%
WKU	13,903	14,753	+ 6.1%
MuSU	7,597	7,804	+ 1.5%