

**1. INSTITUTIONAL DEI INITIATIVES (GENERALLY)**

**A. DEI Officers:**

I. Please provide a complete list, organized by department and office, of each individual who is employed by the institution:

1. Whose job title or description includes the word "diversity," "equity," "equality," or "inclusion";
2. Is employed by an office, division, program, or other agency with a name or title that includes the word "diversity," "equity," "equality," or "inclusion"; or
3. Holds a job or position with responsibilities that include developing, implementing, or promoting diversity, equity, and inclusion initiatives.

II. For each employee listed in response to subparagraph i) of this section, please provide:

1. The employee's name,
2. The job title and duties of the employee;
3. The amount of the employee's annual compensation;
4. The organizational chart of the office, division, or other agency of his or her employment.

**MSU does not have a DEI Office. Below are employees whose job title or job description meets the criteria defined above:**

**Caroline Atkins, Chief Diversity Officer (5%), \$5,349**

**Coordinates the preparation of reports and compliance activities to ensure appropriate workforce compliance in a manner consistent with applicable legal guidelines. Manages the implementation of the Council on Postsecondary Education's diversity policy and federal laws.**

**Vacant, Coordinator of Eagle Diversity Education Center (Student Center), (100%), \$40,976**

**The Coordinator of the Eagle Diversity Education Center (EDEC) is a Student Affairs staff member within the Student Activities & Programs unit. The Coordinator provides support to the EDEC, a student services center dedicated to developing and sustaining an academic, social, and cultural environment that embraces and supports diverse student populations.**

**Additional employees for completeness of the University's response who also serve diverse populations:**

**Jeremy Glover, Adult & Military Admissions Counselor, (100%), \$37,329**

The Adult & Military Admissions Counselor performs all significant recruiting and admissions functions necessary for the university to successfully accomplish its educational business and serve the admissions needs of the university. The Adult & Military Admissions Counselor is also responsible for planning, organizing, and executing recruitment and enrollment services activities. Incumbent is also responsible for disseminating various University applications, brochures, and other recruiting materials. This position represents the University and encourages qualified prospective students to apply and enroll. Provides leadership and vision in the development of cooperative programs and partnerships with the Department of Defense, Department of Veterans Affairs, veteran service organizations and MSU. Coordinates the university's military/veteran-related programs, outreach and services. Identifies and cultivates external private and public sector support for university programs. Acts as the primary liaison between the university and external military/veteran organizations.

**Misty Litton, Assistant Director for Student Services (Disability Services), (100%), \$54,663**

The Assistant Director for Student Services directs the operations of the Student Disability Services office and is responsible for the administration of disability services for students. The Assistant Director develops administrative procedures, reviews documentation of disability, provides consultation about appropriate accommodations, maintains a confidential database, compiles reports on program activities and services, oversees vendor selection and contractor monitoring for provision of auxiliary aids to students, provides information about disability regulations to university personnel, resolves student complaints regarding disability services and access, actively recruits students with disabilities, and oversees the removal of physical and technological barriers at the University to ensure equal access to the educational experience for students with disabilities in compliance with federal laws. The Assistant Director develops and administers the Student Disability Services/ADA program budget and recruits, hires, and supervises a graduate assistant and student workers.

**Erica Haddix, International Student Services Director, (100%), \$47,283**

The International Student Services Director delivers administrative and support services to international students pursuing academic or professional/research activities for Morehead State University (MSU). This position is responsible for the institution's compliance with immigration laws and regulations concerning the sponsorship of foreign students.

**Inclusion Ambassadors:**

- Eric Brown, \$2,000
- Samuel Stapleton, \$2,000
- Taunya Jones, \$2,000
- April Miller, \$2,000
- Michael Dobranski, \$2,000

**Inclusion Ambassadors receive a stipend of \$2,000.00 for leading diversity and inclusion efforts for their respective academic college and for the division of student affairs.**

**B. DEI Offices:** For each office, department, or program of the institution that includes the word "diversity," "equity," "equality," or "inclusion" in its title or is responsible for developing, implementing, or promoting diversity, equity, and inclusion initiatives, please provide the following:

- I. The name of the office, department, or program;
- II. The duties and responsibilities of the office, department, or program;
- III. The organizational chart of the office, department, or program;
- IV. The name and amount and rate of compensation of each employee of the office, department, or program; and
- V. The annual budget of the office, department, or program and the source of those funds.

**The University does not have a DEI office. For completeness, below are offices that serve diverse populations. Each of the below offices have one employee, the names and salaries of the employees are listed above in response to 1. A. II.**

**Eagle Diversity Education Center: (EDEC) is a student services center dedicated to developing and sustaining an academic, social, and cultural environment that embraces and supports diverse student populations.**

**Office of Disability Services: the goal of the Office of Disability Services is to ensure that the University's programs, activities, services and the campus itself are accessible to all our students and visitors.**

**International Student Services: helps students from across the globe access information and resources they need for academic success.**

**Veterans Resource Center: assists prospective and current student veterans by providing counseling and direction on all educational benefits, enrollment and registration assistance, counseling resources and referrals, academic and career assistance, and by creating a place for student veterans to study or relax and reconnect with their fellow student veterans. This Center does not have programming budget, only the salary of one employee: Jeremy Glover which is included above.**

**See enclosed organization chart for the 2024-2025 fiscal year as well as the corresponding budgets for the above-referenced offices. The source of funds for these offices is state funds.**

**C. DEI Events:** For each program or event planned by a DEI office over the past 12 months, please list:

- I. The name and date of the event or program
- II. The hosting office, department, or organization;
- III. The mission or purpose of the event;
- IV. The location of the event;
- V. The total budget of the event and the source of those funds;
- VI. A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the event; and
- VII. The estimated number of attendees.

**See enclosed list of DEI events for the 2023-2024 academic year as well as the marketing material for the events that utilized flyers and/or social media promotions. Budget information related to DEI events can be found in response to B. V. above.**

- D. Admissions and recruitment:** Please describe any recruitment and admissions policies that are focused on promoting and increasing the representation and participation of individuals from groups that have historically been underrepresented for the institution. Please provide the same for each program or department within the institution, including:

- I. The purpose of the policies;
- II. The total costs of implementing the policies and the
- III. A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the policy; and
- IV. The efficacy of those policies and the methods the institution uses to determine that efficacy.

**The University does not have any recruitment or admissions policies that are focused on promoting and increasing the representation and participation of individuals from groups that have historically been underrepresented.**

- E. DEI Spending:**

- I. Please provide a comprehensive analysis of the expenses related to DEI officers, DEI offices, DEI programs and events, DEI-related scholarships, DEI trainings and training materials, DEI recruiting efforts, and other DEI initiatives of the institution, including the total annual budget amount and actual expenses related to each; and
- II. The information required by subparagraph i) of this subsection shall include the annual DEI budget and actual DEI expenses of the institution as a whole and a breakdown of the annual DEI budget and actual DEI expenses of each department/office of the institution.

**See enclosed information in response to B. V. above. Also see enclosed budget information related to DE&I scholarships.**

- F. Institutional missions:** Please provide a complete list of the full written mission of: i) The institution; ii) Each office and department within the institution; and iii) Each organization affiliated with the institution, including support foundations.

## **Board of Regents Approved Mission Statement**

**As a community of lifelong learners, we will:**

- I. Educate students for success in a global environment;**
- II. Engage in scholarship;**
- III. Promote diversity of people and ideas;**
- IV. Foster innovation, collaboration and creative thinking; and**
- V. Serve our communities to improve the quality of life.**

## **MSU Foundation Board Approved Mission:**

**The mission of the Morehead State University Foundation, Inc. is:**

- I. To prudently administer all assets of the Foundation and/or Morehead State University as provided by federal and state law and regulations and through fiduciary responsibility between the University and the Foundation,**
- II. To promote educational purposes in connection with or at the request of the University by encouraging, sponsoring and supporting institutional priorities,**
- III. To provide advice, consultation and support to the President and the Board of Regents of Morehead State University, and**
- IV. To provide volunteer leadership to Morehead State University's fundraising programs and to assist other institutional advancement efforts.**

## **2. STUDENT-CENTERED DEI INITIATIVES:**

### **A. Academic DEI Instruction:**

- I. For each classes/course related to diversity, equity, and inclusion initiatives or that include instruction on theoretical concepts related to the existence of power dynamics based on racial, ethnic, or gender stereotypes, please provide:**
  1. The title and course code of the course;
  2. The course description and syllabus;
  3. A list of the degrees or certificates that require successful completion of the course;
  4. The General Education requirements that the course fulfills; and
  5. The number of students that were enrolled in the course during the 2023-2024 school year;
- II. Are there any general education quotas that would require students to participate in a course related to ideological activism, such as critical race theory and DEI, to obtain a degree?**

**To answer this question, the University performed a search of the courses taught in the Spring/Fall 2023-2024 academic year for the words "diversity", "equity", "inclusion", "power dynamics", "racial", "ethnic", and "gender stereotypes." This search included both course names and course descriptions.**

**Thus, the results of our search include courses that are not dedicated to DEI, but the search terms were included in the course description. This search resulted in 45 courses. See enclosed pdf which includes the course number, name, description, as well as number of students enrolled.**

**The University does not have any general education quotas that require students to participate in a course related to ideological activism, such as critical race theory and DEI, to obtain a degree.**

**B. Student DEI Trainings:** Student orientations and trainings related to diversity, equity, and inclusion initiatives.

- I. Does the institution require DEI training or sensitivity training as a degree, certificate, or program requirement? **No**
- II. New student and transfer student orientations: **Many freshmen students take a traditional first year seminar dedicated to student success which includes a short one-week module related to diversity, equity, inclusion, and cultural competency.**
  1. How are diversity, equity, and inclusion and DEI initiatives addressed in these trainings? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year. **N/A**
  2. Do these trainings educate students on the principles of free speech, debate, open inquiry, and viewpoint diversity on campus? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year. **N/A**
  3. Are orientation and training materials published to the institution's website? If so, please provide a link. **N/A**
- III. For each required student training, including program-specific trainings, please provide; **N/A**
  1. The name of the training; **N/A**
  2. The purpose of the training; **N/A**
  3. The number of students that participated in the training during the 2023-2024 school year; **N/A**
  4. The cost of the training and the source of the funds to cover that cost. **N/A**

**C. Student Diversity Statements:** Diversity statements or oaths an institution, or department of an institution, requires students or admissions applicants to submit.

- I. Please provide a complete copy of the institution's admissions application.
- II. Please provide a written list of all diversity statements or oaths offered to any student or prospective student by the institution or a program or department of the institution.  
For each, please state:
  1. The subject and purpose of the statement or oath;
  2. The consequences for an individual that declines to submit a statement or oath; and

3. Any mechanisms in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath.

**The University does not request a diversity statement or oath for admission. Please see attached blank admissions application.**

**D. Scholarship awards**

- I. For each scholarships administered or distributed by the institution that are distributed based on race, ethnicity, religion, sex, sexual orientation, or other immutable characteristic or that use criteria related to race, ethnicity, religion, sex, sexual orientation, or another immutable characteristic to distinguish between candidates (excluding athletic scholarships), please provide:
  1. A copy of full application for a scholarship;
  2. A description of the number and amount of each available scholarship award;
  3. The total amount of scholarships issued during the 2023-2024 school year and the source of those funds.
- II. For each scholarships administered or distributed by the institution that includes any type of diversity statement or oath, please provide:
  1. A copy of the full application for a scholarship;
  2. A description of the number and amount of each available scholarship award;
  3. A statement of how the oath or statement is used to evaluate scholarships candidates;
  4. A description of the number and amount of each available scholarship award; and
  5. The total amount of scholarships issued during the 2023-2024 school year and the source of those funds.

**University scholarships listed below are funded by state funds. See enclosed budget sheets related to scholarship amounts.**

- **Black Achiever Scholarship – application enclosed**
- **Diversity Opportunity Scholarship – application enclosed**
- **URM Scholarship – no application process**
- **International Student Resident Hall Award – no application, based on student's admissions application**
- **Eagle Assurance Scholarship – no application process, based on student's admissions application. Need-based scholarship for students who meet the following criteria: graduate from a Kentucky high school; are Pell Grant eligible (per the FASFA); enroll as a first-time, full-time student; have a minimum GPA of 2.8 (4.0 scale); and live in campus housing**
- **ROTC Room Waiver – no application process, automatic for contracted cadets that signed the enclosed MOU with the University.**

- **ROTC Campus-based scholarship** – offered to full-time undergraduate and graduate students who maintain a GPA of 2.5 or higher and meet the qualifications to commission as an Officer in the U.S. Army. ROTC scholarship applications are completed by accessing the ARMY ROTC web portal, which is not under the University’s control, therefore, the University is unable to provide a blank copy of the application.
- **ROTC High School Nursing Scholarship** – offered to nursing majors with an ACT score of 19 or higher and who maintain a GPA of 2.5 or higher. ROTC scholarship applications are completed by accessing the ARMY ROTC web portal, which is not under the University’s control, therefore, the University is unable to provide a blank copy of the application.
- See attached grant award letters from the Kentucky Veterans Program Trust Fund for the years 2021 and 2023.

The Morehead State University Foundation Scholarships listed below are funded by private endowments. See enclosed budget sheet and general foundation scholarship application that automatically applies a student for all foundation scholarships the student is eligible for:

- **Appalachian Future Educators Scholarship Endowment** – for students pursuing an educator preparation degree or program in the Volgenau College of Education; preference given to first-generation college students or students from an underrepresented minority group.
- **Dr. Jerry Gore African American Heritage Scholarship Endowment** – for students who are actively participating in campus diversity initiatives, clubs or groups; preference given to African American students.
- **Richard Reser Scholarship Endowment** – for a minority student majoring in Sociology, Social Work or Criminology.
- **Minority Scholarship Endowment** – for full-time undergraduate minority students.
- **David Cutts Scholarship Endowment** – for full-time students in junior year, studying in a STEM major; preference given to female and/or minority students.
- **Phillips Scholarship Endowment** – for full-time students majoring in a STEM related field; preference given to minority students.
- **Hobbs Endowment for Equality** – for full-time undergraduate or graduate students who self-identify as Gay, Lesbian, Bisexual, or Transgender.
- **Bernard L. McKay Award of Excellence for LGBT Scholars** – for full-time undergraduate students who self-identify as either Lesbian, Gay or Transgender (LGBT).
- **Spartman Skaggs Pride Scholarship Endowment** – for students majoring in radiology or library sciences who self-identify as LGBTQ+.

E. **Student Discipline:** How does the institution handle allegations of bias incidents committed by a student? Are students disciplined for non-criminal bias incidents?



**See enclosed bias incident form. Students are not disciplined for non-criminal, bias incidents.**

- F. **Student Centers:** Identify any student centers that provide services for an identified minority group.

**Veterans Resource Center  
Eagle Diversity Education Center  
Student Disability Services  
International Student Services**

### **3. FACULTY-CENTERED DEI INITIATIVES**

- A. **Faculty/Staff Diversity Statements:** diversity statements or oaths of an institution or department of an institution that faculty, staff, or job applicants are required to submit as a condition of employment, continued employment, promotion, contract renewal, or other benefit.

- I. Please provide a complete copy of the general employment application of the institution and any supplemental applications or documents required by the institution of any academic department of the institution.
- II. Please provide documentation of each diversity statement or oath offered to faculty, staff, or job applicants, and for each please state:
  1. The subject and purpose of the diversity statement or oath?
  2. What are the consequences for an individual that declines to submit a diversity statement or oath?
  3. What mechanisms are in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath?

**The University does not require any diversity statements or oaths from faculty or staff. See enclosed copy of the blank general employment application.**

- B. **Faculty and Staff DEI Trainings:**

- I. Does the institution require a DEI training or sensitivity training?
- II. Does the institution or departments within the institution require trainings on the principles of free speech, debate, open inquiry, and viewpoint diversity?
- III. Please provide a written list of all faculty and staff trainings required by an institution or department within an institution. For each, please provide:
  1. The title of the training;
  2. The basic subject matter of the training;
  3. The job titles of the individuals required to participate in the training; and
  4. The department or office that is responsible for issuing and/or enforcing the requirement.

**The University does not require faculty or staff to undergo any DEI or sensitivity training. The University also does not require faculty and staff to undergo any**

**training related to the principles of free speech, debate, open inquiry, and viewpoint diversity.**

- 4. Bias Incidents:** How does the institution handle allegations of bias incidents committed by faculty and staff?

**See enclosed bias incident form.**