

for teaching social sciences in the secondary school. Minimum of 90 field/clinical hours.

ESE 750 Teaching Mathematics in the Secondary School. (3) I. Crosslisted as MAE 750. Prerequisite: admission to the MAT program. Developmentally appropriate materials and methods for teaching mathematics and computer science in secondary schools. Minimum of 96 field/clinical hours. Credit will not be awarded for both ESE 750 and MAE 750.

ESE 752 Teaching of Career and Technical Education in Middle and Secondary Schools. (3) I. Prerequisite: admission to the MAT program. Developmentally appropriate materials and methods for teaching career and technical education in the middle and secondary schools. Minimum of 96 field/clinical hours.

ESE 753 Family and Consumer Sciences Education Curriculum. (4) I. Prerequisite: admission to the MAT program. Developmentally appropriate materials and methods for teaching family and consumer sciences education curriculum in the secondary schools. Minimum of 96 field/clinical hours.

ESE 761 Teaching Science in Secondary School. (3) I. Prerequisite: Admission into the secondary MAT program. Designed to introduce prospective teachers to the modern materials and methods of teaching biological and physical science at the secondary level. Minimum of 96 field/clinical hours.

ESE 766 Teaching of Physical Education in Secondary Schools. (3) I. Prerequisites: admission to the MAT program with a major in physical education. Developmentally appropriate materials and methods for teaching physical education in the secondary schools. Minimum of 90 field/clinical hours.

ESE 773 Teaching Business and Marketing in Middle and Secondary Schools. (3) I. Prerequisite: admission to the MAT program. Developmentally appropriate materials and methods for teaching business and marketing education. Minimum of 96 field/clinical hours.

ESE 774 Teaching Reading in the Secondary School. (3) A. Prerequisites: education core and admission to teacher education. Emphasis on developmental and content area reading skills, appraisal of reading abilities, appropriate materials, assessment, and organization of secondary reading program.

ESE 779 Music Education: Principles and Practices. (3) I. Prerequisites: admission to the MAT program or a music certification program and MUS 750. Developmentally appropriate materials and methods for teaching music education in secondary schools. Minimum of 96 field/clinical hours.

ESE 787 Teaching of Health Education in Secondary Schools. (3) I. Prerequisites: admission to the MAT program with a major in health education. Developmentally appropriate materials and methods for teaching health education in secondary schools. Minimum of 96 field/clinical hours.

ESE 807 Secondary Education: _____ (1-3) A. Prerequisite: advisor/departmental chair approval. Independent work, workshops, special topics, or seminars. May be retaken under different subtitles.

ESE 849 Trends and Materials in Social Studies. (3) A. Designed to broaden the horizons of secondary social studies teachers. Attention focused on new curriculum materials, simulation, videotaped microteaching. Participants will be actively involved, and consultants will assist in areas of particular interest.

ESE 850 Trends in Secondary Math. (3) A. Crosslisted as MAE 850. Examination of curricular trends, modern programs, appropriate strategies, and innovative materials in secondary mathematics. Credit will not be awarded for both ESE 850 and MAE 850.

ESE 860 Curriculum Development in Family and Consumer Sciences. (3) A. Prerequisite: instructor approval. Educational trends and their implications; principles of curriculum construction

applied to family and consumer sciences in middle and secondary school.

ESE 861 Supervision of Family and Consumer Sciences. (3) A. Principles and techniques of effective supervision in family and consumer sciences with emphasis on supervision of student teaching.

ESE 863 Secondary School Curriculum. (3) II. Aims of the public secondary schools; plans for evaluating curriculum procedures; qualities of good teaching; procedures of evaluating and improving classroom teaching; methods of making the school a more effective agency.

ESE 864 Special Problems in Family and Consumer Science Education. (1-3) A. Prerequisite: instructor approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken to a maximum of six hours.

ESE 867 Assessment in Family and Consumer Sciences Education. (3) A. Theories and techniques of program and student assessment; construction and interpretation of instruments to measure student progress and program improvement.

ESE 871 Special Problems in Industrial Arts Education. (1-6) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Problems of particular value to the teacher in the field, both of a practical and of a research nature, will be pursued by the student and developed through conferences and activities directed by the staff.

ESE 872 Curriculum Practices and Trends in Industrial Education. (3) I. Current concepts and trends in industrial education; principles underlying curriculum construction and development; long range planning for improvement of program.

ESE 874 Supervision and Administration in Music. (3) A. Functions, techniques, and problems of supervision and administration in music education; development of effective programs in city and county school systems; inservice education and workshop techniques; professional and community relationships.

ESE 876 Current Trends in Elementary Music. (2) A. Current thought and practices in elementary music; knowledge of learners and learning processes, structure of music, methods of developing skills. Non-music majors must have equivalent of MUS 360 and instructor approval.

ESE 877 Practicum in Remedial Reading. (3) A. Supervised experiences for secondary reading teachers in diagnosis and correction of reading problems.

ESE 878 Principles of Music Education. (3) I. Basic educational principles and their implications for music education with reference to all types of school situations.

ESE 879 Foundations of Music Education. (3) II. Historical, philosophical, and psychological foundations of music education and their relationship to curriculum development.

ESE 880 Problems in Music Education. (1-3) I, II. If taken as an independent study, student must have the independent study form approved by faculty advisor and department chair prior to enrollment. Problems in the various areas of music education. Emphasis on curriculum improvement through experience to current research and literature in the field. May be retaken to a maximum of three hours.

ESE 881 Workshop in Music Education. (1-4) Summer only. Philosophy, objectives, literature, materials, and techniques pertinent to a particular area of music instruction. Topics to be announced. May be retaken to a maximum of four hours credit.

ESE 882 Curriculum Development in Music Education. (3) A. The theory and process of curriculum development in music education; consideration of the instructional process; the importance of sequence, continuity, and articulation; strategies for change.

ETL—Education Teacher Leader

ETL 800 Leadership Skills for Teachers. (3) A. In-depth study of the key concepts, theories, practices, and procedures of teacher leaders in educational environments. This course must be taken within the first six hours of a candidate's program.

ETL 801 Leading Achievement Change. (3) A. Pre-req / co-req: ETL 800. The study of change theory and its application in educational settings by educational leaders, teacher leaders, professional staff, support staff, students and communities to improve student achievement. 14 field hours required.

ETL 802 Research for Teacher Leaders. (3) A. Prerequisites: ETL 800 and 801. Prerequisite/Corequisite: ETL 803. This course introduces research methods in education. Candidates create a research proposal with IRB approvals. The focus is on student learning, student achievement, or school improvement.

ETL 803 Curriculum for Teacher Leaders. (3) A. Prerequisites/Corequisites: ETL 800 and 801. Candidates will conduct curriculum alignment and development that encompasses analysis, synthesis and justification for applied curriculum. Candidates will develop formative and summative assessments. They evaluate research-based instructional strategies for all learners. (Field work 13 hours).

ETL 804 Teacher Leader Capstone. (3) A. Prerequisite: ETL 803. Candidates will refine an action research project begun in ETL 802. Candidates will collect, analyze, and interpret data related to the impact on student learning and make a final presentation.

FCS—Family and Consumer Sciences

Dr. Diane Leggett, Chair

FCS 750 Family and Consumer Science Topics: _____ (1-6) A. Workshops on selected topics in home economics. May be retaken to a maximum of six hours provided topics vary. Students having received credit for the course at the 500 level may take this course to a maximum of six credit hours, including the undergraduate credits. Those who have not received credit for this course at the undergraduate (500) level may retake it to a maximum of six hours credit.

FIN—Finance

Dr. Oliver Feltus, Chair

FIN 824 Survey of Finance. (3) A. Prerequisites: ACC 201 and ACC 202 or ACC 820 each with a minimum grade of "B-," ECO 230 and ECO 231 each with a minimum grade of "C-". Introduction to theories of managerial financial decision making; time value of money; risk-reward tradeoff; stockholder wealth maximization; capital structure; working capital management; and financial institution markets arrangements. Cannot be used as an MBA elective.

FIN 850 Strategic Financial Management. (3) II. Prerequisites: QMB 850 and successful completion of any required prerequisite MBA foundation courses or departmental approval. Case-oriented, in-depth exploration of capital budgeting, dividend analysis, capital structure, cash and liquidity management, financial forecasting and planning, current assets and liabilities management, and institutional structures for finance. Focus on deconstructing financial statements.

FIN 855 Topics in Finance: _____ (1-6) A. Prerequisites: FIN 850 and QMB 850. Study of contemporary topics from areas such as international finance, financial institutions and regulations, and investment analysis. May be retaken to a maximum of six hour provided topics are different.

FIN 890 Independent Study in Finance. (1-4) A. Prerequisite: advisor/departmental approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken under different

subtopics to a cumulative maximum of six hours.

FRM—Family Resource Management
Dr. Diane Leggett, Chair

FRM 856 Special Problems in Family Economics and Management. (1-3) A. Prerequisite: instructor approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. The student chooses a problem and works under the supervision of the instructor. May be retaken to a maximum of six hours provided topics vary.

GBU—General Business
Dr. Lana Carnes, Chair

GBU 850 Legal, Ethical, and Social Environment of Business. (3) A. Examines what the responsible business-person must know about the Common Law, the regulatory environment, standards of ethical conduct, and the social responsibilities of the modern enterprise.

GBU 851 Business Strategy. (3) I, II. Prerequisites: ACC 850, CCT 850, CIS 850, FIN 850, MGT 850, MKT 850, and QMB 850. A capstone perspective integrating design of all functional areas and implementation of business strategic plan. A Knowledge Test Exit Exam (KTEE) will be administered.

GBU 855 Special Topics in Business. (3) A. Prerequisite: departmental approval. Study of various special topics in the various functional areas of business: accounting, administrative communications, computer information systems, finance, management, marketing, or international business. May be retaken to a maximum of six hours provided topics are different.

GBU 891 Thesis Research. (3) A. An independent research project, guided by a Thesis Advisor and approved by Thesis Committee of three MBA faculty (Thesis Advisor included), in partial fulfillment of the MBA degree. The decision to complete a thesis must be made during the student's second semester in the MBA Program. Three hours per semester, up to a maximum of six hours, may be taken. The grade for this course will be IP until either the thesis is completed and approved, or the MBA Knowledge Test Exit Exam (KTEE) is passed at which time the grade will become "S."

GEO—Geography
Dr. John White, Chair

GEO 701 Advanced Geography: _____. (3) A. Prerequisite: departmental approval. In-depth study of physical, cultural, economic, or geographic technique (GIS) themes. May be retaken to a maximum of six hours provided subject matter differs each time.

GEO 725 Seminar in Planning: _____. (3) A. In-depth study of urban or regional planning topics, such as growth management and land use. May be retaken to a maximum of six hours provided subject matter differs each time.

GEO 797 Special Studies in Geography. (1-3) A. Prerequisite: departmental approval. Students must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Directed work in geography. Credit will not be awarded to students who have credit for PLA 797 or PLA 597.

GLY—Geology
Dr. John White, Chair

GLY 700 Earth Science Problems for Teachers: _____. (1-3) I, II. Prerequisite: departmental approval. Student must have the independent study proposal form approved by the faculty supervisor and department chair prior to enrollment. Designed to fit the needs of individual students majoring in education (general science) who

need special instruction in the earth sciences. May be retaken to a maximum of nine hours provided topic is different each time.

GLY 703 Earth Materials. (3) I. Prerequisite: any general education geology course or departmental approval. Survey of natural materials: minerals, rocks, soils and natural resources presented in the compositional structure of the Earth. Emphasis on the interaction between these materials and human activity, and on analytical techniques. 2 Lec/2 Lab.

GLY 704 Earth Processes. (3) II. Prerequisite: any general education geology course or departmental approval. Survey of natural processes: weathering and erosion; transportation, deposition and consolidation of sediment; deformation and uplift of the Earth's crust. Emphasis on the interaction between these processes and human activity, and on analytical techniques. 2 Lec/2 Lab.

GLY 712 Geology of Soils. (3) A. Prerequisite: any general education geology course or departmental approval. Composition, classification, and evolution of soil; role of climate, living organisms, physiography, and underlying geology in soil formation. Emphasis on clay mineralogy, analytical techniques, soil mapping, paleosols in the rock record, human interaction with soils, and the economic importance of soils. 2 Lec/2 Lab.

GLY 735 Hydrogeology. (3) I. Prerequisite: any general education geology course or departmental approval. Origin, occurrence, movement, utilization, and conservation of groundwater. Qualitative and quantitative presentation of geological, physical, and geochemical aspects of groundwater hydrology. 2 Lec/2 Lab.

GLY 740 Biochemical Treatment Processes. (3) A. Prerequisite: departmental approval. Survey of remediation processes for polluted waters and soils; emphasis on understanding the science of and application for various treatment processes.

GLY 750 Evolution of the Earth. (3) A. Prerequisites: GLY 703 and 704 or departmental approval. Capstone course: overview of geological principles from the perspective of earth's history, physical and biological. Emphasis on critical thinking and expressive writing.

GLY 780 Selected Topics: _____. (1-3) A. Prerequisite: departmental approval. Designed to explore specific aspects of geology. May be retaken to a maximum of six hours provided topic is different each time.

GLY 800 Selected Topics for Teachers: _____. (1-3) A. Prerequisite: departmental approval. Designed to offer a range of geological topics for teacher education. May be retaken to a maximum of nine hours provided topic is different each time.

GLY 802 Scientific Communication in Geosciences. (2) I. Corequisite: GLY 803. Introduction to design of research, preparation of papers for scientific publication, and the preparation and presentation of displays and papers at scientific meetings.

GLY 803 Graduate Seminar. (1) I, II. Weekly departmental seminar directed toward current research in geoscience. Presenters include faculty, invited professionals, and graduate students. Active participation as a presenter and an informed respondent required. Intended as a compliment to GLY 802, but may be retaken to a maximum of four hours.

GLY 804 Research Methods in Geosciences. (3) I. Practical methodology of research in the geosciences, a site-based project that uses geoscientific techniques and instrumentation to answer research questions. Includes, but is not limited to, petrography; orientation to available laboratory facilities, geospatial analysis, and field investigations. 2 Lec/2 Lab.

GLY 805 Advanced Structural Geology. (3) A. Prerequisite: GLY 410 or departmental approval. Emphasis on plate tectonics, regional structure, and the mechanics of stress and strain.

GLY 821 Sedimentology: _____. (3) A. Prerequisite: GLY 415 or departmental

approval. Emphasis on either siliciclastic or carbonate sedimentology. Study of physical, chemical, and biological processes leading to interpretation of depositional and diagenetic environments. May be retaken to a maximum of six hours if topic is different.

GLY 822 Igneous and Metamorphic Petrology. (3) A. Prerequisite: GLY 409 or GLY 703 and 804. Mineralogy, chemistry, texture, structure, and tectonic environment of the principle suites of igneous and metamorphic rocks. Emphasis on petrogenetic models within an overall context of global tectonics. 2 Lec/2 Lab.

GLY 823 Sedimentary Petrology. (3) A. Prerequisite: GLY 409 or GLY 703 and GLY 804. Study of composition, texture, and diagenesis of sedimentary rocks. Emphasis on microscopic examination. 2 Lec/2 Lab.

GLY 836 Seminar: Granular Hydrogeology. (3) A. Prerequisite: GLY 535 or 735 or departmental approval. Divergent groundwater flow in ideally homogeneous, isotropic, porous and permeable media, both vadose and phreatic; examples illustrating departures from the ideal. Seminar features exposition of theoretical concepts and their practical application, current journal articles, case studies, and student/instructor/guest presentations.

GLY 837 Seminar: Karst Hydrogeology. (3) A. Prerequisite: GLY 535 or 735 or departmental approval. Convergent groundwater flow in soluble rocks exhibiting heterogeneous, anisotropic, conduit dominated permeability, both vadose and phreatic. Seminar features lecture presentations relevant to comprehending and analyzing these complex aquifers, demonstration of tracer investigations and electronic monitoring, case studies, field trip, and student presentations.

GLY 838 Seminar: Contaminant Hydrogeology. (3) A. Prerequisite: GLY 535 or 735 or departmental approval. Point and non-point source contamination of granular and karst aquifers; vadose and phreatic zone transport of various kinds of pollutants; groundwater monitoring, aquifer restoration and environmental remediation. Seminar features exposition of theoretical concepts and their practical application, current journal articles, case studies, and student/instructor/guest presentations.

GLY 860 Aqueous Geochemistry. (3) II. Prerequisite: CHE 112 or departmental approval. Reactions between natural waters, atmospheric gases and earth materials in surface and near surface environments. Emphasis is placed on consequences of chemical weathering, composition of surface and near surface water, geochemical cycles, and natural and anthropogenic geochemical events. 2 Lec/2 Lab.

GLY 880 Seminar: _____. (1-3) A. Prerequisite: instructor approval. Designed to meet specialized needs for instruction. May be retaken to a maximum of nine hours provided topic is different each time.

GLY 890 Geological Literature Review. (3) A. Prerequisite: GLY 802. Critical analysis of research in a specific field of geology or environmental science, written in consultation with faculty committee. Required of graduate students in non-thesis option; credit will not be given for both GLY 899 and GLY 890.

GLY 898 Special Problems in Geology. (1-6) I, II. Prerequisite: departmental approval. Students must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Topic determined by student and instructor. May be retaken to a maximum of six hours provided topic is different each time.

GLY 899 Thesis. (3-6) I, II. Prerequisites: admission to candidacy and departmental approval. Research leading to thesis as directed by chair of thesis committee. May be retaken to a maximum of six hours.

GLY 899C Thesis Continuation. (3-9) I, II. Prerequisite: departmental approval. Continuation of research leading to thesis as directed by chair of thesis committee. Student must have already registered for six

hours of GLY 899. May be retaken as necessary. May not be used to satisfy degree program requirements.

GRD—Graduate Program and Research

GRD 857a MS Biology 1st Written Comprehensive Exam
 GRD 857b MS Biology 2nd Written Comprehensive Exam
 GRD 857c MS Biology 3rd Written Comprehensive Exam
 GRD 857d MS Applied Computing Written Comprehensive Exam
 GRD 857e MS English Written Comprehensive Exam
 GRD 857f MPA Public Administration Written Comprehensive Exam
 GRD 857g MA History Written Comprehensive Exam
 GRD 857h MS Mathematics Written Comprehensive Exam
 GRD 857i MM Music Written Comprehensive Exam
 GRD 857j MS General Psychology Written Comprehensive Exam
 GRD 857k MS Clinical Psychology Written Comprehensive Exam
 GRD 857l MS Industrial and Organizational Psychology Written Comprehensive Exam
 GRD 857m MS Specialist in Psychology: School Psychology Written Comprehensive Exam
 GRD 858a MS Biology Oral Comprehensive Exit Exam
 GRD 858b MS Chemistry Oral Defense
 GRD 858c MS Chemistry Written Report Exit Requirement
 GRD 858d MS Applied Computing Oral Comprehensive Exam
 GRD 858e MS English Oral Thesis Defense
 GRD 858f MFA Creative Writing Comprehensive Presentation
 GRD 858g MPA Public Administration Oral Comprehensive Exam
 GRD 858h MA History Oral Comprehensive Exit Exam
 GRD 858i MM Music Oral Comprehensive Exam
 GRD 858j MS General Psychology Oral Comprehensive Exam
 GRD 858k MS Clinical Psychology Oral Comprehensive Exam
 GRD 858l MS Industrial and Organizational Psychology Oral Comprehensive Exam
 GRD 858m Specialist in Psychology: School Psychology Oral Comprehensive Exam
 GRD 858n Autism Spectrum Certificate Oral Comprehensive Exam
 GRD 867a Knowledge Test Exit Exam
 GRD 867b MS Career & Technical Education Written Comprehensive Exam
 GRD 867c MS Applied Engineering and Technology Management Written Comprehensive Exam
 GRD 868a MS Career & Technical Education Oral Comprehensive Exam
 GRD 868b MS Applied Engineering and Technology Management Oral Comprehensive Exam
 GRD 877a MAED Elementary Education Written Comprehensive Exam
 GRD 877b MAED Middle Grade Written Comprehensive Exam
 GRD 877c MAED Gifted Education Written Comprehensive Exam
 GRD 877d MAED Reading & Writing Education Written Comprehensive Exam
 GRD 877e MAED Secondary Education Written Comprehensive Exam
 GRD 877f MAT Middle Grade Written Comprehensive Exam
 GRD 877g MAT Secondary Education

Written Comprehensive Exam

GRD 877h MAT Interdisciplinary Early Childhood Education Written Comprehensive Exam
 GRD 877i MAED Instructional Leadership Written Comprehensive Exam
 GRD 877j MA Mental Health Counseling Written Comprehensive Exam
 GRD 877k MA Human Services Written Comprehensive Exam
 GRD 877l MAED School Counseling Written Comprehensive Exam
 GRD 877m MAED Special Education Written Comprehensive Exam
 GRD 877n MAED Communications Disorder Written Comprehensive Exam
 GRD 877o MAED Library Sciences Written Comprehensive Exam
 GRD 877p EdD Doctoral Qualifying Written Comprehensive Exam
 GRD 878a MAED Elementary Education Oral Comprehensive Exam
 GRD 878b MAED Elementary Education Portfolio Review
 GRD 878c MAED Middle Grade Oral Comprehensive Exam
 GRD 878d MAED Middle Grade Portfolio Review
 GRD 878e MAED Gifted Education Oral Comprehensive Exam
 GRD 878f MAED Gifted Education Portfolio Review
 GRD 878g MAED Reading & Writing Education Oral Comprehensive Exam
 GRD 878h MAED Reading & Writing Education Portfolio Exit Review
 GRD 878i MAED Secondary Education Oral Comprehensive Exam
 GRD 878j MAED Secondary Education Portfolio Review
 GRD 878k MAT Middle Grade Oral Comprehensive Exam
 GRD 878l MAT Middle Grade Oral Comprehensive Exam
 GRD 878m MAT Secondary Oral Comprehensive Exam
 GRD 878n MAT Secondary Portfolio Review
 GRD 878o MAT Interdisciplinary Early Childhood Education Oral Comprehensive Exam
 GRD 878p MAT Interdisciplinary Early Childhood Education Portfolio Review
 GRD 878q MAED Instructional Leadership Oral Comprehensive Exam
 GRD 878r Specialist in Education - Educational Administration & Supervision Thesis Defense
 GRD 878s MA Mental Health Counseling Oral Comprehensive Exam
 GRD 878t MA Human Services Oral Comprehensive Exam
 GRD 878u MAED School Counseling Oral Comprehensive Exam
 GRD 878v MAED Special Education Oral Comprehensive Exam
 GRD 878w MAED Communications Disorder Oral Comprehensive Exam
 GRD 878x MAED Library Sciences Oral Comprehensive Exam
 GRD 878y MAED Library Sciences Portfolio Exit Review
 GRD 878z EdD Doctoral Qualifying Oral Comprehensive Exam
 GRD 887a MPH Written Comprehensive Exam
 GRD 887b MS Physical Education Written Comprehensive Exam
 GRD 887c MS Community Nutrition Comprehensive Exam
 GRD 887d MS Occupational Therapy Written Comprehensive Exam
 GRD 887e MS Recreation & Park

Administration Written Comprehensive Exam

GRD 888a MPH Oral Comprehensive Exam
 GRD 888b MS Nursing Oral Comprehensive Exam
 GRD 888c MS Occupational Therapy Thesis Defense
 GRD 897a MS Correctional & Juvenile Justice Studies Written Comprehensive Exam
 GRD 897b MS Criminal Justice Written Comprehensive Exam
 GRD 897c MS Safety Security & Emergency Management Written Comprehensive Exam
 GRD 898a MS Corrections & Juvenile Justice Studies Oral Comprehensive Exam
 GRD 898b MS Corrections & Juvenile Justice Studies Thesis Defense
 GRD 898c MS Criminal Justice Thesis Defense
 GRD 898d MS Safety Security & Emergency Management Thesis Defense
 GRD 899 Continuing Enrollment

Registration in GSD 899 is required of all graduate students who are not otherwise enrolled for fall or spring semester. Students registering for GRD 899 are assessed only continuous enrollment fee associated with the registration.

HEA—Health Education

Dr. Michael Ballard, Chair

HEA 790 Health Education: _____.

(1-3) A. Study of pertinent problems in health and health education. Includes topics such as: health care delivery, child abuse, teenage pregnancy, community health organizations, elementary school health curriculum, drug education, school and health services, health deviations among students, sexually transmitted diseases, etc. May be retaken once with advisor approval provided subtitle is different.

HEA 791 Women's Health. (3) A. Analysis of the major health problems of contemporary women with special emphasis on health promotion, disease prevention, and consumer health concerns.

HEA 792 Human Sexuality. (3) A. Study of the biological, social, and psychological aspects of human sexuality. Directed primarily toward those individuals in situations, which require them to assist others in understanding the broad impact of one's sexuality. Emphasis is placed upon student development of logical and reasoned justifications for their own value system.

HEA 793 Death and Grief. (3) A. A study of attitudes, behaviors, and issues concerning death and grief. Topics include responses to death and grief throughout the life cycle; process of grief and bereavement; theology and death; legal aspects of dying; care of the dying; suicide; post-mortem care; death education.

HEA 795 Alcohol Abuse and Dependency. (3) A. Study of the impact of alcohol related attitudes and behaviors on individuals and society. Includes study of influences on choices about alcohol, behavior change strategies, prevention, intervention, and treatment.

HEA 800 Advanced Health Science. (3) A. Provides students an opportunity to broaden their knowledge of the latest scientific facts and sources of information related to selected health concerns including disease, nutrition, fitness, drug use, family living, and emotional health.

HEA 804 Drug Abuse and Dependency. (3) I, II. Study of the nature and progression of chemical abuse and dependency and effects on the individual, family, and society. Includes study of strategies for prevention, intervention, and treatment.

HEA 807 Health: _____. (1-3) A. Prerequisite: advisor/departmental approval. Independent work, special topics, or seminars. May be retaken under different subtitles. Topics include first aid and safety for teachers, lifestyle and mental health, and health education for elementary teachers.

HEA 810 Human Behavior Change. (3) A. This course examines selected theories and models of health behavior relevant to health promotion in individuals and communities. Students will analyze biological, psychological, sociological, and environmental influences on behavior, and evaluate strategies for health promotion.

HEA 816 Public Health Organization and Administration. (3) A. In-depth exploration of the myriad of forces impacting public health organization and administration at local, state, and national level; the relationship between legislative action, effectiveness of public health efforts, and future of public health.

HEA 820 Global Health. (3) II. Overview of the relationship between epidemiological, economic, political, sociological and cultural factors that impact global health. Special emphasis is on methods of prevention/intervention utilized in coping with health problems on an international level.

HEA 824 Planning and Evaluation of Health Programs. (3) II. The focus of this course is on the process of assessing a community and on strategies for planning, implementing, and evaluating health promotion programs in a variety of settings.

HEA 830 Biostatistics. (3) A. This course is an introduction to basic concepts of statistics as applied to public health. Major topics to be covered include descriptive statistics, theoretical distributions, probability, estimation, hypothesis testing, correlation, analysis of variance, and regression.

HEA 840 Research Methods in Community Health. (3) II. Emphasis will be on identifying a community health research problem, constructing hypotheses, selecting a research design and statistical analyses, and interpreting findings of the study.

HEA 855 Principles of Epidemiology. (3) A. A study of the distribution and determinants of disease and injury. Research methodologies for human research and disease surveillance techniques will be emphasized.

HEA 856 Applied Epidemiology. (3) A. Prerequisites: HEA 830 and HEA 855 or department approval. An applied epidemiology course with emphasis on field investigations, public health surveillance, surveys and sampling, use of computers in epidemiology descriptive epidemiology, designing studies, analysis, interpretation and communication of data, and intervention/control measures.

HEA 875 Seminar in Contemporary Health Problems. (3) A. Opportunity for in-depth study of current health problems and issues utilizing guest speakers as the primary source of information.

HEA 880 Scholarship in Community Health. (3) A. Applied scholarship experience demonstrating synthesis and integration of advanced knowledge and skills in Community Health. Student must have approval of department prior to enrollment.

HEA 895 Public Health Capstone Seminar. (3) II. Integration and application of competencies acquired through the MPH program to problems likely to be encountered in public health practice. Current challenges, money, politics, and public health ethics, as they impact the profession, are addressed.

HEA 897 Thesis. (3-6) A.

HEA 898 Health Care Delivery. (3) A. This course will provide a general survey of the various health professions, role of comprehensive health planning concepts, and the role of the health professional in the health care delivery system.

HEA 890 Practicum in Community Health. (3) A. Student will be placed in a supervised work environment in community health.

HIS—History

Dr. Christianne Taylor, Chair

HIS 716 Kentucky History. (3) A. Prerequisite: three hours of HIS or departmental approval. Social, economic and political survey; Kentucky's role in national developments.

HIS 800 Historiography and Criticism. (3) A. A seminar in the history and theory of historical writing and fundamental techniques of the historian.

HIS 838 Practicum in Public History. (3) A. Prerequisite: departmental approval. Supervised practice in public history settings. Selective participation varies with the student's program and participation. May be retaken at the discretion of the department. Three credit hours will require approximately 150 hours of employment plus completion of an independent research project over the course of a semester. Maximum of three credit hours may be applied to the M.A. program in history.

HIS 839 Cooperative Study in Public History (1-3). Prerequisite: Departmental approval; must have been admitted to Masters in history program. Does not satisfy M.A. program requirements. Work in placement related to public history. One to three hours credit per semester or summer. Total hours 3. A minimum of 80 hours employment required for each semester hour credit. May be retaken for a maximum of 3 hours.

HIS 840 History Topics for 4th-8th Grade Teachers (3) A. Seminar on selected topics in history specifically related to 4th- through 8th-grade social-studies curriculum. Course may be retaken to a maximum of 9 hours provided the subject matter differs each time. Course is not open to History M.A. students or to secondary-education teachers. Course cannot be used to fulfill requirements for a History M.A.

HIS 849 Reading and Research: _____. (3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Independent study in a specific field. May be retaken to a maximum of six hours, provided the subject matter differs each time.

HIS 860 Readings in American History: _____. (3) A. Seminar on selected developments in American history. May be retaken to a maximum of nine hours, provided the subject matter differs each time.

HIS 861 Readings in European History: _____. (3) A. Seminar on selected developments in European history. May be retaken to a maximum of nine hours, provided the subject matter differs each time.

HIS 862 Readings in Asian/African History: _____. (3) A. Seminar on selected developments in Asian or African history. May be retaken to a maximum of nine hours, provided subject matter differs each time.

HIS 863 Readings in Latin America History: _____. (3) A. Seminar on selected developments in Latin American history. May be retaken to a maximum of nine hours, provided subject matter differs each time.

HIS 864 Comparative History: _____. (3) A. Seminar on issues in comparative history. May be retaken to a maximum of nine hours, provided the subject matter differs each time.

HIS 865 Conceptualizing History: _____. (3) A. Analysis of recent trends in the teaching and conceptualizing of world history, western civilization, and/or U.S. History. May be retaken to a maximum of nine hours, provided the subject matter differs each time.

HIS 899 Thesis. (3-6) A. May be retaken to a maximum of twelve hours.

HIS 899C Thesis Continuation. (3-9) I, II. Prerequisite: departmental approval. Continuation of research leading to thesis as directed by the chair of the thesis committee. Student must already have registered for six hours of HIS 899. May not be used to satisfy degree program requirement.

HLS—Homeland Security

Dr. Larry Collins, Chair
Dr. Michael Collier, Coordinator

HLS 800 Homeland Security Policy Analysis. (3) A. Critical analysis of homeland security including structure and administration of the Department of Homeland Security and related legislation, acts, and presidential directives. Overview of DHS prevention, protection, response and recovery roles.

HLS 810 Critical Infrastructure Protection. (3) A. Evolution of various critical infrastructures and the quantitative approaches commonly used to evaluate them. Infrastructure protection measures including allocation of limited funding to minimize overall risk.

HLS 820 Intelligence for Homeland Security. (3) A. Key questions and issues facing the U.S. intelligence community and its role in homeland security and homeland defense. Critical analysis of intelligence disciplines and operations at the federal, state, and local levels.

HLS 830 Hazards & Threats to Homeland Security. (3) A. Description and analysis of significant hazards and threats to national security, and community safety, such as disasters, catastrophes, accidents, epidemics, technological failures, and terrorism.

INS—Insurance

Dr. Oliver Feltus, Chair

INS 720 Survey of Risk Management and Insurance. (3) Prerequisite: Instructor approval. The examination of risk management and insurance concepts and principles with an emphasis on application. Coverage will include a broad base of current topics and tools used in this dynamic area and provide the student the background for improved decision making in dealing with risk.

INS 878 Business Risk Management. (3) A. Analysis and treatment of the risks faced by all organizations and businesses, including legal liability and property risks, retention and self-insurance, captive insurers, loss prevention, risk avoidance and transfer, and insurability of risks.

LAS—Paralegal

Dr. Lynette Noblitt, Director

LAS 735 Municipal Law. (3) A.

Prerequisite: LAS 220 or director's approval. Practical legal problems confronting municipal officials including: government and public official liability, ordinances, tax levies, bonding, zoning, soliciting, licensing, open meetings, personnel, cut-back management, elections, and other issues.

LIB—Library Science

Dr. Dorie Combs, Chair

LIB 800 Organization and Administration of the School Media Center. (3) A. A course designed to instruct students in the philosophy, objectives, and administration of the media center in elementary and secondary schools.

LIB 801 Educational Technologies. (3) I, II. A course designed for teacher leaders to research current issues, integrate educational technology and provide leadership in technology planning, applications, and assessments for P-12 educational settings.

LIB 802 Young Adult Literature and Resources. (3) A. Prerequisite: LIB 800 and 801 or departmental approval. A course designed for teachers and librarians working with adolescents and young adults. Literature and resources appropriate for school curricula and encouraging reading among adolescents and young adults ten years and older will be explored.

LIB 805 Advanced Children's Literature. (3) A. Prerequisite: LIB 301 or comparable course. Characteristics of good reading for children; types and evaluation of literature; use of materials for curricular and leisure needs; correlation of book and non-book materials. For librarians and teachers.

LIB 807 Library Science: _____.
(1-3) A. Prerequisite: advisor/departmental chair approval. Independent work, workshops, special topics, or seminars. May be retaken under different subtitles.

LIB 821 Information Literacy. (3) A. Introduction to information literacy skills and services in school libraries. Emphasis on information search process methodologies and information search applications, including: cataloging, reference interview process, print and electronic resource evaluation, collection development and search techniques.

LIB 831 Organization and Access. (3) A. Study of the principles and practices of describing, representing, organizing, accessing, and retrieving information. Examines the operations, process, tools, and methods in some major information systems.

LIB 840 Applied Learning in Library Science. (3) A. Prerequisite: LIB 800. Directed field experience in school library settings. Minimum of 200 hours field experience required.

LIB 863 Computer Use and Media Preparation in Library Media Programs. (3) A. Prerequisite: LIB 801. This course emphasizes the application of computer tools to library procedures and information access and the design, production, and organization of instructional media.

LIB 870 P-12 School Media Librarian Practicum. (1-3) A. Field-based experience at two or three levels (elementary, middle grade, or secondary) under a certified school media librarian. Must complete 12 hours of library science coursework prior to completing all practica hours. 150 total hours (minimum 50 hours per 1 hour credit).

LIB 872 LIB Teacher Leader Capstone. (3) A. Prerequisite: ETL 803; LIB 800, 801, 802, 805, 821. Prerequisite or corequisite: LIB 870. Candidates will collect, analyze, and interpret data related to the impact on student learning within a school library setting and make a final presentation.

MAE—Mathematics Education Dr. Daniel Mundfrom, Chair

MAE 750 Teaching Mathematics in the Secondary School. (3) I. Cross-listed as ESE 750. Prerequisite: admission to the MAT program. Developmentally appropriate materials and methods for teaching mathematics and computer science in secondary schools. Minimum of 96 field/clinical hours.

MAE 843 Teaching Math to Low Achievers. (3) A. Cross-listed as EME 843. In-depth analysis of characteristics of low achievers, teaching resources, teaching strategies, and appropriate mathematics curriculum content. Credit does not apply toward M.S. (non-teaching) degree requirements for programs offered within this department.

MAE 850 Trends and Materials in the Teaching of Mathematics. (3) A. Cross listed as ESE 850. Examination of curricular trends, modern programs, appropriate strategies, and innovative materials in secondary mathematics.

MAT—Mathematics Dr. Daniel Mundfrom, Chair

MAT 701 Applications of Mathematics for P-9 Teachers. (3) A. Topics in the application of mathematical models appropriate for teachers of grades P-9. Credit does not apply toward M.S. nor M.A. in Education - Secondary Education option in mathematics, degree requirements.

MAT 702 Geometry with Technology for P-9 Teachers. (3) A. Topics in geometry appropriate for teachers of grades P-9. Credit does not apply toward M.S. nor M.A. in Education - Secondary Education, academic specialization option in mathematics, degree requirements.

MAT 705 Foundations of Mathematics. (3) A. The nature of mathematical thought; logical systems, axiomatic concepts and methods;

consideration of the work of Hilbert, Peano, Whitehead, Russell, and others. It is strongly recommended that students have completed an abstract algebra course.

MAT 706 Number Theory. (3) A. Fundamental properties of integers, linear Diophantine equations, linear and quadratic congruences, famous problems of number theory. It is strongly recommended that students have completed a course requiring proof-writing skills.

MAT 707 Seminar in Mathematics: _____.
(1-3) A. Topics vary with offering. May be retaken with advisor approval, provided the topics are different. Credit towards degree requirements will depend on the course content.

MAT 720 Mathematical Statistics I. (3) I. Cross listed as STA 720. Descriptive statistics, discrete and continuous probability distributions for one and two variables, functions of random variables, sampling distributions, expectations and generating functions. Credit will not be awarded to students who have credit for STA 720.

MAT 725 Vector Analysis with Applications. (3) A. Algebra and geometry of vectors; vector functions of a single variable; line, surface, and volume integrals; divergence Theorem, Stokes' Theorem, Green's Theorem; generalized orthogonal coordinates; Fourier Series; solutions to boundary value problems. It is strongly recommended that students have completed twelve hours of calculus.

MAT 735 Modern College Geometry II. (3) A. The major influence of the axioms of parallelism on geometry, development from axioms and models, Euclidean geometry, absolute geometry, hyperbolic geometry, consistency of postulates. It is strongly recommended that students have completed a geometry course.

MAT 740 Introductory Applied Mathematics. (3) A. Techniques and applications of: vector analysis, matrix theory, linear and autonomous systems of differential equations, special functions, operational methods, Sturm-Liouville theory, Fourier series. It is strongly recommended that students have completed a course in differential equations.

MAT 750 Applications of Complex Analysis. (3) A. Continuity, differentiation, integration, series, residues, and applications to the evaluation of real integrals. Applications of conformal mappings to boundary value problems in heat, electrostatic potential, and fluid flow. Emphasis throughout on computational techniques and applications. Credit will not be awarded to students who have credit for MAT 850. It is strongly recommended that students have completed twelve hours of calculus or eight hours of calculus plus a differential equations course.

MAT 755 Graph Theory. (3) A. Introduction to the theory and applications of graph theory. Topics will include trees, planarity, connectivity, flows, matching and coloring. It is strongly recommended that students have completed a course in abstract algebra or discrete structures.

MAT 760 Point Set Topology. (3) A. An introduction to topology with emphasis on Euclidean and other metric spaces. Mappings, connectivity, compactness, formation of new spaces, relationship to analysis. It is strongly recommended that students have completed a course requiring proof-writing skills.

MAT 803 Number and Geometric Concepts for P-5 Teachers. (3) A. Prerequisite: admission to the MAT program or departmental approval. Numeric and geometric concepts; problem solving with numbers, geometry, and data; reasoning; and connections. Credit does not apply toward the M.S. degree offered within this department. Credit will not be awarded to students who have credit for MAT 202.

MAT 806 Advanced Number Theory. (3) A. Basic concepts from analytic and algebraic number theory including the Prime Number Theorem, Dirichlet's Theorem, the Riemann Hypothesis, algebraic integers, ideals and factorization in algebraic number fields. Additional topics as time permits. It is strongly recommended that students have completed

courses in number theory, abstract algebra, and real analysis or differential equations.

MAT 809 Modern Algebra. (3) A. Study of groups, including fundamental isomorphism theorems, Sylow Theorems, and finitely generated abelian groups. It is strongly recommended that students have completed an abstract algebra course.

MAT 810 Modern Algebra II. (3) A. Study of rings, integral domains, unique factorization domains, modules, vector spaces, fields and field extensions, including Galois theory. It is strongly recommended that students have completed an abstract algebra course.

MAT 815 Real Analysis. (3) A. Further study of the concepts introduced in MAT 315. The convergence theorems, Lebesgue measure and measurable functions, the Lebesgue integral, Fourier series, allied topics. It is strongly recommended that students have completed a real analysis course.

MAT 839 Applied Learning in Mathematics. (-5-3) A. Prerequisite: departmental approval. May be retaken with approval to a maximum of three credits. Employment with faculty and field supervision in an area related to the student's academic interests. A minimum of eighty hours of employment is required for each academic credit. Credit does not apply towards the M.S. degree requirements.

MAT 839 A-F Cooperative Study: Mathematics. (-5-3) A. Prerequisite: departmental approval. May be retaken with approval to a maximum of three credits. Employment with faculty and field supervision in an area related to the student's academic interests. A minimum of eighty hours of employment is required for each academic credit. Credit does not apply towards the M.S. degree requirements.

MAT 850 Complex Analysis. (3) A. The topology of the extended complex plane. The theory of analytic and meromorphic functions including integration, Taylor and Laurent series, Cauchy Integral and Residue Theorems, Argument Principles, Rouché's Theorem, Maximum Modulus Theorems, conformal mappings. It is strongly recommended that students have completed a real analysis course.

MAT 856 Advanced Applied Mathematics. (3) A. Prerequisite: MAT 740 or equivalent. Continuation of MAT 740. Topics may include: partial differential equations, conformal mapping, potential theory, optimization, calculus of variations, integral equations.

MAT 870 Seminar in Secondary Mathematics: _____. (1-3) A. May be retaken to a maximum of nine hours, provided the topics are different. Credit does not apply toward the M.S. degree requirements.

MAT 871 Numerical Analysis. (3) A. Computer arithmetic. Analysis of errors and stability of well-posed problems. LaGrange, Hermite and spline interpolation. Newton-Cotes, Romberg, and Gaussian quadrature. Consistency, convergence, and stability of numerical integration methods for ordinary initial value problems. Finite difference and shooting methods for two-point boundary value problems. It is strongly recommended that students have completed a real analysis course and have experience with a programming language.

MAT 872 Advanced Numerical Analysis. (3) A. Prerequisite: MAT 871 or equivalent. Continuation of MAT 871 with greater depth. Least squares and minimax approximation, direct and iterative solutions of linear systems, zeros, extrema by iteration, eigenvalue problems.

MAT 880 Seminar in: _____. (1-3) A. Advanced topics in Mathematics. May be retaken to a maximum of six hours, provided the topics are different. Credit towards degree requirements will depend on the course content.

MAT 890 Independent Study in: _____. (1-3) A. Prerequisites: An 800-level course and departmental approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

Independent study on a problem chosen by the student and instructor. May be retaken to a maximum of nine hours, provided the topics are different.

MAT 899 Thesis in: _____. (1-6) A.

MGT—Management
Dr. Lana Carnes, Chair

MGT 821 Survey of Management. (3) II. The functions of planning, organizing, leading and controlling the organization. Includes an introduction to concepts of organization behavior and organization theory as applied to the domestic/international business environments. Cannot be used as an MBA elective.

MGT 850 Leading and Managing Organizations. (3) I. Prerequisite: Admission into the MBA program and successful completion of any required prerequisite MBA foundation courses or departmental approval. Advanced study of the issues and personal skills required to effectively lead and manage individuals, teams, and the organization. Topics include acquiring, energizing, and utilizing human capital in a global, competitive environment.

MGT 854 Advanced Management Concepts. (3) A. Prerequisite: MGT 821 or equivalent. Examines the evolution of management concepts and philosophies. An analysis of the contributions of various philosophies toward the synthesis of an eclectic philosophy of management.

MGT 856 Advanced Integrated Resource Management. (3) A. Prerequisite: ECO 848 or equivalent. Operations and production decision making utilizing quantitative techniques; emphasis on problem formulation and modeling, resource allocation, linear programming, inventory control, queuing theory, and simulation. Credit will not be awarded to students who have credit for INT 805.

MGT 860 Seminar in Human Resource Management. (3) A. Prerequisites: MGT 821 or equivalent and MGT 320. Advanced study of contemporary topics related to the effective management of human resources. May be retaken under different subtopics to a cumulative maximum of six hours.

MGT 865 Seminar in Global Management. (3) A. Prerequisite: MGT 850. Advanced study of the management of global or multinational organizations, with emphasis on areas of problems and managerial control techniques.

MGT 890 Independent Study in Management. (1-4) A. Prerequisite: advisor/departmental approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken under different subtopics to a cumulative maximum of six hours.

MKT—Marketing
Dr. Lana Carnes, Chair

MKT 825 Survey of Marketing. (3) II. Survey of marketing concepts. Major marketing institutions, the marketing mix, and environmental forces are examined. International and societal approaches weighted significantly. Case studies and outside reading reports are used to extend and demonstrate concepts. Cannot be used as an MBA elective.

MKT 850 Marketing Management. (3) I. Prerequisite: Admission into the MBA Program and successful completion of any required prerequisite MBA foundation courses or departmental approval and QMB 850. Focus on evaluation of marketing plans including current business and social trends. Oriented toward: developing an understanding of marketing problem definition and analysis; market segmentation and targeting; marketing mix strategy; primary and secondary data sources.

MKT 851 E-Commerce Marketing Strategies. (3) A. Prerequisite: MKT 850 or equivalent. Study of marketing strategies as created

for and implemented on the Internet's World Wide Web and other computer mediated environments. Evaluation of contribution of marketing to development of e-commerce and evolution of offline marketing systems.

MKT 852 Marketing Research and Analysis. (3) A. Prerequisite: Admission into the MBA Program and successful completion of any required prerequisite MBA foundation courses or departmental approval. The role of research in marketing decision-making: the research process, with emphasis on collection, analysis, interpretation, and management of data as applied to solving marketing problems. Students are required to do a research project.

MKT 854 Global Marketing Strategies. (3) A. Prerequisite: MKT 850. Examination of marketing management within the international environment, with particular emphasis on the analysis of cases which illustrate international and global marketing decision-making.

MKT 880 Contemporary Issues in Marketing. (3) A. Prerequisites: MKT 850 and advisor/departmental approval. May be retaken under different subtopics to a cumulative maximum of six hours. Selected topics in contemporary marketing issues.

MKT 890 Independent Study in Marketing. (1-4) A. Prerequisite: advisor/departmental approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken under different subtopics to a cumulative maximum of six hours.

MPH—Master of Public Health
Dr. Carolyn Harvey, Director

MPH 895 Public Health Capstone. (1) II. Cross listed with HEA 895. This capstone course will allow students the opportunity to integrate and apply competencies acquired through the MPH program to problems likely to be encountered in public health practice. The course is designed to partially meet the culminating experience requirement for students in the program. Credit will not be awarded to students who have credit for HEA 895.

MUS—Music
Mr. Robert James, Chair

MUS 710 Special Topics in Music: _____(1-3) A. Prerequisite: MUS 480 or equivalent, or departmental approval. Advanced topics in music. May be retaken to a maximum of six hours, provided the topics are different. Credit will not be awarded for both MUS 710 and 710S.

MUS 710S Special Topics in Music: _____. (1-3) A. Prerequisite: Departmental approval. Advanced topics in music that incorporates a service learning component. May be retaken to a maximum of six hours, provided the topics are different. Credit will not be awarded for both MUS 710 and 710S.

MUS 712 Piano V. (1-4) I, II. May not be taken for credit by piano majors.

MUS 713 Techniques of Accompanying. (1) I, II. Practical training in the tradition, interpretation, and execution of accompaniments. May be retaken to a maximum of two hours.

MUS 720 Advanced Diction for Singers. (1) A. Prerequisite: departmental approval. For voice, education, and choral conducting students. Enunciation and projection; accurate pronunciation in German and French. Phonetics and the International Phonetic Alphabet.

MUS 722 Voice V. (1-4) I, II. May not be taken for credit by voice majors.

MUS 742 Organ V. (1-4) I, II. May not be taken for credit by organ majors.

MUS 750 Teaching Techniques. (1 or 2) A. Analysis of current teaching methods and materials

with the intention of developing sound teaching procedures. May include observation and performance. Topics in woodwinds, brass, percussion, strings, voice, piano, and organ. May be retaken to a maximum of two hours.

MUS 751 Performance Literature. (1 or 2) A. Literature for various performing media relative to performance practices and problems. Topics in woodwinds, brass, percussion, strings, voice, piano and organ. May be retaken to a maximum of two hours.

MUS 754 Band Literature. (2) A. Designed to acquaint the student with European origins of the modern band; history of band music; and literature for the contemporary band.

MUS 755 Symphonic Music Literature. (3) II. Prerequisite: MUH 371 and 372. Evolution of the symphony from its beginning to the 20th century with emphasis on score reading and listening.

MUS 756 Choral Music Literature. (3) I. Prerequisite: MUH 371 and 372. Survey of choral music literature from the 15th century to the present.

MUS 764 Advanced Instrumental Conducting. (2) A. Prerequisite: MUS 367 or equivalent. Development of skills in score reading, preparation, interpretation, and conducting of representative orchestra or band works.

MUS 765 Advanced Choral Conducting. (2 or 3) A. Prerequisite: MUS 368 or equivalent. Development of skills in score reading, preparation, interpretation, and conducting of representative choral works.

MUS 786 Workshop in Instrumental Music. (1-4) A. Topics in band or orchestra procedures. May be retaken to a maximum of four hours.

MUS 788 Pedagogy of Theory. (2) A. Comparative study of theory systems with emphasis on presentation and illustrative exercises dealing with related theoretical problems.

MUS 789 Workshop in Choral Music. (1-4) A. Techniques, literature, and materials pertinent to a particular area or areas of preparation and performance of choral music. Topics to be announced. May be retaken to a maximum of four hours.

MUS 805 Chamber Music. (.5) A. May be retaken to a maximum of one hour.

MUS 812 Piano. (1-5) I, II. Prerequisite: MUS 412. Four years or equivalent, as demonstrated by the student's proficiency in piano. May be retaken.

MUS 822 Voice. (1-5) I, II. Prerequisite: MUS 422. Four years or equivalent, as demonstrated by the student's proficiency in voice. May be retaken.

MUS 824 Chamber Singers. (1) I, II. Highly select small ensemble dedicated to the highest standards of preparation and performance of choral literature from all style periods. Membership is by audition only. May be retaken to a maximum of four hours credit.

MUS 825 Concert Choir. (1) I, II. Large mixed chorus open to all singers. This choir places an emphasis on developing sight reading and performance skills while providing a challenging and satisfying musical experience. May be retaken.

MUS 826 University Singers. (1) I, II. The University's premier large choral ensemble. This choir presents several major concerts throughout the year and tours annually. Membership is by audition only. May be retaken to a maximum of two hours.

MUS 827 Opera Workshop. (1) I, II. Prerequisite: instructor approval. Preparation and presentation of opera scenes and complete works. All phases of performance and technical procedures of staging, costumes, and management.

MUS 832 String Instruments. (1-5) I, II. Prerequisite: MUS 432. Four years or equivalent as demonstrated by the student's proficiency on string instruments. Graduate applied instruction in violin, viola, violoncello, string bass, or viola da gamba. May be retaken.

MUS 835 Orchestra. (1) I, II. May be retaken to a maximum of two hours.

MUS 842 Organ. (1-5) I, II. Prerequisite:

MUS 442. Four years or equivalent, as demonstrated by the student's proficiency on organ. May be retaken.

MUS 845 Brass Instruments. (1-5) I, II.
Prerequisite: MUS 445. Four years or equivalent, as demonstrated by the student's proficiency on brass instruments. Graduate applied instruction in cornet and trumpet, French horn, baritone horn, trombone, or tuba. May be retaken.

MUS 846 Woodwind Instruments. (1-5) I, II. Prerequisite: MUS 446. Four years or equivalent, as demonstrated by the student's proficiency on woodwind instruments. Graduate applied instruction in flute, oboe, clarinet, bassoon, or saxophone. May be retaken.

MUS 847 Percussion. (1-5) I, II.
Prerequisite: MUS 447 or equivalent, as demonstrated by the student's proficiency in percussion. May be retaken.

MUS 850 Small Ensembles. (.5) I, II. May be retaken to a maximum of one hour.

MUS 851 Advanced Woodwind Techniques. (3) A. Prerequisites: MUS 351 and 352 or instructor approval. Techniques, literature and pedagogical approaches to teaching woodwind instruments in public schools.

MUS 855 Band. (1) I, II. May be retaken to a maximum of two hours.

MUS 872 Seminar in Music History. (1-3) A. Intensive study of a specific historical era, genre, or composer. Topics studied in this sequence: Medieval, Renaissance, Baroque, Classical, Romantic, Contemporary. Additional topics announced. May be retaken to a maximum of six hours, provided the subject matter differs.

MUS 878 Foundations of Music. (3) A. Historical and philosophical foundations of music and music pedagogy. Diverse trends are compared with emphasis on materials and personal development in music for the general music specialist.

MUS 880 Advanced Choral Interpretation. (2) A. Application of advanced choral techniques related to performance practice and interpretation through analysis and score reading.

MUS 883 Seminar in Choral/Instrumental Conducting. (2) A. Techniques in the preparation, conducting, and performance of choral/instrumental music. Survey of high school and college choral or instrumental literature.

MUS 884 Advanced Theory Survey. (3) A. Prerequisite: instructor approval. Intensive work in part-writing and structural analysis.

MUS 885 Psychology of Music. (3) A. Reactions to musical stimuli; musical aptitude and achievement; application of psychological theories to musical learning.

MUS 886 Advanced Counterpoint. (3) A. Prerequisite: MUS 481 or equivalent, or instructor approval. Continuation of MUS 481; compositions of the late Baroque, including canon, passacaglia, and chorale prelude.

MUS 887 Analytical Techniques I. (3) A. Prerequisite: MUS 884 or equivalent. Significant forms, procedures, and compositional devices relevant to the major stylistic periods from the Renaissance to the Contemporary.

MUS 888 Analytical Techniques II. (3) A. Prerequisite: MUS 887 or equivalent. A more intense and specialized study of the compositional devices of important composers from Renaissance to Contemporary. Study material is partially determined by student's area of interest.

MUS 889 Advanced Composition I. (2) A. Prerequisite: MUS 483 or equivalent, or departmental approval. Individual guidance in the exploration of advanced compositional techniques with emphasis on larger forms. May be retaken to a maximum of four hours.

MUS 890 Advanced Composition II. (2) A. Prerequisite: MUS 889 or equivalent. Individual guidance in the continued exploration of advanced compositional techniques with emphasis on larger

forms. May be retaken to a maximum of four hours.

MUS 896 Special Project in Theory/Composition, Conducting, or General Music. (3) A. Prerequisite: MUS 556 or MUS 756 Choral Conducting option only. Requirement for the Master of Music options in theory/composition, choral conducting and instrumental conducting. May be elected by other Master of Music options. May be fulfilled by theory project, composition, analytical paper, or recital.

MUS 897 Graduate Recital. (2 or 3) A.

MUS 898 Research in Music and Music Education. (3) A. Research techniques appropriate to music and music education; principles of research design; organization of the research report; analysis of representative research.

MUS 899 Thesis. (3) A.

NFA—Nutrition, Foods, and Foodservice Administration
Dr. Diane Leggett, Chair

NFA 700 Nutrition Concepts and Issues.

(3) A. Fundamental principles of human nutrition and their application in meeting nutritional needs of all ages. Not open to dietetic or foodservice administration majors.

NFA 705 Maternal and Infant Nutrition.

(3) A. Prerequisite: NFA 317 or equivalent. Nutritional requirements prior to and during pregnancy, lactation, and infancy. Survey the effects of dietary toxicants, deficiency, and excesses of nutrients. Field experience.

NFA 707 Child and Adolescent Nutrition.

(3) A. Prerequisite: NFA 201. Nutritional needs, problems, dietary habits, and motivations of the toddler through adolescent years. Field experience.

NFA 709 Nutrition and Aging. (3) A.

Prerequisite: NFA 201. The theories of causing aging; nutritional requirements; dietary intakes and effects of nutrition on the rate of biological aging. Field experience.

NFA 717 Sports Nutrition. (3) A.

Prerequisite: NFA 201 or NFA 500/700. Relationship of nutrition to optimal sports performance, needs, and nutritional strategies during training, conditions requiring special consideration, controversial and potentially dangerous nutritional practices of athletes.

NFA 800 Nutrition Topics. (1-3) A. A

study of selected issues confronted in the Community Nutrition Program. May be retaken to a maximum of six hours provided the subject matter differs each time.

NFA 801 Advanced Nutrient Study. (3)

A. Prerequisite: NFA 401. Critical review of human nutritional requirements and relation of diet to human health and well-being, with in-depth study of nutrient-drug interrelationships, nutrient needs of high-risk groups, the chronically ill, and other high stress groups.

NFA 802 Advanced Applications of the Nutrition Care Process. (3) A. Prerequisites: NFA 317 and 403. Advanced application of the Nutrition Care Process incorporating nutritional diagnosis and intervention for issues influencing the health of patients and clients in inpatient, outpatient, and public health settings.

NFA 804 Nutrition Assessment. (3) A.

Prerequisite: NFA 301 or CHE 330 or instructor approval. Evaluation of biochemical, anthropometrical, and descriptive research methods used to assess nutritional adequacy of vitamins and other nutrients in humans, including accuracy of methods, specificity, ease of use, apparatus required, and applicability to nutrition surveys.

NFA 810 Problems in Nutrition. (3) A.

Prerequisite: NFA 201 or NFA 500/700. Ways of dealing effectively with nutrition concepts as they apply to everyday living.

NFA 811 Advanced Community Nutrition.

(3) I. An in-depth study of the history, legislation, and guidelines of community nutrition/health programs, functions of the public health nutritionist as a

counselor, consultant, educator, and communicator. Introduction to community assessment and program planning. Field experience.

NFA 816 Special Problems in Nutrition.

(1-3) A. Prerequisites: NFA 401 and instructor approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. The student chooses a problem and works under the supervision of an instructor. May be retaken to a maximum of six hours provided the topics vary.

NFA 820 Community Nutrition

Administration. (3) II. Prerequisite: NFA 811. Introduction to health administration, focusing on organizational structure, budget, personnel, legal aspects, public relations, and interorganizational relationships directed toward the public health nutritionist's role as program manager, planner and evaluator. Field experience.

NFA 825 Obesity and Eating Disorders. (3)

A. An examination of the prevalence, physiology, and health consequences of obesity and eating disorders. Program design and analysis of treatment options will also be examined.

NFA 830 Dietetic Internship-Medical Nutrition Therapy and Foodservice Management Rotations. (6) A. Prerequisite: advisor approval.

Work under faculty field preceptors to accomplish American Dietetic Association Dietetic Internship Curriculum. Experiences will include a medical nutrition therapy, foodservice management, and specialized clinical rotation.

NFA 831 Dietetic Internship-Community

Nutrition Rotation. (6) A. Prerequisite: advisor approval. Work under faculty field preceptors to accomplish American Dietetic Association Dietetic Internship Curriculum. Experiences will include a community nutrition rotation in addition to a comprehensive public health assessment and evaluation project.

NFA 835 Community Nutrition Practicum.

(6) I, II. Prerequisites: NFA 811, 820 or concurrent enrollment or advisor approval. Requires 320 hours observation in selected nutrition programs at local, state, or federal level. Experience under supervision of a registered dietitian. Comprehensive community assessment and analysis of the country/city worked in is also required.

NFA 841 Volume Foodservice

Management. (3) A. Prerequisite: NFA 445 or departmental approval. An examination of foodservice management, production, and administration with emphasis on volume foodservice. Field experience.

NFA 850 Nutrition, Foods, and Foodservice Administration Workshop: _____. (1-3) A. Current trends, topics, and issues in nutrition, food, and foodservice administration. May be repeated to a maximum of six hours providing topics vary.

NSC—Nursing

Dr. Judy Short, Chair

NSC 700 Early Childhood Healthcare.

(3) A. Prerequisite: education major or permission of instructor. Focuses on the development of competencies necessary for health management of young children (ages birth to five years) with special health care needs. Appropriate for non-health care professionals in the community or classroom.

NSC 800 Advanced Practice. (1-6) A.

Advanced practice clinical experience. Students will retake for the minimum number of hours required for their specialty option.

NSC 802 Public Health Nursing Practice.

(1-6) A. Clinical experience for graduate public health nursing students. Students will retake for the minimum number of credit hours required for the specialty option.

NSC 830 Advanced Pharmacology.

(3) A. Prerequisite: admission to MSN program or department approval. Application of

pharmacotherapeutic principles to the treatment and management of conditions across the life span.

NSC 832 Advanced Health Assessment. (3) A. Prerequisite: admission to MSN program or department approval. Emphasis is on the advanced skills necessary for Advanced Practice nursing in assessing the health status of clients from across the life span. Diagnostic reasoning and systems approach will be emphasized.

NSC 834 Advanced Pathophysiology. (3) A. Prerequisite: admission to the MSN program or department approval. Application of advanced pathophysiology to the diagnosis and treatment of conditions across the life span.

NSC 836 Rural Public Health Nursing (2) A. Prerequisite: admission to the MSN program. Corequisite: NSC 802. An analysis of the core concepts of advanced public health nursing with an emphasis on rural public health needs, health care systems, and the role of the nurse.

NSC 838 Topics for Advanced Practice: _____. (1-6) A. Selected topics will be offered as appropriate for enhancement of advanced practice nursing role. May be retaken under different topics for a maximum of six credit hours.

NSC 840 Nursing Theory. (3) A. Prerequisite: admission to the MSN program or department approval. Provides a basic understanding of the process of theory construction and an appreciation of the role that theory plays in providing a scientific basis for nursing.

NSC 842 Advanced Nursing Practice Issues. (3) A. Prerequisite: admission to the MSN program or department approval. Analysis of professional issues and strategies, which can facilitate the development of the nursing profession. Consideration of selected variables influencing the development and resolution of issues.

NSC 844 Nursing Education I. (3) A. Prerequisite: NSC 840 with a minimum grade of B. Analyze and critically evaluate curriculum and education theory utilized in nursing education, with an emphasis on curriculum development and teaching-learning theory.

NSC 846 Nursing Education II. (3) A. Prerequisite: NSC 844 with a minimum grade of B. Analyze and utilize teaching strategies, evaluation methods, and documentation methods for nursing education in classroom and clinical settings.

NSC 848 Nursing Education III. (3) A. Prerequisite: NSC 844 with a minimum grade of B. Prerequisite/Corequisite: NSC 842 with a minimum grade of B. A synthesis of education theory, curriculum theory, teaching strategies, nursing faculty role development activities, and evaluation methods for nursing education in classroom and clinical settings.

NSC 850 Rural Health Nursing II. (3) A. Prerequisite: NSC 836. Prerequisite or Corequisite: HEA 855, NSC 840. Corequisite: NSC 802. Concepts, theories, specific challenges related to the delivery of health services in rural communities. In-depth assessment of complex rural systems.

NSC 852 Rural Public Health Nursing III. (3) A. Prerequisite: NSC 850 with a minimum grade of "B." Corequisite: NSC 802. Innovations to address the health needs of vulnerable populations within rural communities. Role preparation for advanced public health nursing, including application of concepts and theories in rural settings.

NSC 854 Management of Health Care (3) A. Prerequisite: admission to MSN program or department approval. Theoretical basis for the advanced nurse's role in management of health care in rural settings. Strategies for the improvement of health care in rural settings will be analyzed.

NSC 860 Rural Nursing Administration. (3) A. Prerequisite: NSC 854 with a minimum grade of B. Prerequisite/Corequisite: NSC 842 with a minimum grade of B. A synthesis of leadership, management and public health nursing theory applied to the role of the advanced public health nurse in

the administration of rural health systems. Includes problem resolution and analysis of alternative approaches.

NSC 862 Rural Health Internship. (4) A. Prerequisites: NSC 836, 850 and 852, each with a minimum grade of B and five hours of NSC 802. Internship allows the student to apply advanced knowledge and skills in implementing the role of an advanced rural public health care nurse. Seminar promotes synthesis of rural health nursing knowledge.

NSC 870 Rural Health FNP I. (3) A. Prerequisites: NSC 830, 832, 834, 840, and HEA 855, each with a minimum grade of B. Corequisite: NSC 800. Course provides theoretical and diagnostic knowledge necessary to confront problems relevant to the health care of individuals across the life span. Emphasis on health promotion, disease prevention and management of common health problems.

NSC 872 Rural Health FNP II. (3) A. Prerequisites: NSC 870 with a minimum grade of B. Corequisite: NSC 800. Prerequisite/Corequisite: NSC 842 with a minimum grade of B. Theoretical and diagnostic knowledge necessary to confront problems relevant to the health care of individuals across the life span. Emphasis on health promotion, disease prevention, and management of common health problems. Builds on NSC 870.

NSC 874 Rural Health FNP III. (3) A. Prerequisite: NSC 872 with a minimum grade of B. Corequisite: NSC 800. Theoretical and diagnostic knowledge necessary to confront problems relevant to the health care of individuals across the life span. Emphasis on health promotion, disease prevention and management of common health problems. Builds on NSC 872.

NSC 876 Rural Health FNP Internship. (6) A. Prerequisites: NSC 870, 872, 874, each with a minimum grade of B and nine hours of NSC 800. Course allows synthesis of theoretical and diagnostic knowledge in a concentrated rural primary care practicum. Emphasis on health promotion, disease prevention and management of common health problems in individuals and families across the life span.

NSC 880 Rural PMHNP I. (2) A. Prerequisites: NSC 830, 832, 834, 840, and HEA 855, each with a minimum grade of B. Corequisites: NSC 800 and 881. Theoretical and diagnostic knowledge necessary to diagnose and treat psychiatric disorders across the life span. Competencies in working with individuals are developed.

NSC 881 Applied Psychopharmacology. (2) A. Prerequisite: NSC 830, NSC 832, and NSC 834, each with a minimum grade of B. Corequisite: NSC 880. Applies theoretical and diagnostic knowledge related to prescribing psychopharmacological treatment of psychiatric disorders across the life span.

NSC 882 Rural PMHNP II. (2) A. Prerequisite: NSC 880 and 881, each with a minimum grade of B. Corequisite: NSC 800. Theoretical and diagnostic knowledge necessary to diagnose and treat psychiatric disorders across the life span. Competencies in working with families are developed.

NSC 883 Rural PMHNP Child Adolescent. (3) A. Prerequisites: NSC 830, 832, 834 and 881. Corequisite: NSC 800. Current certification as an Adult PMHNP/CS. Applies theoretical and diagnostic knowledge related to treatment of psychiatric disorders in children and adolescents.

NSC 884 Rural PMHNP III. (3) A. Prerequisite: NSC 882 with a minimum grade of B. Corequisite: NSC 800. Theoretical and diagnostic knowledge necessary to diagnose and treat psychiatric disorders across the life span. Group skills, community resources and the context of professional practice are examined.

NSC 886 Rural PMHNP Internship. (6) A. Prerequisite: NSC 884 with a minimum grade of B and seven hours of NSC 800. Prerequisite/Corequisite: NSC 842 with a minimum grade of B. Synthesis of

theoretical and diagnostic knowledge to promote mental health and maintain mental health across the life span. Systematically examines opportunities for improving PMHNP practice.

NSC 890 Research in Rural Nursing. (3) A. Prerequisite: NSC 840. Analysis and critical evaluation of nursing and related research with emphasis on designs and methods appropriate for rural health nursing phenomena.

NSC 892 Research Project. (3) A. Prerequisite: NSC 890. Completion of a research project in an area of interest related to rural health nursing, which culminates in a written report.

NSC 895 Independent Study in Nursing. (1-6) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken under different subtopics to a cumulative maximum of six hours.

NSC 900 Seminar I: Role Transition. (1-3) A. Prerequisite: Admission to DNP program. Explore issues pertinent to role transition and role assimilation for the DNP graduate.

NSC 901 Seminar II: Capstone Project Support. (1-2) A. Prerequisite: NSC 900(S) and NSC 990 with a minimum grade of "B". Provides an opportunity for synthesis of evidence-based theoretical concepts to incorporate into practice.

NSC 905 Analytical Methods for EBP. (3) A. Prerequisite: Admission to DNP Program. Description and analysis of quantitative data using statistical and graphical methods for purposes of evidence-based practice.

NSC 938 Special Topics for DNP. (1-6) A. Prerequisite: Admission to DNP Program. Selected topics will be offered as appropriate for enhancement of advanced nursing role. May be taken under different topics for a maximum of six credit hours.

NSC 940 Theoretical Application for DNP. (3) A. Prerequisite: Admission to DNP Program. Theoretical perspectives, integration of nursing science, and the interrelationships among theory, research, and evidence-based nursing practice will be explored, emphasizing strategies for knowledge and theory development, evaluation, and application.

NSC 942 Informatics in Healthcare Delivery. (3) A. Prerequisite: Admission to DNP Program. Focuses on theoretical basis of information systems in healthcare, impact of informatics on clinical practice and administrative decision-making, and strategies to evaluate and improve use of information technology in health care.

NSC 950 Public Health Policy and Health. (3) A. Prerequisite: Admission to DNP Program. Analysis of the policy process in order to develop advanced nursing leadership skills for designing, implementing, and evaluating health policy.

NSC 954 Organizational Leadership. (3) A. Prerequisite: Admission to DNP Program. Explores theoretical foundations of leadership with an organization systems perspective. Examine principles of organizational systems, quality improvement, dimensions of healthcare/organizations, and human resource management.

NSC 960 Healthcare Economics and Finance. (4) A. Prerequisite: NSC 954 with a minimum grade of "B". Examines healthcare economics and business practices and their relationship on health policy and clinical practice. Economic concepts and tools will be utilized to examine issues and solve problems/issues pertaining to healthcare delivery.

NSC 990 Analytical Methods I. (3) A. Prerequisite: NSC 905 and NSC 942, each with a minimum grade of "B". Translate scientific nursing knowledge into complex interventions to improve practice and health outcomes.

NSC 992 Analytical Methods II. (3) A. Prerequisite: NSC 990 with a minimum grade of "B". Translate scientific multi-disciplinary knowledge into complex interventions to improve practice and health

outcomes in the development of a proposal to enhance evidence-based practice.

NSC 994 Capstone Project. (3-9) A.

Prerequisite: NSC 992, with a minimum grade of "B". Translate a body of evidence-based research in the implementation of a project to improve practice and health outcomes.

NSC 995 Independent Study in Nursing.

(1-6) A. Prerequisite: Admission to DNP Program. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken under different subtopics to a cumulative maximum of six hours.

NSM—Network Security Management

NSM 815 Foundations of Network Security

(3) A. Advanced network security auditing, defense techniques and countermeasures. Network security issues related to hardware and software, for small-to-medium business (SMB) and enterprise-level networks. 2 Lec/2 Lab.

NSM 845 Advanced Server Security

(3) A. Prerequisite: NSM 815 or Departmental Approval. Security management, planning, designing, performance tuning and troubleshooting servers for small-to-medium businesses (SMBs) and enterprises. Hardening services such as web, DNS, file, Directory, and Terminal access. 2 Lec/2 Lab.

NSM 865 Wireless & Mobile Security (3)

A. Prerequisite: NSM 815 or Departmental Approval. Advance wireless and mobile computing security consideration in small-to-medium business (SMB) and enterprise level networks: Security auditing, standards, protocols, vulnerabilities, attacks, countermeasures, network planning, management and troubleshooting. 2 Lec/2 Lab.

NSM 895 :_____ Special Topics in NSM. (3) A.

Prerequisite: NSM 815 or Departmental Approval. Emerging technologies in the area of advanced computer networking or telecommunications security, including LAN/WAN/SAN system administration, hardware, software, virtualization, operating systems, scripting, and related industry certifications. 2 Lec/2 Lab.

OHO—Ornamental Horticulture

Dr. Bruce Pratt, Chair

OHO 807 Advanced Technical Study in Horticulture Problems. (1-3) A.

Prerequisite: advisor/departmental chair approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Independent work, workshop, special topics, research problems, or seminars. May be retaken to a maximum of six hours.

OTS—Occupational Therapy

Dr. Colleen Schneck, Chair

OTS 715 Early Childhood Sensorimotor Development. (3) A. Prerequisite: education major or degree or instructor's approval. Provides an overview of normal sensorimotor development in infants and young children. Includes contrasting normal/abnormal development and application of appropriate developmental tasks. Laboratory experiences will be provided.

OTS 720 Providing Health Services in Appalachia. (3) A. Prerequisite: departmental approval. An analysis of development and delivery of health care services in Appalachia. Examination of relevant current and historical factors, which have an impact on the health of the Appalachian people.

OTS 820 OBP: Fundamentals. (4) A. Corequisite: OTS 821. Foundational knowledge in occupation based practice including philosophy, theory, context, process, and reasoning. Emphasis on active learning and reasoning skills.

OTS 821 Practice Seminar I. (2) A. Corequisites: OTS 820 and OTS 822. Integration

of occupation-based practice through reflection on curriculum themes, participation in a continuum of community learning experiences, exploration of Level II Fieldwork and development of a professional portfolio.

OTS 822 OBP: Health Care Practice 1.

(4) A. Corequisite: OTS 821. Lecture and lab to include theories, principles and methods of evaluation, intervention and outcome processes for individuals accessing health systems. Course will focus on engagement in occupation to support participation in life roles across the lifespan.

OTS 824 OBP: Health Care Practice 2. (4)

A. Prerequisites OTS 821 and OTS 822. Continued study of theories, principles and methods of evaluation, intervention and outcome processes for individuals accessing health systems. Course will focus on engagement in occupation to support participation in life roles across the lifespan.

OTS 825 Technology and Rehabilitation.

(3) A. Prerequisite: computer literacy or departmental approval. Advanced exploration of occupational therapy knowledge and skill about assistive technology. Emphasis on application and use of assistive technology to enhance occupational performance of individuals with disabilities.

OTS 830 OBP: Education Communities.

(4) A. Prerequisites: OTS 824 and OTS 832. Corequisite: OTS 871. Occupation-based assessment and intervention for children and young adults in educational contexts. Course addresses models of practice, service delivery, federal/state legislation and philosophy of administration. Active learning experiences in the community.

OTS 831 Practice Seminar II. (2) A.

Prerequisite: OTS 821 or Corequisites: OTS 824 and OTS 832. Integration of occupation-based practice through reflection on curriculum themes, participation in community-based settings, preparation for Level II Fieldwork and ongoing development of a professional portfolio.

OTS 832 OBP: Community-Based Practice. (4) A. Corequisite: OTS 831. Theories, principles and methods of evaluation, intervention and outcome processes for individuals and groups assessing social systems through the lifespan. Course will focus on engagement in occupation for community participation.

OTS 834 OBP: Advanced Dimensions (3)

A. Prerequisite: permission of department. Advanced conceptualization and synthesis of Occupational Science and existing models of Occupational Therapy for practice. Includes analysis and application of occupation-based practice and evidence within specialty areas.

OTS 835 Occupational Therapy Intervention in the Workplace. (3) I, II, A.

Prerequisite: OTS 820 or departmental approval. Exploration of the direct and indirect service roles and functions of the occupational therapist in the workplace. Emphasis will be on the work-related behaviors and environmental assessments for health promotion, prevention and work adjustment.

OTS 836 OBP VI: Optimizing Occupation.

(3) A. Prerequisites: graduate standing in the occupational therapy program; OTS 822 and 832. Specialized evaluation and intervention in occupational therapy practice with emphasis on emerging practice areas. Students will synthesize and apply skills of best practice for optimizing occupations.

OTS 837 Upper Extremity Evaluation and Intervention (3) A. Prerequisite: OTS 822 or departmental approval. This course focuses on advanced study of the upper extremity including evaluation and treatment techniques in evidence-based occupational therapy practice.

OTS 845 Health Care Practice Fieldwork.

(6) II. Prerequisite: Successful completion of all didactic coursework or department approval. Twelve weeks of fieldwork in health care practice to promote reasoning, professionalism and competence in

providing occupation-based intervention. Includes on-line reflective seminar.

OTS 846 Community Practice Fieldwork.

(3-5) A. Prerequisite: Successful completion of all didactic coursework. Six to ten-week fieldwork in community/education to promote reasoning, professionalism and competence in providing occupation-based intervention. Includes online reflective seminar.

OTS 847 Emerging Practice Fieldwork.

(1-3) A. Prerequisite: Successful completion of all didactic coursework. Two to six-week fieldwork in an emerging or traditional practice setting to develop/refine skills. Includes online reflective seminar.

OTS 850 Planning and Managing in OT Practice. (3) A. An OT perspective of management including: organizational theory, strategic planning, leadership, formulating decisions, consultation, political advocacy, health and social policy. Development of practice models including program evaluation based on agency, systems or community needs.

OTS 851 Strategic Communication in Occupational Therapy. (3) A. Prerequisite: undergraduate/graduate course in administration or consent of instructor. Study of change theory and factors affecting communication in practice settings.

OTS 852 OT Services in Mental Health Settings. (3) A. Prerequisite: OTS 820 or departmental approval. Examination of external forces influencing mental health services in models of occupational therapy service delivery, emphasizing community-based and rural health programs.

OTS 853 Leadership in Human Services. (3) A. Focus on the development and application of leadership skills, including transformational and transactional leadership. Students will demonstrate development of their own leadership skills through a major project.

OTS 855 The Role of OT & the Aging Adult. (3) A. Prerequisite: OTS 820 or departmental approval. Advanced study of occupational therapy's role in delivering services to the aging adult in emerging/innovative programming. Identification and analysis of factors which promote/hinder quality of life.

OTS 855S The Role of OT & the Aging Adult. (3) A. Prerequisite: OTS 820 or departmental approval. Advanced study of occupational therapy's role in delivering services to the aging adult in emerging/innovative programming. Identification and analysis of factors which promote/hinder quality of life. Credit will not be awarded for both OTS 855 and 855S.

OTS 862 Therapeutic Modalities in OT Practice. (3) A. Address occupational therapy theoretical principles, neurophysiological and electrophysical changes that occur as a result of the application of selected physical and electrical modalities. Students will develop skill in the application of these modalities.

OTS 863 Occupation and Sensory Processing. (3) A. Understanding the impact of sensory processing disorders on occupational natures will enable students to provide appropriate intervention. Occupational adaptation and sensory integrative theories will be applied as conceptual frameworks for occupational therapy intervention.

OTS 864 Early Childhood Practice. (3) A. Prerequisite: OTS 820 or departmental approval. Advanced study of theories, models of practice, and therapeutic approaches in early intervention and preschool environments within the context of state and federal laws. Emphasizes the interdisciplinary nature of therapy service delivery in early childhood.

OTS 864S Early Childhood Practice 3 (A). Prerequisite: OTS 820 or departmental approval. Advanced study of theories, models of practice, and therapeutic approaches in early intervention and preschool environments within the context of state and federal laws. Emphasizes therapeutic interventions in

early childhood through service learning.

OTS 865 School-Based Practice. (3) A. Prerequisite: Departmental approval. In-depth study of school-based therapy. Theories, principles, models of practice, and methods of therapy service delivery for students with learning and behavioral difficulties, within the context of state and federal laws.

OTS 866 OT & Behavior Disorders in Schools. (3) A. Prerequisite: OTS 820 or departmental approval. Examination and application of occupational therapy theoretical models used in evaluation and intervention for this population and the external systems affecting service delivery.

OTS 870 Professional Trends and Issues in OT. (3) I, II. Trends and issues impacting the occupational therapy profession. Advancement of professional roles of consultant, entrepreneur, educator, leader and researcher.

OTS 871 Practice Seminar III. (2) A. Corequisite: OTS 830. Integration of occupation-based practice through reflection on curriculum themes, participation in community-based learning in education, preparation for Level II Fieldwork and completion of a professional portfolio. Credit will not be awarded for both OTS 871 and 871S.

OTS 871S Practice Seminar III. (3) A. Integration of occupation-based practice through reflection on curriculum themes, participation in community-based learning in education, preparation for Level II Fieldwork and completion of a professional portfolio. Credit will not be awarded for both OTS 871 and OTS 871S.

OTS 875 Special Topics: _____. (1-3) A. Prerequisite: undergraduate degree in occupational therapy or departmental approval. May be retaken under different subtopics to a cumulative maximum of six hours. Advanced study of selected topics in occupational therapy practice.

OTS 880 Research in Occupational Therapy. (3) I, II, A. Exploration, critical analysis and application of research and evidence-based practice in occupational therapy. Emphasis on preparation and implementation of a research study.

OTS 882 Advanced Occupational Science. (3) II. Exploration of occupational science as a disciplinary knowledge base, current research on occupation-based practice, and methods of developing occupation-based practice. Emphasis on change, clinical leadership, and research.

OTS 883 Change and Complexity in OBP. (3) A. Comprehensive critique of disciplinary literature describing professional applications of occupation. Deriving insights into occupation-based practice (OBP) through perspectives from history, systems, chaos, changes, and complexity. Action and change research methods for the development of occupation-based practice.

OTS 884 Qualitative Inquiry Approaches (3) A. Prerequisite: Undergraduate course in research design. This course synthesizes the rationale, theoretical foundations, design, methods, analysis, and ethical issues related to qualitative research. Students analyze five approaches of qualitative inquiry, and develop a research prospectus.

OTS 885 Occupational Performance Measures. (3) A. Prerequisites: OTS 880 and occupational therapy graduate student status or departmental approval. Analysis of critical evaluation instrumentation. Review of measurement issues and use of instruments in evidence-based practice in occupational therapy. Integration into occupation-based practice.

OTS 886 Culture and Diversity in OT (3) A. Importance of culture and diversity in the understanding of health disparities in health care policy and OT practice. Global and national policy and program models for inclusion of culture, diversity and disability are highlighted.

OTS 890 Independent Study in OT. (3) I, II, A. Prerequisite: advisor/departmental approval. Student must have the independent study proposal

form approved by faculty supervisor and department chair prior to enrollment. Student initiated directed study. Regular consultation with faculty supervisor and final paper required. May be retaken under different subtopics to a cumulative maximum of six hours.

OTS 895 Special Project Proposal in OT. (3) I, II, A. Prerequisite: OTS 880. Development of special project proposal in a specific area of practice in occupational therapy. Student must have proposal form approved by instructor and department chair prior to enrollment.

OTS 896 Research Contribution. (3) A. Completion of a research contribution in a specific area of occupational therapy practice

OTS 898 Thesis I. (3) I, II, A. Proposal development leading to thesis as directed by chair of thesis committee.

OTS 899 Thesis II. (3) A. Research leading to thesis as directed by chair of thesis committee.

OTS 899-C Thesis/Project Continuation. (1-3) I, II, A. Prerequisite: advisor/departmental approval. Continuation of research leading to thesis/special project as directed by the chair of student's committee. May be retaken as necessary to complete research. May not be used to satisfy degree program requirements.

OTS 901 OTD Leadership Seminar I (3) A. Prerequisite: Enrollment in OTD Program. Conceptualize identity as a leader in occupation-based practice in a changing environmental context; create a professional portfolio; and develop initial doctoral plans for practicum and capstone project.

OTS 902 OTD Leadership Seminar II. (3) A. Prerequisite: OTS 901. Students will draw on co-occurring OTD Program coursework to: establish goals for development through the OTD; revise a professional portfolio to implement career aspirations, and set doctoral practicum objectives for capstone project.

OTS 903 OTD Leadership Seminar III (3) A. Prerequisite: OTS 902. Students will draw on co-occurring OTD Program coursework to revise professional portfolio to include a multi-year action plan for leadership development; and prepare final practicum proposal.

OTS 904 OTD Leadership Seminar IV (3) A. Prerequisite: OTS 903. Students will draw on co-occurring OTD Program coursework to: finalize a professional portfolio that portrays personal plans for career leadership in practice excellence; and propose and obtain doctoral practicum contracts for implementation of capstone project.

OTS 905 OTD Practicum (3 – 6) I, A. Prerequisites: OTS 904. Custom-designed practicums for capstone, field-based experiences in the Clinical Doctorate in Occupational Therapy. Course emphases are on ethical leadership within change and excellence in occupation-based services for diverse populations.

OTS 906 OTD Capstone (1) A. Prerequisite: OTS 904. Integration and application of program outcomes in a comprehensive format. Students finalize and present capstone project that was planned in Leadership Seminars. Capstone emphases are ethical leadership within change and OBP for diverse populations.

OTS 910 Policy Analysis for OT (3) A. Prerequisite: OTS 901. Influence of social and healthcare policy on the profession of occupational therapy. Health disparities, disability studies and advocacy needs in emerging practice.

OTS 911 Applied Research for OT (3) I. Prerequisite: OTS 902. Students will apply research methods, synthesize paradigms, designs, methods, and ethical issues related to research, and discuss funding options. The role of the researcher as an agent of change in practice will be emphasized.

OTS 912 Evidence-based Practice for OT (3) II. Prerequisite: OTS 903. Evaluate and perform critical research appraisals to justify intervention decisions. Content focuses on: clinical reasoning, outcomes measurement, finding evidence, changes in

practice, ethics, and communicating decisions.

OTS 913 Educational Practices for OT (3) I. Prerequisite: Enrollment in the OTD Program. Fundamental principles of designing and implementing educational programs across the lifespan. Educational strategies and learning theories will be analyzed and applied to clinical, community, and didactic settings and populations.

**PHE—Physical Education
Dr. Jack Rutherford, Chair**

PHE 730 Sports Information Programs (3) I. Study of the role and function of the sports information director. Includes public relations techniques applied to sports information; press releases, publications programs, office and staff organization, time utilizations, news media, and formats.

PHE 762 Adapted Physical Activity. (3) I, II. Principles and practices of adapted physical education emphasizing the physical activity needs of people with disabilities. Emphasis will be placed on the importance of physical activity, recent legislation, assessments, individual education plans, and adapting activities.

PHE 775 Tests and Measurements in Physical Education. (3) I, II. Administration and scoring of tests, evaluation and use of results obtained.

PHE 790 Special Topics in Physical Education. (1-4) A. Study of various topics in physical education and sport selected to meet special student needs and interests. May be retaken to a maximum of six hours with advisor's approval provided subtitle is different.

PHE 800 Research Methods in Health/Physical Education/Recreation. (3) I, II. Cross listed with EHS 800. Application of research methods to health/physical education/recreation with emphasis on consumption of research, methods of research, and tools and instrumentation for research in health/physical education/recreation. Credit will not be awarded to students who have credit for EHS 800.

PHE 805 Including Dance in the P-12 Curriculum. (3) A. The course teaches the basic dance concepts and skills that are to be covered in the P-12 school curriculum. Teachers of all levels and specialties learn how to include dance in their own curriculum. Folk/social, ethnic and art forms of dance are covered. No previous dance experience is necessary.

PHE 810 Financial Aspects of Sport. (3) A. Study of the principles, practices, and theories associated with finance planning and management of enterprises engaged in the provision of sport related services and/or products. Topics include budget planning and preparation, preparing and analyzing financial statements, revenue sources, money management, preparation of business plans and feasibility studies.

PHE 812 Lifetime Fitness and Wellness. (3) A. Philosophical and factual basis for lifetime fitness for professional fitness leaders. Problem-solving and decision-making approaches to establish creative and effective programs.

PHE 814 Sport Marketing, Promotions, and Fund Raising. (3) I, A. Marketing, promotion, and fund raising within the context of amateur and professional sport. An overview of sport business industry; theory; pricing, distribution, and promotional technique of sport; media relations; endorsement and sponsorships; and licensing.

PHE 821 Physiological Bases of Physical Fitness. (3) II. Effects of chronic exercise on neuro-muscular, cardiovascular, respiratory, and metabolic function.

PHE 822 Sociology of Sport. (3) A. Meaning of sport in contemporary societies; relationship of selected social factors on development of social groups and attitudes in varying levels of sport; structure and function of sport in simple and complex

social institutions.

PHE 823 Sport and Exercise Psychology. (3) II. Scientific study of people and their behavior in sport and exercise contexts and the practical applications of that knowledge.

PHE 825 Policy and Governance of Sport. (3) II. An in-depth study of major sport governing agencies including organizational structure, constitutions, policies, procedures, and membership requirements of sport agencies at the state, national, and international levels.

PHE 831 Laboratory Methods in Exercise Physiology. (3) II. Prerequisite: PHE 821 or instructor approval. Study, practice and applications of methods of calorimetry; anthropometry; measurement of muscular strength, muscular endurance and cardiovascular-respiratory endurance; analysis of expired air; and determination of reliability and validity.

PHE 833 Motor Development. (3) A. Examination of physical activity as a factor in growth and development of children and adolescents. Including biological and behavioral science as the foundation for integrated study of physical growth, motor development, and physical activity.

PHE 835 Legal Issues in Sport. (3) I. Principles and concepts of sport in contemporary society with primary emphasis on legal issues that relate to amateur sport.

PHE 839 Applied Learning in Physical Education, Sports Administration Option. (.5-6) A. Prerequisites: departmental approval; must have been admitted to the Master of Science/Sports Administration option. Work under faculty and field supervisors in a cooperative placement related to student's academic studies. One to six hours credit per semester or summer. Six hours may count toward master's degree. A minimum of eighty hours work is required for each academic credit.

PHE 839 A-F Cooperative Study: Physical Education, Sports Administration Option. (.5-6) A. Prerequisites: departmental approval; must have been admitted to the Master of Science/Sports Administration option. Work under faculty and field supervisors in a cooperative placement related to student's academic studies. One to six hours credit per semester or summer. Six hours may count toward master's degree. A minimum of eighty hours work is required for each academic credit.

PHE 840 Disability Sport and Rehabilitation. (3) A. This course will introduce students to disability sport, and how exercise and adapted physical activity may be used to improve the quality of life for persons with disabilities.

PHE 848 History and Philosophy of Physical Education and Sport. (3) A. A study of organized physical activity of people in significant cultural epochs in history and the underlying philosophy that influenced these activities.

PHE 850 Event and Facility Management. (3) I. A. Focus on fundamentals of event and facility management: organizing and operating athletic events, planning and modifying facilities associated with athletic, physical education, fitness, and recreation programs.

PHE 852 Motor Learning and Performance. (3) II. Behavioral aspects related to the theory of learning and performance of motor skills taught in school and non-school environments; factors affecting learning and performance are also investigated.

PHE 869 Organization and Administration of Athletics. (3) II. Administrative patterns for high school and college athletics; topics include programs, personnel, facilities, athletic organization consideration.

PHE 870 Internship in Sports Administration. (1-6) A. Supervised experience in selected aspects of sports in a sports administration setting. May be retaken to a maximum of six hours.

PHE 871 Internship: Exercise/Wellness.

(1-6) A. Supervised experiences of selected aspects of wellness programming.

PHE 875 Seminar in Physical Education, Exercise, and Sport. (3) A. Research and discussion of critical questions in physical education; topics to be studied will vary according to the concerns of seminar students.

PHE 885 Independent Study. (1-3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken to a maximum of three hours. Designed for graduate students who have demonstrated the ability to conduct individual research relating to physical education.

PHE 891 Issues in Physical Education, Exercise, and Sport. (3) A. Identification of critical issues arising from current problems; exploration of points of view and possible solutions.

PHE 895 Assessment in Physical Education. (3) II. Prerequisite: PHE 775 or instructor approval. Comparative statistics, construction of measurement instruments, and evaluation techniques applied to physical education.

PHE 897 Thesis. (3-6) A. For students preparing a thesis in partial fulfillment of the requirements for the master's degree programs. May be retaken to a maximum of six hours.

PHI—Philosophy

Dr. Laura Newhart, Chair

PHI 751 Classical Political Theory. (3) A. Cross-listed as POL 751. Examination of Western political thought from Plato to Aquinas. Credit will not be awarded to students who have credit for PHI 551, PHI 551W, POL 551, POL 551W or POL 751.

PHI 752 Modern Political Theory. (3) A. Cross-listed as POL 752. Examination of Western political thought from the Renaissance to the mid-twentieth century. Credit will not be awarded to students who have credit for POL 552 or POL 752.

PHI 753 Contemporary Political Theory. (3) A. Cross-listed as POL 753. Examination of Western political thought from the mid-twentieth century to the present. Credit will not be awarded to students who have credit for POL 553 or POL 753.

PHY—Physics

Dr. Jerry Cook, Chair

PHY 706 Physics for High School Teachers. (3) A. Prerequisites: one year of college physics and instructor approval. Credit given toward major or minor only in teaching programs. Topics from general and modern physics to prepare teachers to teach high school physics and give classroom demonstrations. 3 Lec/3 Lab.

PHY 710 Special Problems in Physics: _____. (1-6) A. Prerequisites: PHY 202 and instructor approval. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Special laboratory experiments, development of new equipment, or solution of special mathematical problems related to physics. May be retaken to a maximum of six hours, provided subject matter differs each time.

PHY 806 Selected Topics in Physics for Secondary Teachers. (3) A. Prerequisite: secondary certification in physics. Study of topics in physics selected from the following fields: mechanics, thermodynamics, sound, electricity, magnetism, optics, and modern physics. Selection will depend upon the need of the student. 2 Lec/3 Lab.

PHY 808 Selected Topics in Physical Science for Secondary Teachers. (1-6) A. Restricted to physical science teachers not certified in physics. Study of problems in science relevant to secondary physical science. May be retaken to a maximum of six hours.

PHY 809 Workshops in Physics for

Teachers. (1-3) A. This course is designed for summer workshops for science teachers needing further work on content or techniques in teaching physics. Different workshops may be repeated for up to six hours credit.

PHY 880 Special Topics in Physics. (1-3) A. Specially assigned theoretical or experimental work on topics not covered in other courses.

PHY 881 Selected Topics. (1-3) A. Prerequisite: instructor approval. Selected topics not normally presented that may be of interest to groups of certain students will be presented. May be retaken to a maximum of three hours.

POL—Political Science

Dr. Lynette Noblitt, Interim Chair

POL 717 Politics and Social Change. (3) A. Comparative study of politics in present and past societies to consider the relationship between politics, political change and broader social change. Emphasis on political phenomena especially suited to comparative study.

POL 721 Contemporary International Relations. (3) A. Systematic analysis of major contemporary theories and approaches to the study of international politics and foreign policy.

POL 725 Problems in International Relations. (3) A. Explores major problems in international relations. Covers various areas of the world with reference to significant factors and problems of the people.

POL 733 Seminar in State and Local Politics. (3) A. A topical analysis of the institutions, policies, and administration of American state and local government. May be retaken to a total of six credit hours, provided subject matter differs each time.

POL 741 Politics and Education. (3) A. An examination of the way political decisions and policies are made in the field of education. Special attention is given to educational decision makers and political power at the local level.

POL 751 Classical Political Theory. (3) A. Cross-listed as PHI 751. Examination of Western political thought from Plato to Aquinas. Credit will not be awarded to students who have credit for PHI 551, PHI 551W, POL 551, POL 551W or PHI 751.

POL 752 Modern Political Theory. (3) A. Cross-listed as PHI 752. Examination of Western political thought from the Renaissance to the mid-twentieth century. Credit will not be awarded to students who have credit for PHI 552 or PHI 752.

POL 753 Contemporary Political Theory. (3) A. Cross-listed as PHI 753. Examination of Western political thought from mid-twentieth century to the present. Credit will not be awarded to students who have credit for PHI 553 or PHI 753.

POL 765 Administrative Law. (3) A. Nature of the powers vested in administrative agencies; the problems of administration procedure; the methods and extent of judicial control over administrative action.

POL 800 Research Methods. (3) A. An introduction and an overview of theories, methods, and analyses which are used in contemporary political science and public administration research.

POL 801 Administration, Ethics, and Public Policy. (3) A. An analysis and overview of the interplay of ethical considerations, administration, and policy process in the public sector.

POL 810 Seminar in Comparative Politics: _____. (3) A. Selected topics in the comparative study of politics. May be retaken to a maximum of six credit hours provided topics vary.

POL 820 Seminar in International Relations. (3) A. Study of selected topics in international administration, international organization, international politics and foreign policy.

POL 835 Seminar in Intergovernmental Relations. (3) A. An examination of the institutions, concepts, and problems of intergovernmental relations

and the American federal system.

POL 839 Applied Learning in Public Administration and Political Science. (.5-6) A. Prerequisite: departmental approval. Work under faculty and field supervisors in cooperative placement related to student's academic studies. Credit varies with hours of employment. A minimum of eighty hours of work required for each academic credit. May be repeated at the discretion of the department. Credit may be substituted for POL 871 in the M.P.A. program provided the requirements of POL 871 are met completely by the cooperative education assignment. Credit may not otherwise be substituted for any M.A. or M.P.A. requirements.

POL 839 A-F Cooperative Study: Public Administration and Political Science. (.5-6) A. Prerequisite: departmental approval. Work under faculty and field supervisors in cooperative placement related to student's academic studies. Credit varies with hours of employment. A minimum of eighty hours of work required for each academic credit. May be repeated at the discretion of the department. Credit may be substituted for POL 871 in the M.P.A. program provided the requirements of POL 871 are met completely by the cooperative education assignment. Credit may not otherwise be substituted for any M.A. or M.P.A. requirements.

POL 843 Seminar in American Political Process. (3) A. Systematic analysis of executive-legislative relationships in the American national political process.

POL 845 Community Development. (3) A. Examines developmental efforts on community level in the United States; relates community development to community organization and examines current efforts, especially those based on the concept of self-help, to generate and implement community development programs.

POL 846 Non-Profit Organizations. (3) A. Study of non-profit organizations, including an examination of types, leadership styles, management tools, board organization, budgeting and fund-raising.

POL 847 Strategic Planning and Grant Writing. (3) A. The study of strategic planning processes and the techniques of grant writing as they apply to the public and non-profit sector. Focus on federal and foundation grants. Credit will not be awarded for both POL 847 and POL 847S.

POL 847S Strategic Planning & Grant Writing. (3) A. The study of strategic planning and grant writing processes involving federal and foundation grants as they apply to the public and non-profit sector, enhanced with a service-learning component. Credit will not be awarded for both POL 847 and POL 847S.

POL 853 Seminar in Political Theory. (3) A. Examination of major contemporary approaches to understanding and evaluating political phenomena. Authors to be examined may include: Hannah Ahrendt, Arnold Brecht, David Easton, Juergen Habermas, Edmund Husserl, Robert Nozick, John Rawls, Leo Strauss and Eric Voegelin.

POL 863 Seminar in Public Law. (3) A. Prerequisite: instructor approval. Study in depth of selected problems in public law.

POL 870 Internship in Public Administration (3) A. Prerequisite: departmental approval. An internship in a public or nonprofit organizational setting for M.P.A. students conducted under departmental supervision and resulting in a capstone paper.

POL 871 Applied Research in Public Administration. (3) A. Prerequisite: departmental approval. An advanced, directed research project for M.P.A. students under departmental supervision resulting in a graduate-level report.

POL 872 Practicum in Public Administration. (3-6) A. Prerequisite: departmental approval. An experientially based project for MPH students under advisor supervision. Students will be placed in a supervised work environment in public

health administration.

POL 874 Public Sector Leadership. (3) A. This course examines theories and practices of leadership in public and nonprofit sector organizations. Emphasis is given to competing theories of leadership and to the examination of leadership through theoretical reference frames.

POL 875 Public Sector Organizations and Management. (3) A. Study of organizational theory and management as applied to government agencies and other not-for-profit organizations. Topics covered include theoretical modeling, research on organizational behavior, and managerial strategy and technique.

POL 876 Public Human Resources Management. (3) A. Study of strategies and techniques of public human resources management in the public sector and their relationship to pertinent laws, policies, and institutions, in the context of contemporary theories of organizational behavior.

POL 877 Public Finance Administration. (3) A. An examination of the effects of economic, administrative, legislative and judicial factors on the fiscal operations of government. Study of the budgetary and financial decision-making process at the federal, state and local levels.

POL 878 Applied Research in Political Science. (3) A. Prerequisite: POL 800. The theory process and techniques used to conduct and present applied empirical research in political science.

POL 879 Policy Analysis and Program Evaluation. (3) A. Prerequisite: POL 800. An introduction to theories and methods of analysis relating to public policy and public program formulation, implementation, and evaluation. Topics include quantitative and non-quantitative analytical techniques.

POL 891 Directed Research. (3-6) A. Students must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Research under the direct supervision of one or more departmental members. May be retaken to a total of six hours credit.

POL 892 Directed Research in Public Health Administration. (3-6) A. Students must have the independent study form approved by the faculty supervisor and department chair. Research under the direct supervision of faculty advisors. Designed for MPH students concentrating in Public Administration.

POL 893 Special Topics: _____. (1-3) A. Seminar in a specialized topic of the discipline. Topics will vary. May be retaken to a total of six hours credit, provided subject matter differs each time.

POL 895 Independent Study. (1-3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Student-initiated directed study. Can include research project or readings in an area of the discipline. May be retaken to a total of six hours credit, provided subject matter differs each time.

POL 899 Thesis. (3-6) A. May be retaken to a total of six hours credit.

PSY—Psychology
Dr. Robert Brubaker, Chair

PSY 730 Cognitive Development (3) A. Overview of how individuals become intelligent through the acquisition of knowledge, learning to reason, think, and engage in abstract thought.

PSY 777 The Autism Spectrum. (3) A. Prerequisite: departmental approval. Assessment, diagnosis, and intervention in autism spectrum disorders across the lifespan. Conduct autism spectrum assessment and design interventions.

PSY 779 History and Systems of Psychology. (3) A. A survey of the history of psychology and its various schools of thought and approaches to the study of behavior and mental processes.

PSY 790 Tests and Measurements. (3)

A. Prerequisite: departmental approval. Study of measurement principles with application in psychology, business, industry, and government. Interpretation, use, and evaluation of measurement and job analysis methods. Reliability, validity, utility, ethical/legal concerns are examined.

PSY 797 Advanced Topics in Psychology: _____. (3) A. Prerequisite: departmental approval.

Selected topics for advanced study. Variable topics across semester in terms of student interest and available faculty. May be retaken provided the subject matter differs each time.

PSY 820 Statistics & Research Design I. (3) A. Prerequisite: departmental approval. Principles and techniques of scientific observation, control, and analysis specifically oriented to research in psychology. Evaluation of research designs and their implementation in professional settings. Emphasis on univariate statistical analyses. Credit will not be awarded to students who have credit for PSY 820S.

PSY 820S Statistics & Research Design I: Service Learning. (3) A. Prerequisite: departmental approval. Principles and techniques of scientific observation, control, and analysis specifically oriented to research in psychology in the context of service learning. Evaluation of research designs and their implementation in professional settings. Emphasis on univariate statistical analyses. Credit will not be awarded to students who have credit for PSY 820.

PSY 824 Intellectual Assessment. (3) A. Prerequisite: departmental approval. Techniques, principles and problems in the administration, scoring, interpretation, and reporting of individual tests of intelligence for children and adults.

PSY 825 Personality Assessment. (3) A. Prerequisite: departmental approval. Techniques, principles and problems of evaluating personality via interviews, objective and projective testing. Emphasis on integration of results.

PSY 826 Professional Concerns I. (1) A. Prerequisite: departmental approval. Consideration of ethical and related problems of psychologists.

PSY 827 Topics in Assessment. (1) A. Prerequisite: departmental approval. Administering, scoring, and interpreting instruments in the area of vocational interest, adolescent personality, adaptive behavior, and individual academic assessment. Emphasis is on application in school and clinical settings.

PSY 837 Social Psychology and Cultural Diversity. (3) A. Prerequisite: departmental approval. Graduate level survey of topics in social psychology including social influence, persuasion, social cognition, self-justification, aggression and prejudice. Emphasis on multi-cultural diversity and tolerance of other groups.

PSY 838 Practicum in Clinical Psychology. (1-4) A. Prerequisite: departmental approval. Supervised practice in applied settings. Participation varies with student's course work and experience. Class meetings as arranged. May retake to maximum of ten credit hours.

PSY 840 Cognitive Bases of Behavior. (3) A. Prerequisite: departmental approval. Broad survey of findings in the areas of learning and conditioning, memory and cognitive processes.

PSY 841 Psychopathology. (3) A. Prerequisite: departmental approval. Etiology and description of various aspects of psychopathology and ineffective behavior. Credit will not be awarded to students who have credit for COU 855.

PSY 842 Interventions: School & Home (3) A. Prerequisite: departmental approval. Academic and behavioral interventions for school-age children will be reviewed. Emphasis is on identifying, selecting, and implementing research-based interventions for specific behaviors.

PSY 843 Practicum. (1-4) A. Prerequisite: departmental approval. Supervised practice in applied settings. Selective participation with an assigned agency varies with the student's program with level

of preparation in course work, and with previous supervised field experience. Class meetings as arranged. May be retaken to a maximum of eleven credit hours. Graded Satisfactory/Unsatisfactory.

PSY 844 Industrial Psychology. (3) A. Prerequisite: departmental approval. Graduate level introduction to industrial psychology. Topics include legal issues, job analysis and evaluation, compensation, research in organizations, individual differences, recruitment, human factors, and work environments.

PSY 845 Clinical Issues and the Deaf. (3) A. Prerequisite: departmental approval. Survey of clinical issues involved in providing mental health services to the deaf and hard-of-hearing. Topics will include the prevalence and nature of psychological problems among the deaf and hard-of-hearing, ethical and professional concerns, the interface between mental health and other services, and psychological assessment and therapy issues and strategies.

PSY 846 Behavioral Research Methods. (3) A. Prerequisite: departmental approval. Theory and methods of contemporary practice of behavioral assessment and single subject research design. Supervised practice in clinical applications of assessment methods. Review of relevant learning theory and behavioral principles.

PSY 847 Topics in Individual Differences. (3) A. Prerequisite: departmental approval. The development of individual differences in traits and behavior examined from the perspectives of personality and developmental psychology. Selected coverage of both seminal and current theoretical and empirical literatures.

PSY 848 Introduction to School Psychology. (3) A. Prerequisite: departmental approval. Theory observation, and supervised practice in the role of school psychologist. Includes systems analysis, the consultation process, and interprofessional relationships. Intervention skills appropriate for dealing with those problems.

PSY 850 Psychotherapy and Behavior Change I: Basic Techniques. (3) A. Prerequisite: departmental approval. A didactic and experiential introduction to the theories and techniques facilitative of personal growth and behavior change.

PSY 853 Biological Bases of Behavior. (3) A. Prerequisite: departmental approval. A survey of the principles, research and methodology of psychophysiology, including consideration of the autonomic correlates of emotion and arousal, biofeedback, psychosomatic diseases, and psychophysiological correlates of psychopathology.

PSY 857S Child and Family Interventions (3) A. Prerequisite: departmental approval. Conceptualization and intervention for childhood psychological disorders are reviewed and experienced through service learning pedagogy. Emphasis is on individual and group interventions. Credit will not be awarded for both PSY 857 and 857S.

PSY 860 Psychotherapy and Behavior Change II: Advanced Techniques and Theories. (3) A. Prerequisite: PSY 850 or departmental approval. The in-depth study of techniques selected from those presented in PSY 850. Emphasis will be placed on developing proficiency in such skills and techniques.

PSY 862 Statistics and Research Design II. (3) A. Prerequisite: PSY 820 or equivalent with department approval. Principles and techniques of scientific observation, control, and analysis, specifically oriented to multivariate research in psychology. Evaluation of research designs and their implementation in professional settings.

PSY 865 Psychological Consultation. (3) A. Prerequisite: departmental approval. Exploration of the theoretical and empirical underpinnings of psychological consultation process, and supervised practice in the provision of indirect psychological services.

PSY 868 Program Evaluation in the Social and Behavioral Sciences. (3) A. Prerequisite: PSY 820 or 862 or equivalent with departmental approval.

Survey and application of program evaluation theory, designs, implementations and problems. Emphasis on preparing students to design and implement program evaluations of social, educational and organizational programs.

PSY 870 Cognition in the Workplace. (3) A. Prerequisite: departmental approval. Graduate level survey of theories and research in cognition, with a focus on applications to industrial and organizational psychology.

PSY 871 Group and Family Therapy. (3) A. Prerequisite: departmental approval. Theory and techniques of group and family therapy. Emphasis will be placed on developing and applying intervention skills.

PSY 872 Selection and Performance Appraisal. (3) A. Prerequisite: PSY 790 or departmental approval. Psychological theory, research, and practice pertaining to the selection and appraisal of human resources in the workplace.

PSY 873 Organizational Psychology. (3) A. Prerequisite: departmental approval. Examination of research, theory, and applications in organizational psychology. Topics include commitment, involvement, satisfaction, power, conflict, motivation, leadership, quality of work life, group/team processes, and organizational structure.

PSY 874 Organization Change and Development. (3) A. Prerequisite: departmental approval. Analysis of psychological theory, research and practice pertaining to organization change and development including the change process, culture, interventions, evaluation, consulting, and legal/ethical concerns.

PSY 875 Training and Development. (3) A. Prerequisite: departmental approval. Graduate level survey of psychological theory, research, and practice utilized in the training and development of human resources in the workplace.

PSY 880 Work Environments. (3) A. Prerequisite: departmental approval. Seminar examining the ways in which workers are influenced by the physical environment. Topics will include lighting, noise, temperature, aesthetics, privacy, crowding, territoriality, human factors, and ergonomics.

PSY 881 Advanced Children's Assessment. (3) A. Prerequisite: departmental approval. Theory and research regarding psychological and psychoeducational problems of childhood and adolescence in the context of diagnostic criteria, including training in the use of adaptive behavior scales and measures for screening academic achievement.

PSY 887 Independent Work in Psychology. (1-3) A. Prerequisite: Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Student is responsible for conceptualization and investigation of research problem and drawing formal conclusions. May be retaken to a maximum of six hours provided a different problem is studied each time.

PSY 888 Master's Research Project (3) A. Prerequisite: departmental approval. Empirical investigation of a selected topic in psychology, including submission of a report to the department. Graded Pass-Fail.

PSY 890 Thesis Research. (1-6) A. Prerequisite: departmental approval. Experimental investigation of a selected topic, including preparation of a formal report. May be retaken to a maximum of twelve hours. Graded Satisfactory/Unsatisfactory. A minimum of 1200 hours of work is required for the total twelve hours credit awarded.

PSY 897 Special Topics in Psychology. (3) A. Selected topics for advanced graduate study. Topics will vary. May be retaken to a total of six hours, provided the subject matter differs each time.

PSY 898 Internship in School Psychology. (3-6) A. Prerequisite: advisor approval. Intensive supervised experience in approved educational setting. May be retaken to a maximum of twelve hours.

Graded Satisfactory/Unsatisfactory. A minimum of 1200 hours of work is required for the total twelve hours credit awarded.

PSY 899A Internship in Clinical Psychology. (6) A. Prerequisite: advisor approval. Intensive supervised experience in approved clinical setting. May be retaken to a maximum of twelve hours. Graded Satisfactory/Unsatisfactory. A minimum of 480 hours of work is required.

**PUB—Public Relations
Dr. Elizabeth Hansen, Chair**

PUB 720 Integrated Public Relations Strategies. (3) A. Examines integrated public relations skills used to achieve organizational objectives. Emphasizes strategic planning including forecasting and communicating future business plans. Includes an in-depth look at relevant communication theories explaining common public relations problems and strategies.

PUB 730 Sports Information Programs. (3) A. Study of the role and function of the sports information director. Includes public relations techniques applied to sports information: press releases, publications programs, office and staff organization, time utilizations, news media, and formats.

**QMB—Quantitative Management
Dr. Oliver Feltus, Chair**

QMB 850 Statistical Methods for Business. (3) A. Prerequisite: Admission into the MBA program and successful completion of any required prerequisite MBA foundation courses or departmental approval. This course focuses on statistical model selection, model building, forecasting, and the interpretation of statistical results for decision making. Emphasizes critical thinking and analysis skills.

QMB 854 Topics in Quantitative Methods. (3) A. Prerequisite: QMB 850. Study of quantitative methods in the various functional areas of business: accounting, computer information systems, finance, management, and marketing. May be retaken to a maximum of six hours provided the topics are different.

**REC—Recreation and Park Administration
Dr. Charlie Everett, Chair**

REC 711 Therapeutic Recreation Practices and Services. (3) II. Interventions and utilization of terminology. Apply leadership skills, assistive technology, and programming applications. 2 Lec/2 Lab.

REC 712S Management of Therapeutic Recreation. (3) I. Prerequisite: for majors only. Management concepts applied to delivering therapeutic recreation services, and includes: documentation, activity analysis, assessment, liability, legislation and standards of practice. Includes 15 service learning hours.

REC 716 Recreation and Park Interpretive Services. (3) I. The interpretation of natural, historical and cultural resources in recreation and park settings. Frequent agency visits and educational field seminars are components of this course.

REC 730 Park Management. (3) II. Park purposes and operations with an emphasis on natural resources and visitor management. Concentration on design, resource conservation and preservation, public relations, park policies.

REC 790 Special Topics: _____. (1-3) A. Identification and study of specialized techniques in recreation leadership, activities skills, operational methods, and services. May be retaken under different subtitle.

REC 800 Literature Analysis in Recreation (1) I. Individualized study of recreation and park administration designed for students entering the

graduate program without a degree in recreation, parks or tourism. It is recommended that this course be completed before taking classes in the graduate program. This course must be passed with at least a B grade.

REC 801 Park, Recreation, and Tourism Research Methods. (3) II. Emphasis will be on applied research methods in the field of parks, recreation, leisure and tourism. Prepares students to understand and identify appropriate data collection methods, sampling, questionnaire design, data analysis, and interpretation of research literature.

REC 809 Advanced Study in Recreation. (1-3) A. Prerequisite: REC 801. Directed study of topics in recreation and leisure. An advanced study project and individual meetings with instructor are required. An advanced study proposal form must be approved prior to enrollment.

REC 815 Practicum in Recreation. (1-3) A. Prerequisite: department chair approval. Supervised practical work experience in a clinical or administrative setting.

REC 825 Philosophy of Recreation and Leisure. (3) I. Examination of recreation theory and practice from both research and empirical bases. Significance of leisure and recreation for the individual and society. Recreation's future in a changing cultural milieu.

REC 830 Outdoor Recreation in America. (3) I. A study and analysis of outdoor recreation policy development and agency management. Includes the development of natural and historical interpretive services.

REC 840 Administrative Processes and Practices. (3) II. Principles and concepts of administration, in-depth investigation of budgeting, policy formulation, and legislative provisions.

REC 850 Recreation & Tourism Marketing. (3) I, II. The purpose of this course is to provide the student with an in-depth understanding of marketing in the public and commercial recreation sectors, parks, and leisure services.

REC 870 Rec Therapy Quality Assurance. (3) I, II. Examine the components of quality assurance and techniques for evaluation related to programs, management, and patient outcomes in therapeutic recreation settings.

REC 871 Therapeutic Recreation Administration. (3) I, II. Understand the characteristics of management, administrative management, as related to human services in therapeutic recreation.

REC 890 Independent Study in REC. (1-3) I, II, A. Student must have the independent study proposal form approved by the graduate program director and department chair prior to enrollment. Student initiated directed study for the purpose of conducting research and examining issues in park, recreation, and leisure services. May be taken to a maximum of three hours.

REC 897 Thesis. (6) A. Designed for students preparing a thesis in partial fulfillment of the requirements for the master's degree program.

RST—Real Estate Dr. Oliver Feltus, Chair

RST 890 Special Problems in Contemporary Real Estate. (3) A. Prerequisite: ECO 854. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. An individual study which would form the basis of a major research paper. May be retaken under different subtopics to a cumulative maximum of six hours.

SED—Special Education Dr. Deborah Haydon, Chair

SED 700 Practices and Programming in Moderate and Severe Disabilities. (3) II. Introduction to teaching students with MSD. Educational needs, issues, legal mandates, and family concerns, best practices for inclusive school and community programs. Open to non-majors.

SED 704 Assistive/Adaptive Technology.

(3) I, A. Classroom use and modification of assistive/adaptive devices. Integration of assistive technology into assessments, IEPs, lesson plans, educational activities, and daily routines. Lab.

SED 707 Problems in Special Education:

_____. **(1-3) A.** Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. School related work, special workshops, special seminars. May be retaken with different descriptions.

SED 710 Assessment and Methods for Deaf/HH.

(3) A. Prerequisites: SED 260 or 338 and ELE or EMG 445 or their equivalent or instructor approval. Basic types and properties of standardized and informal assessments used to assess content knowledge of d/hh students. Sample curricula and instructional strategies used with d/hh.

SED 712 Computer Technology with

Exceptional Populations. (3) I. Prerequisites: completed College of Education computer literacy requirement and introductory course in special education, or instructor approval. Educational applications of computer technology for individuals with disabilities, infants through adult. Identification, evaluation, and operation of software, hardware, and adaptive devices in accordance with ethical practices. (Lec/Lab)

SED 718 Survey of Special Education in Early

Childhood. (3) I, II. Prerequisites: SED 104 or SED 775, SED 260, or instructor approval. Overview of history, philosophy, legislation and services for young children (0-5) at-risk for or with disabilities, including impact and intervention across developmental domains.

SED 718S Special Education in Early Childhood.

(3) I, II. Prerequisite: SED 104 or 575 or 775. Overview of history, philosophy, legislation and services for young children (0-5) at-risk for or with disabilities, including impact and intervention across developmental domains. Service learning is a component of this course. Credit will not be awarded for both SED 718 and 718S.

SED 722 Language Disorders of Students with

Disabilities. (3) A. Overview of language development and related speech and language disorders including introduction to intervention methodology.

SED 735 Teaching Students with Moderate

and Severe Disabilities. (3) A. Functional assessment and systematic instruction for students with MSD. Use of assessment data to develop IEPs and instructional programs, including activity-based and community-based instruction. Methods and materials for implementing best practices across settings.

SED 738 Language of the Deaf and Hard of

Hearing. (3) A. Prerequisite: SED 722 or departmental approval. Receptive and expressive conversational language development and written language acquisition from a developmental perspective. Concepts in bilingual education applied to the deaf. Methods to assess and facilitate language development.

SED 745 Program and Personnel Management.

(3) I, A. Prerequisite: teacher certification. Corequisite for undergraduates: SED 375. Scheduling and management of systematic instruction, inclusion, transdisciplinary services, and transition activities. Working with parents, paraprofessionals, and professionals. Collaboration strategies, professional development skills, and records management.

SED 774 Field Experiences with Exceptional

Learners. (3) A. Prerequisite: departmental approval. A practical experience with exceptional individuals. Emphasis is directed at behavior management, educational assessment, and IEP/IFSP.

SED 775 Nature and Needs of Exceptional

Students. (3) A. Overview of special education including characteristics, definitions, programming, and supporting research. Open to non-majors.

SED 776 Introduction to Special Education

Assessment. (3) A. Prerequisite: SED 775 or instructor approval. Principles of tests and measurement. Test administration, scoring, and interpretation applied to exceptional children. Assessment related to interdisciplinary teams.

SED 777 Dual Sensory Impairments and

Communication. (3) II, A. Prerequisites: SED 260 (or 522/722), 304, and 353/352 (teacher certification for SED 777), or instructor approval. Assessment, planning, and instruction for students with dual sensory impairments and severe cognitive disabilities. Augmentative and alternative communication methods, materials, and devices. Milieu language strategies, symbolic and nonsymbolic communication in natural environments and daily activities.

SED 778 Behavior Disorders. (3)

A. Prerequisite: SED 775 or instructor approval. Behavior disorders and emotional disturbances as an educational, psychological, and sociological phenomenon. Definitions, characteristics, theoretical foundations, and programmatic approaches.

SED 779 Learning Disabilities. (3)

A. Prerequisite: SED 775 or instructor approval. Definition and assessment of learning disabilities. Emphasis on theories related to specific teaching methodologies.

SED 780 Audiology for Teachers of the

Deaf and Hard of Hearing. (3) II. Physics of sound; anatomy, physiology, pathology and medical treatment of the auditory system; introduction to the audiometer and basic pure-tone and speech (auditory) testing; hearing aids and devices.

SED 781 Speech for the Deaf and Hard of

Hearing. (3) A. Prerequisite: SED 260 or instructor approval. Phonological development, acoustic aspects, anatomy of speech mechanisms, phonetic transcription, developing speech readiness, voice quality, articulation, rhythm, phrasing, accent, fluency, effects of hearing loss on speech, speech reading, auditory training.

SED 790 Applied Behavior Analysis. (3) A.

Prerequisite: SED 775 or instructor approval. Behavior analysis applied to classroom and instructional management. Data collection, intervention procedures, and evaluation of behavior change.

SED 793 Teaching Students with Learning

and Behavior Disorders. (3) A. Prerequisites: SED 775, 776, 778 or 779, or instructor approval. Individual education programs for LBD students, based on assessment information and in accordance with legal mandates and regulations.

SED 800 Exceptional Learners in the

Regular Classroom. (3) A. Open only to non LBD, MSD, and DHH majors. Characteristics of mainstreamed students, identification procedures, and instructional strategies. Salient features of PL94-142, IEP, roles and responsibilities of regular educators.

SED 801 Advanced Early Childhood

Assessment. (3) A. Identification and diagnostic procedures of development delay and at-risk conditions in infants, toddlers, and preschoolers. Continuous assessment of children's developmental, instructional, behavioral, and environmental needs; evaluation of effectiveness of services and family involvement.

SED 802 Advanced Early Childhood

Intervention Programming. (3) A. Advanced curriculum and program development for infants, toddlers, and preschoolers in school centers or home settings, including collaboration with families and professionals, continuous assessment, and program evaluation.

SED 803 Advanced Special Education

Assessment. (3) A. Prerequisite: provisional certification in special education or departmental permission. Evaluation of educational, perceptual, conceptual, social, and psychological characteristics of exceptional individuals. Interpretation for educational and community interventions for exceptional children. Appropriate practical experiences provided.

SED 804 Educational Management of

Learning and Behavior Disordered Students. (3) A. Prerequisite: certification in special education or department chair approval. Advanced management and programming for pupils with learning and behavior disorders. Selection, adaptation, development and evaluation of instructional approaches, methods and materials based on current research and best practice. Appropriate field experience required.

SED 805 Roles of Special Educators. (3)
A. Prerequisite: certification in special education or department chair approval. Focuses on roles of special educators in alternative settings, utilizing related services, and working with parents. Emphasis on interpersonal relationships and professional development.

SED 807 Special Education: _____ (1-3)
A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Independent work, workshops, special topics, or seminars. May be retaken under different subtitles.

SED 809 Diagnostic Prescriptive Teaching of the Deaf and Hard of Hearing. (3) A. Prerequisites: certification in Special Education or department chair approval and SED 354, SED 804 or instructor approval. Differential diagnosis and educational programming in academic, sociological, and vocational areas with emphasis on case presentation and individual educational plans.

SED 810 Special Education Statutes, Regulations, and Case Law. (3) A. A study of the administrative responsibilities of special education leadership with emphasis on the understanding of the field of special education, related federal and state laws, administrative regulations, instructional arrangements, grant writing and budget.

SED 811 IECE Assessment and Intervention. (4) A. This course, for MAT IECE and MAEd with IECE certification students only, encompasses identification and program development/implementation for children ages 0-5. Collaboration with families/professionals and continuous assessment of individual needs and program efficacy is also addressed.

SED 814 Special Education Consultation and Supervision Techniques. (3) A. Consulting and supervisory services; recruitment, selection, and utilization of support services, evaluation of personnel in special education and programs; staff development; and mediation techniques.

SED 816 Practicum in Special Education Administration. (6) A. Prerequisites: SED 810, 814, and EAD 801 or department chair approval. Supervised experiences in providing consultation services and performing all of the other functions of director of special education including procedures and policies, record keeping, utilization of support services, staff development, and due process.

SED 830 Survey of Education for the Hearing Impaired. (3) A. Historical, philosophical, psychological, and social aspects of the hearing impaired. An orientation to problems, issues, and research in the field. Consideration of historic and current objectives, techniques and results, career education and adaptive P.E.

SED 832 Written Language of the Deaf and Hard of Hearing. (3) A. Prerequisite: certification in special education or department chair approval. Methods of developing written language from preschool through secondary levels; including traditional and current methods of teaching written English. Evaluation of written language competence of deaf and hard of hearing students.

SED 851 Teaching Secondary LBD. (3) A. Focus on education of students with LBD in secondary settings, including academic instruction and learning strategies, social competence, school-wide management, career education and transition, adolescent sexuality, drug and alcohol use, and juvenile delinquency.

SED 886 Seminar in Special Education. (3) A. Prerequisite: SED 805 or instructor approval. Critical study of research literature on education of exceptional individuals. Directed study based on student's area of emphasis.

SED 890 Advanced Behavior Strategies and Interventions. (3) A. Prerequisites: SED 341, SED 590/790, or instructor approval. Study of techniques of applied behavior analysis, functional behavioral assessment, alternative procedures, interventions for severe problem behaviors, and maintaining a safe learning environment for all students.

SED 897 Practicum in Special Education.

(3-6) A. Practicum for graduate students who seek certification in an area in special education.

SPA—Spanish
Dr. Abbey Poffenberger, Chair

SPA 772 Hispanic Literature: _____.
(3) A. Prerequisites: SPA 301 and three hours from SPA 405, 406, 407. Study of a selected literary topic. May be retaken to a maximum of nine hours if course content is different.

SPA 880 Special Studies/Independent Study. (1-3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Independent language or literature on a subject of special need or interest to the advanced student. May be retaken to a maximum of six hours.

SSE—Safety, Security and Emergency Management
Dr. Larry Collins, Chair
Dr. Tom Schneider, Graduate Coordinator

SSE 801 MS Safety Security Emergency Management Academic Orientation. (0) Academic orientation for the SSEM Graduate Program. This course will address the college experience at the graduate level and assist the student in building skills and competencies for academic success in the program.

SSE 815 Safety, Security, and Emergency Administration. (3) A. Examination of administrative concepts and principles regarding organizing and managing the functional areas of fire, safety, and security. Development of organizational and administrative structure to include policy formulation, goals and objectives, managerial tasks, and impact evaluations within an encompassing safety, security, and emergency framework.

SSE 820 Strategic Planning for the Fire and Emergency Services. (3) A. Comprehensive strategic planning including theory and value of strategic planning are examined. Steps to develop a strategic plan are examined and discussed. Students will assimilate a mock strategic plan for their organization that examines organizational development with consideration given to resource management.

SSE 822 Workers Compensation/Labor Law. (3) A. Comprehensive study of workers compensation and regulations; National Labor Relations Act; Title VII; A.D.E.A.; and other relevant laws applicable to the functional areas of safety, security, and emergency services.

SSE 824 Leadership in the Fire and Emergency Services. (3) A. Leadership issues including developing as a leader, leadership styles, decision skills, influencing, persuasion, and storytelling are examined. Characteristics of effective leaders are examined and discussed. Students will evaluate their leadership skills, shortcomings and develop a plan for obtaining needed inventory of leadership skills within themselves and their organizations.

SSE 825 Public Sector Finance and Budgeting. (3) A. This class examines the relationship of fire department budgeting within the scope of overall financial management of municipal governments. Funding sources including taxes, supplements from other governments, and grants are explored. Cost accounting and auditing are explored. Students will demonstrate their understanding of complex financial management issues by preparing arguments for prioritization of fire service issues over other governmental considerations.

SSE 826 Emergency Prep/Response. (3) A. In-depth study of the planning process, program development, training methods, etc., for response to man-made and natural emergencies/disasters for both private and public entities.

SSE 827 Issues in Security Management. (3) A. Survey of salient issues and concerns confronting security managers. Examines the application and contribution of various management concepts and philosophies to assets protection issues such as information security, personnel protection, threat analysis, technological adaptation, and resource allocation.

SSE 828 Industrial Safety Management. (3) A.

Investigation and analysis of hazard control principles relating to the management of personnel, facilities, and equipment, including control procedures, work-task analysis, risk identification and countermeasures, safety training, and pertinent safety management techniques.

SSE 829 Public Emergency Services. (3) A. Overview of the theories and techniques of management practices regarding the operation and delivery of public sector emergency services. Agency coordination, budgetary considerations, resource assessment, and liability issues are emphasized.

SSE 830 Organizational Continuity. (3) Organizational continuity will be discussed using the phases of emergency response, crisis management, and recovery. This course addresses value added activity of planning for catastrophic events and critical factors in restoring operational activity.

SSE 831 Evolution of Emergency Management. (3) Current practice of emergency management evolved through governmental reactions to disasters that helped shape current emergency management practices, policy, administrative changes, and historical context for the changes.

SSE 832 Construction Safety. (3) A. Introduction/analysis of general construction safety utilizing the key components of 29 CFR 196. Included in this study will be general safety & health provisions of OSH Act and a review of the various subparts of 29 CFR 1926.

SSE 833 Legislation & Regulatory Comp. (3) A. Comprehensive study and analysis of federal/state regulations and legislation such as OSHA, EPA, etc., which mandate compliance with certain safety, health, and environmental conditions and practices relating to work performed in occupational, industrial, and comparable settings.

SSE 834 Corporate Compliance. (3) A. The assessment, analysis and development of safety, emergency management, security and environmental compliance programs. This course will address the regulatory requirements and best business practices for each of the compliance areas.

SSE 839 Applied Learning: _____.
(5-6) A. Prerequisite: departmental approval. Work under faculty and field supervisor in a cooperative placement related to student's academic studies. May be retaken to a maximum of six hours, but only three hours may count toward master's degree. A minimum of 80 hours required for each hour of academic credit.

SSE 839 A-F Cooperative Study: _____. (5-6) A. Prerequisite: departmental approval. Work under faculty and field supervisor in a cooperative placement related to student's academic studies. May be retaken to a maximum of six hours, but only three hours may count toward master's degree. A minimum of 80 hours required for each hour of academic credit.

SSE 841 Applied Study in Safety, Security & Emergency Management. (3) A. Prerequisite: departmental approval. Supervised study in loss prevention setting to provide the student an opportunity to synthesize theory and on-the-job situations. Individual conferences.

SSE 845 Personal/Environmental Hazards. (3) A. Prerequisite: departmental approval. Analysis and investigation of hazard and threat control principles relating to personal and environmental risks within the workplace. Investigation techniques, inspection methodologies, management techniques, and prevention programs essential to the manager within the safety, fire, and security functions are emphasized.

SSE 850 Ergonomics & Human Factors. (3) A. The assessment and analysis of ergonomic risk factors, identification of known musculoskeletal disorders, and development of effective ergonomic management techniques and compliance programs

SSE 851 Human Factors in Simple & Complex Systems. (3) Assessment and analysis of ergonomic risk factors, such as NIOSH Lifting Equation, Office Ergonomics, special issues, legal concerns with ergonomic related legislation. Human factor issues that influence design, implementation,

evaluation of products and systems.

SSE 852 Ergonomics Process & Practice. (3) Assessment, analysis and development of efficient effective analysis methods specifically on ergonomic hazards in private sector industrial environments. Course will address physical methods, psychophysiological methods, behavioral and cognitive team methods, environmental methods and macroergonomic methods of evaluation and assessment.

SSE 853 Applied Research In Ergonomics. (3) Ergonomics will be considered from the perspective of applied research into legal and practical implementation challenges. This course will address the identification of ergonomic research problems and the subsequent development of an applied research project.

SSE 860 Workers' Compensation Administration. (3) Workers' compensation administration will review practical activities employers should engage to effectively manage injury/illness claims. Transitional return to work and OSHA recordkeeping associated with workers' compensation claim management.

SSE 861 Labor & Employment Issues for Safety Professionals. (3) Assessment/analysis of labor/employment issues that impact safety/health in organizations. Course will identify and analyze labor, management and safety related laws/regulations and new/pending legislation.

SSE 862 Collective Bargaining & Labor Law for the Safety Professional. (3) Explores foundations of collective bargaining process under the National Labor Relations Act, labor law, and safety professional role in a union/non-union setting.

SSE 863 Discrimination Law for Safety Professionals. (3) Assessment and analysis of anti-discrimination laws and issues that impact safety and health functions in organizations. Identify/analyze Title VII, ADA, ADEA, ADAAA and other laws.

SSE 865 Auditing for Safety, Security, and Emergency Services. (3) A. Theory and application of auditing in safety, fire, and security. Comprehensive study of risk/threat exposure and assessment.

SSE 870 School Prevention and Safety. (3) A. Examines a range of school and community crime prevention and safety strategies and assesses their effectiveness. In addition, students will be required to develop a school and community prevention and safety plan.

SSE 871 Risk Management. (3) A. Examines a range of threat assessment and risk management strategies and laws, codes, and regulations appropriate for educational settings and evaluates their effectiveness.

SSE 872 School Crisis Response. (3) A. Examines a range of crisis management and response strategies appropriate for school settings and explores their effectiveness. Credit will not be awarded to students who have credit for COU 872.

SSE 873 School Safety Evaluation. (3) A. Explores strategies for developing and evaluating effective school safety interventions.

SSE 880 Safety, Security, and Emergency Research/Planning. (3) A. Prerequisites: APS 465 or equivalent statistics course and departmental approval. Models and applications of research design and planning in safety, security, emergency services and assets protection. Identification and evaluation of problems, information and data interpretation, and research/planning methodologies for contemporary approaches to proactive safety, security, and emergency services

SSE 890 Topical Seminar: _____. (1-3) A. Prerequisite: advisor/departmental approval. Designed to explore specific, contemporary aspects of safety, security, and emergency services. May be retaken to a maximum of six hours provided topic is different each time.

SSE 897 Independent Study. (3) A. Prerequisite: departmental approval. Student must have the independent study proposal form approved by

faculty supervisor and department chair prior to enrollment. Designed for graduate students who have demonstrated the ability to conduct individual research relating to loss prevention and safety. May be retaken to a maximum of six hours.

SSE 898 Thesis. (3-6) A. Prerequisite: departmental approval. For students preparing a thesis in partial fulfillment of the requirements for master's degree program. May be retaken to a maximum of six hours.

STA—Statistics
Dr. Daniel Mundfrom, Chair

STA 700 Applied Statistical Inference. (3) A. Designed for students in all areas. A general background in statistical methods including normal distribution, point and interval estimation, hypothesis testing, regression, analysis of variance, and software packages. Credit does not apply toward the M.S. degree requirements.

STA 701 Nonparametric Statistics. (3) A. Simple, efficient nonparametric methods without normality assumptions. Tests, estimation of proportions, medians, two-sample location/dispersion, one and two-way layout, independence, regression, and use of software. It is strongly recommended that students have completed a statistics course.

STA 703 Statistics with Technology for P-9 Teachers. (3) A. Topics in statistics appropriate for teachers of grades P-9. Credit does not apply toward M.S. nor M.A. in Education - Secondary Education, academic specialization option in mathematics, degree requirements.

STA 707 Seminar in Statistics: _____. (1-3) A. Topics vary with offering. May be retaken with advisor approval, provided the topics are different. Credit towards degree requirements will depend on the course content.

STA 720 Mathematical Statistics I. (3) A. Cross listed as MAT 720. Descriptive statistics, discrete and continuous probability distributions for one and two variables, functions of random variables, sampling distributions, expectations and generating functions. Credit will not be awarded to students who have credit for MAT 720.

STA 721 Mathematical Statistics II. (3) A. Prerequisite: STA 520 or STA 720. A continuation of STA 720. Estimation theory, tests of hypothesis, linear regression, analysis of variance, allied topics. It is strongly recommended that students have completed an undergraduate course in linear algebra.

STA 775 Statistical Methods Using SAS. (3) A. Statistical methods focusing on the use of the SAS computer package and interpretation of data. Assumptions of parametric and nonparametric tests. It is strongly recommended that students have completed a statistics course.

STA 780 R and Introductory Data Mining. (3) A. Prerequisite: STA 700, CSC 730, and any Calculus class, or departmental approval. Data set manipulation, application of statistical techniques in R, statistical programming, and data mining skills.

STA 785 Experimental Design. (3) A. Introduction to analysis of variance and experimental design with emphasis on authentic applications and use of statistical software packages. Includes completely randomized designs, factorial experiments, multiple comparisons, checking model assumptions, randomized blocks, Latin squares, fixed and random models, and nested-factorial experiments. It is strongly recommended that students have completed a statistics course.

STA 839 Applied Learning in Statistics. (.5-3) A. Prerequisite: departmental approval. May be retaken with approval to a maximum of three credits. Employment with faculty and field supervision in an area related to the student's academic interests. A minimum of eighty hours of employment is required for each academic credit. Credit does not apply toward the M.S. degree requirements.

STA 839 A-F Cooperative Study: Statistics. (.5-3) A. Prerequisite: departmental approval. May be retaken with approval to a maximum of three credits. Employment with faculty and field supervision in an area related to the student's academic interests. A minimum

of eighty hours of employment is required for each academic credit. Credit does not apply toward the M.S. degree requirements.

STA 880 Seminar in: _____. (1-3) A. Advanced topics in Statistics. May be retaken to a maximum of six hours provided the topics are different. Credit towards degree requirements will depend on the course content.

STA 890 Independent Study in: _____. (1-3) A. Prerequisite: departmental approval. Student must have the independent study proposal form and course syllabus approved by faculty supervisor and department chair prior to enrollment. Independent study on a problem chosen by the student and instructor. May be retaken to a maximum of nine hours, provided the topics are different.

TEC—Technology
Dr. L. Tim Ross, Chair

TEC 801 Special Problems in Technology. (2-6) I, II. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. An independent study course for graduate students. May be retaken if the topic of study is different.

TEC 830 Creative Problem Solving. (3) A. A review and analysis of basic and applied research in the development of creative behavior with emphasis on its application to teaching/training and industrial problem solving. Students will be expected to complete a term project showing their creative abilities.

TEC 831 Applied Problem Solving. (3) A. Prerequisite: TEC 830. Students will strengthen problem solving through the completion of an independent project. Students will propose a process and produce a finished project. Documentation of the process will be used as a foundation for evaluation.

TEC 833 Workshop in Technology. (1-4) A. Presentation of technology topics of a timely or specialized nature in a workshop format. May be retaken if the topics are different.

TEC 867 Research in Technology. (3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Independent research in technology supervised by the graduate advisor and other staff members. Topic must be approved before registration. May be retaken to a maximum of six hours.

TEC 898 Thesis I. (3) A.
TEC 899 Thesis II. (3) A.

THE—Theatre
Dr. James Keller, Chair
James Moreton, Coordinator

THE 805 Independent Studies in Theatre Arts. (1-3) A. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. Individual research and reading on a specified theatre arts topic. Regular consultation and final paper required.

TRS—Traffic Safety
Dr. Terry Kline, Coordinator

TRS 788 Laboratory Instructional Programs in Drive and Traffic Safety. (3) A. Designed to provide the background, knowledge, and competencies to instruct the laboratory phases of the multiple-car driving range and on-street instruction. Provided are experiences related to implementation and administration of such programs.

UNP—University Programs, Study Abroad

UNP 700 Study Abroad: _____. (1-6) Participate in an approved educational experience at a foreign university. Student may earn up to 6 hours for this course, provided topic is not repeated.

GRADUATE FACULTY

ADAMS-BLAIR, HEATHER R. (2000), Associate Professor, Exercise & Sport Science. BA, Transylvania; MAEd, Eastern Kentucky; EdD, Kentucky.

AFSAH-MOHALLATEE, DAVID (1998), Associate Professor, Art & Design. BA, Kutztown State; MFA, Temple.

AGYEMANG, KWAME (2011), Assistant Professor, Exercise & Sports Science. BA, University of Oklahoma; MAEd, University of Oklahoma; Ph.D., Texas A&M University.

ALLISON, JOSEPH. (1999), Professor, Music. BS, East Tennessee; MS, DMA, South Carolina

ANYANWU, OGECHI (2006), Associate Professor, History. BA, Abia State University; MSc, Imo State University; PhD, Bowling Green State University.

APPLETON, THOMAS H. (2000), Professor, History. BA, Memphis; MA, PhD, Kentucky.

AUSTIN, JERRY L. (1994), Associate Professor, Educational Administration. BA, Berea; MAEd, EdD, Virginia; JD, North Carolina Central.

AWANG, FARIDAH (2002), Associate Professor, Corporate Communication & Technology. BSc, MSc, Ed, PhD, Southern Illinois.

BALLARD, MICHAEL (2002), Chair, Associate Professor, Health Promotion & Administration. BS, MAEd, Eastern Kentucky; EdD, Tennessee.

BALTISBERGER, JULIE (2005), Fieldwork Coordinator, Occupational Therapy. BA, University of California Berkley; MS, Eastern Kentucky.

BANKS, ALAN (1981), Professor, Sociology. BS, Indiana State; MS, PhD, McMaster.

BARKER, THOMAS (2000), Professor, Criminal Justice & Police Studies. AB, Stanford; MS, PhD, Mississippi State.

BARNETT, DARRYL (2001), Associate Professor, Environmental Health Science. BS, East Tennessee State; MPH, DPH, Oklahoma University Health Sciences Center.

BARRACCA, STEPHEN (2005), Associate Professor, Political Science. BS, SUNY-Oswego; MA, University of Miami; PhD, University of Texas at Austin

BEAL, DONALD G. (1987), Professor, Psychology. BA, Arizona; PhD, Texas Tech.

BEATY, LEANN (2008), Assistant Professor, Government. BA, Alaska Pacific; MPA, Missouri State; PhD, Northern Illinois.

BECK, JOE E. (1995), Professor, Environmental Health Science. BS, Murray State; MPA, Illinois.

BENNETT, HELEN (1981), Professor, English. BA, Queens; PhD, Brown.

BHANDARI, MICHELYN (2004), Assistant Professor, Health Promotion & Administration. BS, MPH, Western Kentucky; DrPH, Kentucky.

BIGGIN, ROBERT (2001), Associate Professor, Educational Leadership. BS, Pennsylvania; MS, PhD, Pittsburg.

BIRCHFIELD, PATRICIA (1997), Professor, Nursing, BSN, MSN, Kentucky, DS, Alabama (Birmingham).

BLAKENEY, ANNE (1984), Professor, Occupational Therapy. OTR/L; BS, Tennessee; MSOT, Boston; PhD, Kentucky.

BLAYLOCK, DAVID W. (1993), Associate Professor, History. BA, North Carolina-Geensboro; MA, Washington University; PhD, Ohio State.

BLEVINS, KRISTIE (2011), Associate Professor, Criminal Justice. BA, East Tennessee State; MA, East Tennessee State; PhD, University of Cincinnati.

BLISS, JAMES (2010), Associate Professor, Criminal Justice. BA, Cornell; MS Ed, Syracuse; PhD, Cornell.

BLYTH, HAROLD (1993), Professor and Foundation Professor, English & Theatre. BA, Kentucky Southern; MA, Florida; PhD, Louisville.

BOROWSKI, WALTER (2001), Associate Professor, Geography & Geology. BA, Case Western Reserve; MS, Tennessee; PhD, North Carolina.

BOSLEY, LISA (2004), Associate Professor, English & Theatre. BA, Centre College; MA, Chicago.

BOTTS, THERESA (1989), Associate Professor, Psychology. BS, MS, Eastern Kentucky; PhD, Kentucky.

BOWEN, DOROTHY (1998), Associate Professor, Curriculum &

Instruction; BA, Asbury; MLS, University of Kentucky; Ph.D., Florida State University.

BOWES, JOHN (2006), Assistant Professor, History. BA, Yale; MA, PhD, UCLA.

BRACCIA, AMY (2010), Assistant Professor, Biology. BS, Virginia Tech; MS, Georgia; PhD, Virginia Tech.

BREWER, PEGGY D. (1980), Professor, Management. BS, Morehead; MA, Murray; DBA, Louisiana Tech.

BROCK, MARTIN L. (1990), Associate Professor, Chemistry. BA, California (San Diego); PhD, Illinois; Post doctoral research, Imperial (London), Southern CA.

BROWN, DAVID (2008), Assistant Professor, Biology. BS, Colorado; MS, Southeastern Louisiana; PhD, Tulane

BROWN, GARY (2001), Associate Professor, Environmental Health Science. BA, New York (Buffalo); MS, Hunter College; DrPH, Alabama (Birmingham).

BROWN, STEPHEN M. (1988), Professor, Management. BS, Illinois; MS, Southern Illinois; PhD, Georgia.

BRUBAKER, ROBERT G. (1984), Chair, Professor and Foundation Professor, Psychology. BA, Oklahoma City; MA, Indiana State; PhD, South Florida.

BRYANT, JESSICA (1997), Associate Professor, English & Theatre. BA, Kentucky State; MA, EdD, Kentucky.

BRYDEN, PHYLLIS (2007), Assistant Professor, Health Promotion & Administration. BS, MSPH, DrPH, Kentucky.

BUCKNAM, JULIE A. (1995), Professor, Art Education. BA, MAEd Eastern Kentucky; PhD, Kentucky.

BUNDY, MYRA BETH (1996), Professor, Psychology. BS, Transylvania; PhD, South Carolina.

BUSH, DANA (1998), Assistant Professor, Family & Consumer Sciences. BA, Eastern Kentucky; MS, University of Kentucky; PhD, University of Kentucky.

BUSKIRK, ROBERT D. (1992), Assistant Professor, Mathematical Sciences. BA, West Virginia; MA, PhD, Kentucky.

BUTLER, THOMAS (2006), Assistant Professor, English & Theatre. BA, Loyola MA, PhD., Notre Dame.

BYRD, SUZANNE (1991), Associate Professor, Biology. BS, Austin Peay; BS, PhD, South Alabama.

CALIE, PATRICK J. (1992), Professor, Biology. BS, Rutgers; MS, PhD, Tennessee.

CALLAHAN, CONNIE (1997), Professor, Counseling & Educational Psychology. BA, Missouri Southern State; MS, EDS, Pittsburgh State; PhD, New Mexico.

CARMEAN, KELLI (1993), Professor, Anthropology, Sociology & Social Work. BA, University of Victoria; PhD, University of Pittsburgh.

CARNES, LANA (1988), Chair, Management, Marketing, & Administrative Communications, Professor, Corporate Communication & Technology. BS, MS, Eastern Kentucky; EdD, Kentucky.

CARTER, DOROTHY A. (1964), Associate Professor, French. BA, MA, PhD, Kentucky.

CASSIDY, KARMA (2011), Associate Professor, Baccalaureate and Graduate Nursing. BSN, Texas Women's; MSN, University of Kentucky PhD, University of Kentucky.

CHANDRA, VIGYAN (2002), Coordinator, Network Security and Electronics, Associate Professor, Applied Engineering and Technology. BS, Birla Institute of Technology (India); MS, PhD, Kentucky.

CHANG, KUANG-NAN (2003), Associate Professor, Computer Science. BS, Feng-Chia University (Taiwan); MS, PhD, University of Texas at Arlington.

CHEN, RICHARD (1989), Professor, Accounting. BBA, National Taiwan; MPA, PhD, Texas; CPA, Texas.

CHOMENTOWSKI, PETER (2011), Assistant Professor, Exercise & Sports Science. BAUNC Wilmington; MS, University of Pittsburgh; PhD, University of Pittsburgh.

CHRISTENSEN, BURKE A. (2006), Lecturer, Management. BS, Utah State University; JD, University of Utah, CLU.

CLEMENT, CATHERINE R. (1989), Professor, Psychology. AB, California (Berkeley); MA, PhD, Clark.

CLEVELAND, ROGER (2008), Assistant Professor, Educational Leadership. EdD, University of Cincinnati.

COLBERT, JANET L. (2006), Professor, Accounting. BS, University of Illinois-Urbana; MBA, Auburn; PhD, University of Georgia.

COLEMAN, DAVID W. (1998), Chair, Professor, History. BA,

FACULTY LISTING

- Emory; MA, PhD, Illinois at Urbana-Champaign.
- COLLIER, MICHAEL** (2008), Assistant Professor, Homeland Security. BS, U.S. Coast Guard Academy; MS, Defense Intelligence College; PhD, Florida International.
- COLLINS, LARRY R.** (1990), Chair, Associate Professor, Safety, Security, & Emergency Management. AS, Allegheny; BS, MEd, California (UPA); EdD, West Virginia.
- COLLINS, PAMELA A.** (1986), Professor, Assets Protection. BS, MS, Eastern Kentucky; EdD, Kentucky.
- COMBS, DOROTHY Z.** (1997), Chair, Professor, Curriculum & Instruction, Language Arts Education. BA, MEd, South Carolina; PhD, Kentucky.
- COOK, JERRY D.** (1983), Professor, Physics. BA, Berea College; MS, PhD, Kentucky.
- CORE, DEBORAH L.** (1982), Professor, English. BA, Bethany; MA, Marshall; PhD, Kent State.
- CORLEY, DONNA** (2009), Professor, Baccalaureate and Graduate Nursing. BSN, Medical University of South Carolina; MSN, University of Kentucky; PhD, University of Kentucky.
- COSTELLO, PATRICIA S.** (1982), Professor, Statistics. BA, Thomas More; MS, PhD, Ohio State.
- COSTELLO, PATRICK J.** (1982), Professor, Mathematical Sciences. BS, Harvey Mudd; MS, PhD, Ohio State.
- COX, TERRY C.** (1978), Professor, Criminal Justice & Police Studies. BS, MS, PhD, University of Akron.
- CRANFILL, TAMARA** (2008), Assistant Professor, Occupational Therapy. PhD, University of Kentucky.
- CROPPER, MATTHEW** (2000), Associate Professor, Mathematics. BS, Northern Kentucky; MS, PhD, West Virginia.
- CROSBY, RICHARD** (1986), Professor, Music. BME, MM, DMA, Cincinnati.
- CUNNINGHAM, DAVID** (2011), Assistant Professor, Chemistry. BS, Iowa State; MS, University of Cincinnati; PhD, University of Cincinnati.
- CUPP, JR., PAUL V.** (1974), Professor, Biology. BS, MS, Eastern Kentucky; PhD, Clemson.
- CURRA, JOHN O.** (1975), Professor, Foundation Professor, Sociology. BA, MA, San Diego State; PhD, Purdue.
- CUSTER, MELBA** (2007), Assistant Professor, Occupational Therapy. BS, Kentucky; MS, Eastern Kentucky; PhD, Kentucky.
- DAILEY, DAVID W.** (1989), Professor, Applied Engineering and Technology. BS, MS, EdS, Clemson; EdD, Kentucky.
- DAVIS, RITA R.** (1982), Associate Dean, School of Business; Professor, Corporate Communication & Technology. BA, MA, Georgetown; EdD, Kentucky.
- DAVIS, WILLIAM E.** (1979), Associate Dean, School of Applied Arts and Technology, Professor, Applied Engineering and Technology. BS, MA, MS, Eastern Kentucky; EdD, Cincinnati.
- DAY-LINDSEY, LISA** (2001), Assistant Professor, English & Theatre. BA, MA, Western Kentucky; PhD, Southern Illinois.
- DEAN, MARGARET** (1988), Professor, English & Theatre. BA, Radcliffe; MA, Colorado, PhD, Kentucky.
- DELETTER, MARY** (2011), Associate Professor, Baccalaureate and Graduate Nursing. BSN, University of Louisville; MSN, UNC Chapel Hill; Ph.D., University of Kentucky.
- DENT, DELINDA** (2001), Assistant Professor, Educational Leadership. BA, Lincoln Memorial; MA Ed, Xavier; EdD, Indiana.
- DETERS, N FAYE** (2001), Professor, Curriculum & Instruction. Ed D, University of Kentucky
- DIECKMANN, MELISSA S.** (1995), Professor, Geography & Geology. BA, DePauw; PhD, Notre Dame.
- DILKA, KAREN L.** (1989), Professor, Special Education. BA, MA, Northern Colorado; PhD, Arizona.
- DOTSON, RONALD** (2008), Assistant Professor, Safety, Security & Emergency Management. BA, Marshall University; MS, Eastern Kentucky.
- DUETT, EDWIN** (2010), Professor, Accounting, Finance & Information Systems. BS, Mississippi State Memorial; MBA, Mississippi State; Ph.D, University of Georgia
- DUNLAP, ERIK S.** (2009), Assistant Professor,, Safety, Security and Emergency Management. BA, Tennessee Temple; MS, Eastern Kentucky; PhD, University of Memphis.
- DYER, BRYAN** (2009), Assistant Professor, Applied Engineering and Technology. BS, University of Kentucky; MS, University of Kentucky; Ph.D., University of Kentucky.
- EAKIN, DAVID A.** (1994), Associate Professor, Biology. BA, MS, Louisville; PhD, Florida.
- ELBERT, NORB** (2000), Professor, Management. BS, MBA, Louisville; DBA, Kentucky.
- ELIAS, DAVID** (1989), Professor, English & Theatre. BA, California; MA, Rutgers; PhD, Stanford.
- ELIASSEN, ERIN** (2005), Assistant Professor, Family & Consumer Sciences. BS, MS, Eastern Kentucky; PhD, University of Kentucky.
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- SWEELY, GAY C.** (2006), Assistant Professor, Art & Design. BA, Illinois Wesleyan; MA, University of Utah; PhD, University of Melbourne.
- SWEET, CHARLES** (1970), Professor, Foundation Professor. English & Theatre. BA, Washington and Lee; MA, PhD, Florida State.
- SZABO, STEVE** (2011), Assistant Professor, Mathematics & Statistics. BS, MS, Cleveland State; PhD, Ohio.
- SZORAD, FELICIA** (2001), Associate Professor, Art & Design. BFA, Bowling Green State; MFA, East Carolina.
- TABIBZADEH, KAMBIZ** (1985), Associate Professor, Management. BS, London; M Tech, Brunel (England); PhD, Houston.
- TAYLOR, CHRISTIANE D.** (1998), Professor, History. BA, Michigan; MA, PhD, Minnesota.
- THAMES, WILLIAM R.** (1974), Director, Field Services & Professional Development, College of Education; Professor, Social Studies Education. BA, Huntingdon; MA, EdD, Alabama.
- THOMAS, DENEIA** (2007), Assistant Professor, Counseling and Educational Psychology. BA, Kentucky State; MS, EdS, PhD, Kentucky.
- THOMAS, ROBERT** (2001), Assistant Professor, Mathematics. BA, Wayne State; MEd, South Florida; EdD, Central Florida.
- THOMPSON, AARON** (1997), Professor, Educational Leadership. BA, Eastern Kentucky; MA, PhD, Kentucky
- THOMPSON, MARY ELLEN** (2008), Associate Professor, Occupational Therapy PhD, Arizona State.
- THOMPSON, SHERWOOD** (2006), Associate Professor, Educational Leadership. BA, South Carolina-Spartanburg; MEd, EdD, University of Massachusetts (Amherst).
- TINSLEY, ANDREW** (2009), Assistant Professor, Fire and Safety Engineering. BS, MS, Tennessee.
- TOWNSEND, SCOTT** (2006), Associate Professor, Curriculum & Instruction. BS, MAEd, Eastern Kentucky; PhD, Kentucky
- TRAVIS, DENVER** (2010), Associate Professor, BS, MS, PhD, Kentucky.
- TSIANG, SARAH Y.** (2001), Associate Professor, English & Theatre. BA, Chicago; MA, PhD, Illinois, Urbana.
- TUNNELL, KENNETH D.** (1989), Professor, Criminal Justice & Police Studies. BS, East Tennessee State; MS, Middle Tennessee State; PhD, Tennessee.
- TURNER, RALPH** (2011), Assistant Professor, Curriculum & BA, Emory & Henry College; MA, Eastern Mennonite Seminary and University ; Ma, Med, EdD, East Tennessee State.
- VANCE, DIANE** (1998), Associate Professor, Chemistry/Forensic Science. BA, MAT, Spalding College; PhD, Kentucky.
- VELOTTA, CATHERINE** (2007), Associate Professor, Nursing. BSN, PhD, Kentucky; MSN, Indiana.
- VICE, JANNA P.** (1976), University Provost; Professor, Corporate Communication & Technology. BS, MA, Eastern Kentucky; EdD, Kentucky.
- WACHTEL, ELIZABETH R.** (1975), Associate Professor, Correctional & Juvenile Justice Studies. BS, MA, PhD, Kentucky.
- WAIKEL, REBEKAH** (2009), Assistant Professor, Biology. PhD, Baylor College of Medicine.
- WALL, TYLER** (2011), Assistant Professor, Criminal Justice. BS, MS, Indiana State; PhD, Arizona State .
- WALLACE, TERESA** (2008), Assistant Professor, Educational Leadership. BS, Campbellsville University; MA, Eastern Kentucky; EdD, Kentucky.
- WANG, JING** (2009), Assistant Professor, Physics and Astronomy. BS, ME, Tsinghua University; MS, PhD, Ohio State.
- WANG, YONG** (2011), Assistant Professor, Mathematics & Statistics. MS, PhD, Purdue.
- WARE, MIXON** (2002), Associate Professor, Family & Consumer Science. BFA, MLA, Southern Methodist; MS, Florida International; PhD, Tennessee.
- WATKINS, THOMAS G.** (1984), Professor, Economics. AB, MA, Missouri; PhD, Iowa State.
- WEISE, ROBERT S.** (1999), Associate Professor, History. BA, University of Wisconsin; MA, PhD, Virginia.
- WELLS, JAMES B.** (1995), Professor, Correctional & Juvenile Justice Studies. BCJ, Ohio; MS, PhD, Georgia State.
- WEST, DEBORAH** (2010), Assistant Professor, Educational Leadership & Policy Studies. BS, Anderson; MA, Clemson; PhD, UNC Greensboro.
- WESTFALL, JULYA** (1994), Assistant Professor Occupational Therapy. BS, Eastern Kentucky; MPA, Kentucky.
- WHITAKER, MARY HAUSER** (2001), Assistant Professor, Nursing. ASN, Eastern Kentucky; BSN, Kentucky; MSN, EdD, Spalding.
- WHITE, ALLYN** (2011), Assistant Professor, Management & Marketing. BS Mississippi; MBA, Alabama Birmingham; PhD, Mississippi State.
- WHITE, JOHN C.** (2003), Chair, Associate Professor, Geography & Geology. BA, MS, Sul Ross State University; PhD, Baylor.
- WHITE, RODNEY M.** (1992), Associate Professor, Social Science Education. BA, Kentucky; MA, Western Kentucky; EdD, George Peabody, Vanderbilt.
- WHITEHOUSE, DEBORAH** (1984), Associate Dean, College of Health Sciences, Professor, Nursing. BSN, Kentucky; MSN, North Carolina (Chapel Hill); DSN, Alabama (Birmingham).
- WIES, JENNIFER** (2010), Assistant Professor, Anthropology, Archeology & Social Work. BA, Loyola University Chicago; MA, PhD, Kentucky.
- WILDER, MELINDA S.** (1995), Associate Professor, Science Education. BS, West Virginia; MAT, Miami (Ohio); PhD, Ohio.
- WILKINS, ROSE** (1991), Professor, Psychology. BA, California State (Northridge); MS, PhD, California (Santa Cruz).
- WILSON, LORI** (2000), Professor, Chemistry. BS, Mercer Georgia; PhD, Georgia Institute of Technology; post doctoral research, Georgia Space Flight Center.
- WILSON, MARY W.** (2002), Associate Professor, Family & Consumer Science. BS, Kentucky; PhD, Michigan State.
- WILSON, STEFFEN P.** (1997), Assistant Professor, Psychology. BS, Birmingham-Southern; MS, PhD, Georgia.
- WINSLOW, MATTHEW P.** (1998), Associate Professor, Psychology. BA, Macalester; MA, California at Santa Cruz; PHD, Minnesota.
- WITTMAN, MARGARET** (2006), Associate Professor, Occupational Therapy. BS, Eastern Michigan; MS, ScD, Boston University.
- WOLF, JOYCE** (1998), Associate Professor, Music. BM, MM, West Virginia; DMA, Kentucky.
- WONG, KA-WING** (1990), Chair, Professor, Computer Science. BS, MS, Middle Tennessee; PhD, Kansas State.
- WOOD, BRADFORD J.** (2000), Professor, History BA, Wake Forest; MA, Michigan State; MA, PhD, John Hopkins.
- WRAY, LINDA** (1983), Associate Professor, Nursing. BSN, Lenior-Rhyne College; MSN, University of North Carolina; PhD, Kentucky.
- WRIGHT, GENE C.** (2001), Visiting Assistant Professor, Education Graduate Cohort Program. BA, Berea; MaEd, Eastern Kentucky; PhD, Columbia.
- WYGANT, DUSTIN** (2009), Assistant Professor, Psychology. BA, Miami (Ohio); MA. PhD., Kent State.
- XU, BANGTENG** (2005), Assistant Professor, Mathematics. PhD, Illinois.
- YI, KWAN** (2011), Assistant Professor, Curriculum & Instruction. MS, University of Illinois Urbana Champaign; MSc, PhD, McGill.
- YODER, MARGARET A.** (1995), Assistant Professor, Mathematics. BA, Goshen College (IN); Ma, PhD, South Florida.
- YOW, DON** (2003), Associate Professor, Geography & Geology. BS w/ Honors, University of Florida; MS, PhD, University of South Carolina.
- ZEIGLER, SARA** (1997), Acting Chair, Government; Associate Professor, Political Science. BA, Reed; MA, PhD, California-Los Angeles.
- ZHANG, SHUANGTENG** (2008), Associate Professor, Computer Science. BS, MS, Chongqing University; PhD, University of Toledo.
- ZHANG, ZHE** (2008), Assistant Professor, Management. BA, Tianjim University; MS, MBA, Texas Tech; PhD, Florida.
- ZHANG, WEILING** (2010), Assistant Professor, Management, Marketing & Admin Communication. MBA, Southwest Jiaotong University, China; MS, DBA, Louisiana Tech.
- ZURICK, DAVID** (1987), Professor, Foundation Professor, Geography & Geology. BA, MS, Michigan State; PhD, Hawaii.

Accreditations and Memberships

ACCREDITATIONS

Eastern Kentucky University is accredited by the Commission of Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate, masters and Doctor of Education degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Eastern Kentucky University. The Commission on Colleges should be contacted only if there is evidence that appears to support an institution's significant non-compliance with a requirement or standard.

AACSB International - The Association to Advance Collegiate Schools of Business
 Accreditation Council for Occupational Therapy Education (ACOTE)
 (Baccalaureate Degree and Masters Degree)
 American Council for Construction Education
 American Nurses Credentialing Center (ANCC)
 American Speech-Language-Hearing Association, Council on Academic Accreditation (Graduate Degree Program)
 Commission on Accreditation for Dietetics Education of the American Dietetics Association
 Commission on Accreditation of Allied Health Education Programs upon the recommendation of the Joint Review Committee on Education Programs for the EMT Paramedic
 (Emergency Medical Technician/Paramedic)
 (Associate Degree and Certificate Curricula)
 Commission on Accreditation of Allied Health Education Programs on the recommendation of the Committee on Accreditation for Medical Assistant Education
 (Medical Assisting Technology)
 (Associate Degree Program)
 Commission on Accreditation of Athletic Training Education (CAATE)
 Commission on Collegiate Nursing Education
 (Baccalaureate and Masters Degree Programs)
 Commission on Health Informatics and Information Management Education (CAHIIM)
 Computing Accreditation Commission of ABET
 (Baccalaureate Degree Program)
 Council for Accreditation of Counseling and Related Educational Programs
 Council on Education of the Deaf
 (Baccalaureate Degree Program)
 Council on Social Work Education
 (Baccalaureate Degree Program)
 International Council for Exceptional Children
 International Society of Fire Services Instructors Emergency
 Kentucky Vocational Agriculture Teachers Association
 Management Accreditation and Certification System
 (Professional Qualifications Council for Industry)
 (Baccalaureate Degree Program)
 Masters in Psychology Accreditation Council
 (Clinical Psychology M.S. Program)
 National Accrediting Agency for Clinical Laboratory Sciences
 (Associate and Baccalaureate Degree Programs)
 National Association for the Education of Young Children
 National Association of College Teachers of Agriculture
 National Association of Industrial Technology

National Association of School Psychologists
 National Association of Schools of Music
 National Association of Schools of Public Affairs and Administration
 (Master of Public Administration Degree Program)
 National Council for Accreditation of Teacher Education
 American Association for Health Education
 National Association for Sport and Physical Education
 National Environmental Health Science and Protection Accreditation Council
 (Baccalaureate Degree Program)
 National League for Nursing Accrediting Commission
 (Associate Degree Program)
 National Recreation and Park Association/American Association for Leisure and Recreation Council on Accreditation
 (Baccalaureate Degree Program)
 North American Society for Sport Management
 (Master of Science with option in Sport Administration)

THE FOLLOWING PROGRAMS ARE APPROVED BY THESE AGENCIES.

Accreditation Council for Occupational Therapy Education (ACOTE)
 Occupational Therapy
 (Master of Science Degree Program)
 American Association for Health Education
 Health Education, School Health Option
 (Baccalaureate Degree Program)
 American Bar Association
 Paralegal
 (Associate and Baccalaureate Degree Programs)
 American Chemical Society
 (Bachelor of Science and Biochemistry Option)
 American Drive and Traffic Safety Education Association (ADTSEA/
 IUP National Teacher Credentialing Program)
 Association of Graduate Faculties in Public Health
 Community Nutrition
 (Master of Science Degree Program)
 Council of Applied Masters Programs in Psychology
 Clinical Psychology
 (Master of Science Degree Program)
 School Psychology
 (Specialist in Psychology Degree Program)
 Federal Aviation Administration (FAA)
 Aviation (Professional Flight)
 (Baccalaureate Degree Program)
 Kentucky Board of Nursing
 Nursing
 (Associate and Baccalaureate Degree Programs)
 Kentucky Department of Education
 School Psychology
 (Specialist in Psychology Degree Program)
 National Association for Sport and Physical Education
 Physical Education, P-12 Teaching Option
 (Baccalaureate Degree Program)
 Public Relations Society of America
 (Baccalaureate Degree Program; Public Relations Major)
 Society of Public Health Educators
 (Community Health Education Program)

MEMBERSHIPS

AACSB International - The Association to Advance Collegiate Schools of Business
Academy of Criminal Justice Sciences
Aircraft Owners and Pilots Association
American Alliance for Health, Physical Education, Recreation and Dance
American Association for Paralegal Education
American Association of Airport Executives
American Association of Colleges of Nursing
American Association of Colleges for Teacher Education
American Association of Collegiate Registrars and Admission Officers
American Association of Educational Service Agencies
American Association of Family and Consumer Sciences
American Association of State Colleges of Agriculture and Renewable Resources
American Association of State Colleges and Universities
American Association of University Women
American Association on the Teaching of Foreign Languages
American College Health Association
American Conference of Academic Deans
American Correctional Association
American Council for Construction Education
American Council on Education
American Council on the Teaching of Foreign Languages
The American Dietetics Association
 General Dietetics
American Driver and Traffic Safety Education Association
American Historical Association
American Hospital Association
American Health Information Management Association Assembly on Education
American Mathematical Society
American Occupational Therapy Association
American Political Science Association
American Society of Allied Health Professions
American Society of Human Genetics
American Society for Training and Development
American Statistical Association
American Technical Education Association
Associated Schools of Construction
Association for Career and Technical Education
Association for Computing Machinery
Association for Supervision and Curriculum Development
Association for General and Liberal Studies
Association for Gerontology in Higher Education
Association for School, College, and University Staffing, Inc.
Association of Departments of English
Association of Departments of Foreign Languages
Association of Education in Journalism and Mass Communications
Association of Environmental Health Academic Programs
Association of Governing Boards of Universities and Colleges
Association of Graduate Faculties in Public Health Nutrition
Association of Schools of Journalism and Mass Communication
Association of Departments of Foreign Languages
Aviation Information Resources, Inc.
Broadcast Education Association
Broadcast Promotion and Marketing Executives Association
College Art Association
College Language Association
College Placement Council, Inc.
Conference of Southern Graduate Schools
Council for Advancement and Support of Education
Council of Applied Masters Programs in Psychology
Council of Colleges of Arts and Sciences
Council of Graduate Departments of Psychology
Council of Graduate Schools
Council on Aviation Accreditation
Council on Social Work Education
Flexographic Technical Association
Graphic Arts Technical Foundation

Graphic Communications Council
International Graphic Arts Education Association
International Reading Association
International Technology Education Association
International Television Association
Kentucky Academy of Science
Kentucky Association for Health, Physical Education, Recreation and Dance
Kentucky Association of Department of English
Kentucky Broadcasters Association
Kentucky Council of Associate Degree Nursing
Kentucky Occupational Therapy Association
Kentucky Paramedic Association
Kentucky Press Association
Kentucky Recreation and Park Society
Kentucky Tourism Council
Mathematical Association of America
Mid-South Educational Research Association
Modern Language Association
National Athletic Trainers Association
National Association for Business Teacher Education
National Association for Foreign Student Affairs
National Association for the Education of Young Children
National Association for the Exchange of Industrial Resources
National Association of Advisors for the Health Professions
National Association of College Admission Counselors
National Association of College and University Attorneys
National Association of Colleges and Teachers of Agriculture
National Association of Industrial Technology
National Association of School Music Dealers, Inc.
National Association of Schools of Music
National Association of Schools of Public Affairs and Administration
National Association of Student Personnel Administrators
National Collegiate Athletic Association
National Collegiate Honors Council
National Commission for Cooperative Education
National Council of Arts Administrators
National Council of Teachers of English
National Environmental Health Association
National Faculty Exchange
National Fire Protection Association
National Intercollegiate Flying Association
National Intramural Recreational Sports Association
National Juvenile Detention Association
National League for Nursing
National Organization for Associate Degree Nursing
National Recreation and Park Association
National Safety Council
National Society for Experiential Education
National University Continuing Education Association
National Wellness Association
Newspaper Association of America
Screen Printing and Graphic Imaging Association
Southeastern Airport Managers Association
Southeastern Association of Advisors for the Health Professions
Southeastern College Art Conference
Southern Association of Colleges and Schools, Inc.
Southern Association of Collegiate Registrars and Admission Officers
Southern Association of Community, Junior, and Technical Colleges
Southern Council on Collegiate Education for Nursing
Southern District of American Alliance for Health, Physical Education, Recreation and Dance
Southern Regional Education Board
Southern Regional Honors Council
Teacher Education Council of State Colleges and Universities
Trainer of School Psychologists
Travel and Tourism Research Association
University Aviation Association

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University Counsel

EASTERN KENTUCKY UNIVERSITY

(859) 622-6693 ♦ Fax (859) 622-8030

Iowa College Student Aid Commission

**Supporting Document 6:
Policies in compliance with Iowa Code section 261.9(1)"e" to "h".**



Eastern Kentucky University is an Equal Opportunity/Affirmative Action Employer and Educational Institution.



University Counsel

EASTERN KENTUCKY UNIVERSITY

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Iowa College Student Aid Commission

Iowa Code section 261.9(1)

Section 261.9(1)"e"

... [Adopt] a policy that prohibits unlawful possession, use, or distribution of controlled substances by students and employees on property owned or leased by the institution or in conjunction with activities sponsored by the institution. Each institution shall provide information about the policy to all students and employees. The policy shall include a clear statement of sanctions for violation of the policy and information about available drug or alcohol counseling and rehabilitation programs. In carrying out this policy, an institution shall provide substance abuse prevention programs for students and employees.



Eastern Kentucky University is an Equal Opportunity/Affirmative Action Employer and Educational Institution.



Eastern Kentucky University
Policy and Regulation Library

Policy 8.3.7R
Volume 8, Human Resources
Chapter 3, Work Policies and Procedures
Section 7R, Drug Free Workplace

Policy 8.3.7R

Volume 8, Human Resources
Chapter 3, Work Policies and Procedures
Section 7R, Drug Free Workplace
Approval Authority: Board of Regents
Responsible Executive: Director of Human Resources
Responsible Office(s): Human Resources
Effective: 8/1/2002 Expires: N/A
Last Revised: NA Next Review Date: 1/3/14

Drug Free Workplace

Statement

Eastern Kentucky University is a drug free workplace. Unlawful manufacture, distribution, dispensation, possession, or use of controlled substance is prohibited in the workplace. In 1988, Congress enacted the Drug-Free Workplace Act, which places certain responsibilities on Eastern Kentucky University as a recipient of federal grants and contracts. To be in compliance with this act, EKU adopted this Drug Free Workplace regulation.

Entities Affected

All individuals are subject to this policy while they are in facilities or on property owned, controlled or operated by the University.

Background

August 1, 2002 approved by the Board of Regents as part of the Staff Handbook approval. Procedures for this regulation were adopted by the Human Resources Department in April 2006.

Procedures

UNLAWFUL MANUFACTURE, DISTRIBUTION, DISPENSING, POSSESSION OR USE OF CONTROLLED SUBSTANCE

The unlawful manufacture, distribution, dispensing, possession, or use of controlled substances is prohibited on all university property, work sites or while conducting University business off University premises. Any

employee, who engages in any of these actions on University property or the work site or during work time, may be subject to disciplinary action up to and including termination.

EMPLOYEES CONVICTED OF ANY CRIMINAL DRUG STATUTE

Under the requirements of this federal law, employees who are convicted of any criminal drug statute violation occurring in the workplace must notify their department director, chair, dean and/or vice president within five days of the conviction. If an employee receives such a conviction the University shall:

- a. Take appropriate personnel action against the employee, up to and including termination.
- b. Require the employee to participate satisfactorily in an approved drug-abuse assistance or rehabilitation program.

INFORMATION ABOUT DRUG COUNSELING

Through the human resources office the University makes available to employees information about drug counseling, rehabilitation, and employee assistance programs which may be accessed by calling the Behavioral Medicine Network at 859-224-2022 or 800-455-5579.

EMPLOYEES UNDER THE INFLUENCE

When it is reasonably believed that an employee is under the influence of drugs or alcohol while on the job, the following guidelines apply:

- a. The employee may be removed from the workplace until the employee is no longer under the influence and during the time an investigation is underway. In such circumstances, the supervisor will arrange to have the employee transported home.
- b. The employee may be required to undergo drug or alcohol testing. This could occur both at the time the employee is suspected of being under the influence and/or before the employee is allowed to return to work as evidence the employee is no longer under the influence.
 - i. Contact Director of Human Resources who will then arrange for confidential testing of the employee.
 - ii. An employee's refusal to participate in requested drug and/or alcohol testing is a separate offense subject to corrective action up to and including termination
- c. An employee found to be under the influence is subject to disciplinary action as provided in the Corrective Action Policy.
- d. The Supervisor may counsel the employee to seek assistance.

OFF-WORK USE OF ALCOHOL OR DRUGS

An employee whose off-work use of alcohol or drugs can reasonably be established to be the cause of excessive absenteeism or tardiness, or the cause of accidents or poor performance will be counseled to seek assistance.

- a. Job performance problems are subject to the steps of the Corrective Action policy.

EMPLOYEE ASSISTANCE

Employees requiring assistance in dealing with the use of alcohol or a controlled substance can receive such assistance in two ways: self refer and university referral to a Physician and/or Employee Assistance Program 859-224-2022 or 800-455-5579.

Definitions

N/A

Responsibilities

All EKU employees are responsible for maintaining a drug free workplace and complying with this policy.

Violations

Violations of this regulation will be handled according to normal University procedures.

Interpreting Authority

Director of Human Resources

Statutory or Regulatory References

Drug Free Workplace Act of 1988

Relevant Links

Drug Free Workplace Act of 1988

Adoption Review and Approval

See Background section.



Eastern Kentucky
University
Handbook for Students



Revised 01/29/13

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UNIVERSITY

Eastern Kentucky University

UNRESTRICTED BULLETIN BOARD OR POSTING PLACE

Unrestricted bulletin boards or posting places function as a traditional public forum.

DRUG FREE WORKPLACE ACT

Eastern Kentucky University is committed to providing a healthy and safe environment for its students, faculty and staff through its compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. In accordance with these laws, students, faculty and staff are hereby notified of the standards of conduct which shall be applicable while on University property, on University business or at University sponsored activities.

By University rules and regulations, federal laws, state laws, and local ordinances, students, faculty and staff are prohibited from the unlawful possession, use, dispensation, distribution, or manufacture of illicit drugs on University property, on University business and/or at University sponsored activities.

Any member of the student body, faculty or staff who violates the University's standards of conduct shall be subject to appropriate disciplinary action up to and including suspension and/or termination. In addition to disciplinary sanctions, students or employees may face prosecution and imprisonment under federal and/or state laws which make such acts felony or misdemeanor crimes. The specifically defined standards of conduct, the disciplinary procedures and possible sanctions appear in the *University Handbook for Students*, the *Faculty Handbook*, and other University publications.

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

Eastern Kentucky University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status, or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice. Any complaint arising by reason of alleged discrimination should be directed to the Equal Opportunity Office, Eastern Kentucky University, Jones Building, Room 106, Coates CPO 37A, Richmond, Kentucky 40475-3102, (859) 622-8020 (V/TDD), or the Director of the Office for Civil Rights, U.S. Department of Education, Philadelphia, PA.

The Equal Opportunity Office is charged with the University's compliance with Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. This compliance is coordinated through:

Title IX Coordinator:

Chief of Staff and Executive Director of Policy, Compliance and Governance Coates 103,
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-6785
Virginia.underwood@eku.edu

Deputy Title IX Coordinators:

Director of Equal Opportunity
Jones 106
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8020
Jenny.allen@eku.edu

Assistant Director, Policy Compliance and
Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8221
Val.parks@eku.edu

multitude of opportunities to give back locally, nationally, and internationally! Please contact us to find out more about the different ways you can get actively involved in your world through service!

The office also serves as a resource to the campus for all things service related! Need to volunteer for a class? Want real- world, hands-on experience related to your major or a possible career? Want to explore a new part of the country or world? Interested in planning a service and need some assistance? Just call, email, or stop by! We are always happy to help!

What We Do

- Promote a culture of service to the EKU community to enhance student learning and personal development while teaching the need for civic responsibility and life-long service.
- Offer diverse programming ranging from one-time service events to on-going year-long opportunities meeting a range of needs in our local communities.
- Expose EKU students to diverse cultures and populations through community service activities.
- Provide a centralized location for EKU students, faculty and staff to connect with local community agencies.
- Educate students, faculty, and staff on how to plan, organize, and carry out community service events.
- Work with registered Student organizations (RSO's), living learning Communities, and individual students to counsel and connect them with local volunteer and leadership opportunities.
- Provide local community partners with an accessible location on the EKU campus to publicize volunteer opportunities and recruit student leaders.

COUNSELING CENTER

Student Success Building 571
Phone: (859) 622-1303
Fax: (859) 622-1305
www.counseling.eku.edu

The University Counseling Center offers services designed to promote the success of students in achieving their academic, social and personal goals. The Counseling Center staff consists of psychologists and counselors who provide personal and career counseling both individually and in groups. Counseling is offered on a short-term basis. Referral is provided when the need for counseling services is beyond the role and scope of the Counseling Center. Substance abuse assessment and counseling are also available at the Counseling Center. Psychiatric services are available on a limited basis for students receiving counseling in the Counseling Center where medication is indicated. Counseling relationships are considered confidential as delineated by the APA Code of Ethics and Kentucky state law. Counseling services are available to students who are officially enrolled and taking classes at the time the service is provided.

COUNSELING SERVICES

Counseling is viewed as another form of learning while in college. Typical college student concerns that may result in counseling are: adjustment to college, interpersonal conflicts, dealing with loss, test anxiety, time management, stress, academic pressures, anxiety, depression, motivation, substance abuse, traumatic experiences, eating

concerns and choice of a major. Students can make appointments by calling (859) 622-1303 or dropping by the Counseling Center.

CAREER COUNSELING SEMINAR (GCS 199 - ONE CREDIT HOUR)

This course is offered each semester for students who are unsure of their major and career direction. Forty sections are offered each year and are taught by the Counseling Center staff and part-time staff.

"TUESDAYS WITH THE COUNSELING CENTER"

The Counseling Center offers workshops to address top mental health concerns. Top student issues include: stress management, procrastination, time management, ingredients of effective relationships, study skills and test anxiety.

SERVICES FOR FACULTY AND STAFF

The Counseling Center staff also provides consultation to the University community on referral and how to be most helpful to the distressed student. When a faculty member wishes to refer a student for immediate help, it is recommended that the faculty member call and speak with a counselor for consultation to discuss the appropriate action.

A downloadable document called "the Decision Making Tree" offers step-by-step guidelines on how to respond to students in distress at the Counseling Center website at:

http://www.counseling.eku.edu/faculty_staf/distressedstudents.php

GREEK LIFE

Powell Student Center 136

Phone: (859) 622-2050

Fax: (859) 622-6598

www.greeklife.eku.edu

Why get involved in Greek life?

Your time spent at college could be the most important years of your life. You not only have the opportunity to further your education, but you also have the opportunity to:

- Develop your sense of self
- Develop new friendships
- Make new memories
- Discover who you are and who you want to become

Social Greek fraternities and sororities offer such an involvement opportunity here at ECU. Being a part of a social fraternity or sorority will provide opportunities for you to:

- Meet new people

Student Rights and Responsibilities

Search
A-Z Index

Student Handbook Faculty Staff 911 Guide Disruptive Student Behavior

Student Rights and Responsibilities

521 Lancaster Avenue
Turley House 1
Richmond, KY 40475
Phone: 859-622-1500
Fax: 859-622-6395

Student Code of Conduct

- General Regulations Concerning Student Behavior
- Hearing Bodies
- Procedures in Student Conduct Cases
- Sanctions
- Standard Sanctions Relating to Alcohol and Controlled Substances
- Standard Sanctions Relating to Visitation Privileges
- Standard Sanctions Relating to Computer Violations
- Standard Sanctions Relating to Fire Safety and Smoking Violations
- Appeal of Disciplinary Sanctions
- Academic Integrity Policy and Procedure

Inside Look



Welcome Students to Oceans of Opportunity at ECU- Get Involved!

EKU and the Office...

Part 1: Offenses - General Regulations Concerning Student Behavior

Students are responsible for knowing the University's regulations, disciplinary

procedures, and penalties. It should be

[Quick Links](#)

d that students are subject to criminal statutes and legal action, not just the University's regulations and disciplinary system.

1. Endangering or threatening to endanger life, health, safety, or property.
2. Subjecting another person to sexual intercourse or sexual contact by forcible compulsion or while the person is incapable of consent.
3. Engaging in a course of conduct which is intended to harass, intimidate, or unreasonably impair the person's ability to participate in or fully benefit from the University's environment.
4. Persons are prohibited from possessing tasers/stun guns, pellet guns, BB guns and firearms, explosives, or other deadly weapons or look-alike or replica weapons on the campus of Eastern Kentucky University, except as follows:
 - a. Sworn police officers employed by the University's Division of Public Safety;
 - b. Sworn police officers employed by other public agencies and present on the campus for the purposes of education, training, or



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Back to School Financial Tips for College Students

A college education is an investment in your future. Here are some recommendations to help...

[More Stories](#)

Events

AUG 09 FRI Last Day of Summer Classes

AUG 19 MON Welcome Back

AUG 21 Part Time Job Fair

assistance at University events; when such possession may be necessary for their official duties or for participation in training. Such officers must be authorized by the employing agency to carry weapons as a normal and required part of their duties;

- c. Members of the U.S. Army Reserve Officer Training Corps (ROTC) when necessary for the purposes of military officer education and marksmanship training.

WED

More Events

5. Illegally selling, possessing, possessing paraphernalia or using drugs or other substances.
6. Engaging in drunk and disorderly conduct on University owned or controlled property or at University functions.
7. Being under the influence of alcohol or controlled substances to the degree that the student may endanger himself/herself, other persons, or property.
8. Possessing or consuming alcohol or controlled substances on University property.
9. Taking, possessing, damaging, or destroying public or private property.
10. Creating a fire or safety hazard or abusing/misusing safety equipment, or transmitting false

- fire alarms; helping or influencing others in such offenses.
11. Vandalizing, damaging, abusing, or interfering with the operation of elevators.
 12. Throwing objects from University buildings.
 13. Disrupting the peace or interfering with classroom or other University activities.
 14. Disregarding the reasonable directives, verbal or written, of any staff in the conduct of assigned duties.
 15. Unauthorized entry to or unauthorized use of any University property or facilities; this includes, but is not limited to the violation of residence hall regulations, for example:
 - a. Failing to comply with visitation regulations;
 - b. Failing to comply with residence hall regulations as listed in the residence hall guidelines and/or the housing contract;
 16. Falsifying identity or information.
 17. Academic dishonesty; plagiarism, cheating, and fabrication.
 18. Offering or passing a worthless check or failing to meet financial obligations to the University.
 19. Interfering with the use of or abusing any part of University computing services or facilities.

20. Violating University regulations for operating motor vehicles.
21. Encouraging or helping someone to violate University regulations.
22. Failing to abide by the terms of any disciplinary sanction properly imposed by a University official, committee, or agency.
23. Failure to self-report as a registered sex offender or any other violation of the “University Policy Regarding employees and Students Registered as Sex Offenders.”
24. Failing to comply with the University hazing policy. Return to Top

Part 2: Hearing Bodies

Provision has been made for certain committees or bodies to hear cases involving the alleged infraction of University regulations and appeals of decisions evolving from these cases. The organizational structure of these bodies is as follows:

- Board of Regents
- President of the University
- Student Disciplinary Council
- Executive Director of Student Rights and Responsibilities
- Judicial Committee

Board of Regents

KRS 164.310 provides for a Board of Regents for state universities and KRS

164.350 provides that the government of the University is vested in its Board of Regents. The statute provides, further, that:

Each Board of Regents, when its members have been appointed and qualified, shall constitute a body corporate, with the usual corporate powers, and with all immunities, rights, privileges and franchises usually attaching to the governing bodies of education institutions.

President of the University

The President of the University is the executive officer of the Board of Regents. In this capacity, the President brings to the attention of the Board matters for the Board's consideration.

Student Disciplinary Council

Kentucky Revised Statute 164.370 provides that:

Each Board of Regents may invest the faculty or a committee of the faculty and students with the power to suspend or expel any student for disobedience to its rules, or for any other contumacy, insubordination, or immoral conduct. In every case of suspension or expulsion of a student the person suspended or expelled may appeal to the Board of Regents. The Board of Regents shall prescribe the manner and the mode of procedure on

appeal. The decision of the Board of Regents shall be final.

Amended April 7, 2010 “to permit a representative committee of designated faculty, staff and students to suspend or expel any student for disobedience to its rules, or for any other contumacy, insubordination or immoral conduct.”

Executive Director of Student Rights and Responsibilities

The Executive Director of Student Rights and Responsibilities is that person designated by the President of Eastern Kentucky University to be responsible for the administration of the student disciplinary system.

Student Judicial Committees

The term student judicial committees means any person or persons authorized by the Executive Director of Student Rights and Responsibilities to determine if a student has violated the student conduct code and to recommend imposition of sanctions. Return to Top

Part 3: Procedures in Student Conduct Cases

The University will use the disciplinary authority inherent in its responsibilities to protect its educational purposes and processes. In the exercise of this authority, safeguards shall be observed to insure due

process to a student accused of violations of General Regulations Concerning Student Behavior. The term “student” includes all persons taking courses at Eastern Kentucky University, both full time and part time, pursuing undergraduate, graduate, or professional studies and those who attend postsecondary educational institutions other than EKU and who reside in University Housing. Persons who are not enrolled for a particular term but who have a continuing relationship with EKU are considered students. Individuals who are not students but reside in University Housing are subject to University disciplinary regulations. The General Regulations Concerning Students Behavior are defined as written regulations of EKU as found in, but not limited to, the University Handbook for Students, Guide to Residence Hall Living, and the University web page. These particular regulations may be referred to as University disciplinary regulations or as the student code of conduct.

Jurisdiction

Generally, the University’s jurisdiction for application of the General Regulations Concerning Student Behavior shall be limited to conduct which occurs on University premises or which adversely affects the University Community and its pursuit of its objectives. The term “University premises” includes all land, buildings, facilities, and other property in

the possessing of or owned, used, or controlled by Eastern Kentucky University including adjacent streets or sidewalks. The University does not act as a collection agency for landlords, retail stores or others. Proceedings under this student code of conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

Student Disciplinary System

The University disciplinary system is composed of three levels. The three levels are Residence Hall Coordinators and Student Judicial Committees, Executive Director of Student Rights and Responsibilities and the Student Disciplinary Council. The term student judicial committees means any person or persons authorized by the Executive Director of Student Rights and Responsibilities to determine if a student has violated the student conduct code and to recommend imposition of sanctions. The Executive Director of Student Rights and Responsibilities is that person designated by the President of Eastern Kentucky University to be responsible for the administration of the student disciplinary system. The Student Disciplinary Council is that entity which is designated by the Board of Regents, pursuant to K.R.S. 164.370, to hear those cases in which the gravity of the charge suggests a possible sanction of suspension or expulsion. In each instance, the formality of procedures followed in

hearing cases will vary with the gravity of the sanction or penalty suggested by the alleged violation of University Regulations. In all cases, the burden of proof shall be on the accuser.

Administrative Charges

Any member of the Eastern Kentucky University community may file charges against any student for misconduct. The term “member of the University community” includes any student or person employed by Eastern Kentucky University. Charges shall be prepared in writing, as soon as possible after the event takes place, and directed to the Executive Director of Student Rights and Responsibilities who is responsible for the administration of the University’s judicial system.

Charges of misconduct, preliminary to disciplinary action, shall be presented to the student in writing. Charges shall be of sufficient specificity and provide for a reasonable amount of time to permit defense preparation prior to a possible hearing. The Executive Director of Student Rights and Responsibilities shall, on the basis of the gravity of the charge(s) placed against the student, designate the appropriate committee or agency to hear the case, except that, in cases where suspension or expulsion is a considered sanction, the case shall be brought before the Student Disciplinary Council.

The Executive Director or an appropriate staff member shall counsel the student concerning their alleged violation of the General Regulations Concerning Student Behavior, right to a hearing, and an appeal. The Executive Director or appropriate staff member may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the involved parties. Such agreed dispositions shall be final and there shall be no right of appeal.

Disciplinary Hearing

If the charges cannot be disposed of by mutual consent, the Executive Director of Student Rights and Responsibilities or their designee may later serve in the same matter as a hearing officer. All charges shall be presented to the accused student in written form. If the student requests a hearing, there shall be a single record of all hearings before the Executive Director of Student Rights and Responsibilities or the Student Disciplinary Council. The record shall be the property of Eastern Kentucky University. Hearings shall be conducted in private in compliance with FERPA, and decisions at hearings are final dispositions. The accused student has the right to be assisted by an advisor of their choice who is a member of the Eastern Kentucky University community. The accused student is responsible for presenting their case and, therefore, advisors are not

permitted to speak in any hearing before a judicial body.

Student Rights at a Disciplinary Hearing

In the hearing of charges against the student, the burden of proof is on the representative of the University or the individual presenting the charges. In addition to the right of advisement, the student has the right to testify in his or her own behalf, to present evidence and witnesses, to hear and question adverse witnesses, to rebut unfavorable inferences, to present two character witnesses, and the right to an appeal as set forth herein. The student shall be informed of all the statements and evidence submitted against him or her and the names of those providing the evidence. Decision of the hearing committee is to be based solely on evidence submitted in the hearing, and improperly acquired evidence should not be admitted.

In presenting a defense before a hearing or review committee, the student may be advised by (1) a member of the University student body if the committee is composed primarily of students or (2) any member of the University community if the hearing is before the Executive Director of Student Rights and Responsibilities or a committee composed primarily of University faculty or staff. He or she may choose an advisor, but no person shall be obligated to serve in this capacity.

A student's status in the University, including his right to remain on campus and to attend classes, shall remain unaltered while the charges for violating University regulations are pending.

In cases of alleged sexual assault, the accuser and the accused are entitled to the same opportunities to have others present during a campus disciplinary proceeding, and both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceedings alleging a sexual assault. The final result includes only the name of the student, the violation committed, and any sanction imposed by the institution against the student.

Sanctions

Penalties or sanctions imposed by any of the University officials or hearing entities responsible for the enforcement of University regulations shall bear a reasonable relation to the nature of the violation of University regulations for which the penalty is imposed.

Temporary Suspension

In the event that a student is accused of a violation against the University and/or against the city, state, or federal government, the nature of which may present a clear and present danger of harm to the student, to any other member of the University community, to University property, or to University activities, the

President may impose such temporary measures as are necessary to protect the student, the University Community, University property, and/or the ongoing activities of the University. Such temporary sanctions may exist and be enforced only until final disposition of the case has been made by the appropriate University official, or hearing entity but not to exceed a period of five class days. Temporary sanctions based on the “clear and present danger” principle may, upon recommendation of the Student Disciplinary Council and approval of the President be continued during the period of appeal to the Student Life, Discipline, and Athletics Committee of the Board of Regents. In all cases, students accused of violating University regulations will be informed of their rights, including avenues for appeal of a decision and the right not to testify against oneself.

Suspension or Expulsion

By prior action, the Board of Regents has invested the Student Disciplinary Council with the power to suspend or expel a student and this hearing body has original and exclusive jurisdiction in those cases where the suspension or expulsion of a student is a considered sanction for the infraction of which the student is accused. This hearing body shall consist of five faculty members, one staff member, and two student members named by the President of the University. The Vice President for Student Affairs/Dean of

Students and the Executive Director of Student Rights and Responsibilities shall not be members of this Board in matters relating to student conduct. In addition to suspension or expulsion, the Student Disciplinary Council may impose university service, probation, assessment(s), or reprimand as sanctions for disciplinary cases. An appeal of a decision of the Student Disciplinary Council by a suspended or expelled student may be made, through the Vice President for Student Affairs/Dean of Students, to the President of the University, to the Board of Regents. The decision of the Board of Regents is final.

In cases involving suspension or expulsion, a record shall be made of the hearing, maintained in the files of the Executive Director of Student Rights and Responsibilities, and a copy shall be made available for inspection by the accused and his or her advisor, with the accused student's written permission.

Election of Withdrawal

When the violation is one that indicates possible suspension or expulsion, the student may elect to withdraw from the institution without appearing before the Student Disciplinary Council. The student shall sign a statement indicating that they have been advised of their rights to a hearing and an appeal but intend instead to withdraw from the University on their own accord. In each case in which the

gravity of the charges suggests suspension or expulsion, and the student does not elect to withdraw, the case must be heard by the Student Disciplinary Council.

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Part 4: Sanctions

The University has the authority to penalize or impose sanctions on students who violate University regulations. In determining possible sanctions, the University shall consider such matters as the nature of the particular offense, the welfare of the student and the University community, and the prior disciplinary record of the student. Usual sanctions are listed and explained in this section. In addition to these sanctions, other sanctions, as appropriate for a particular case, may be imposed. Each level of hearing body may use creative educational sanctions that are designed to be developmental in nature.

Reprimand

Official written or oral statement to the student that he or she is guilty of violating a University regulation. A reprimand warns that any further such actions may result in a more severe sanction.

Restitution

Compensation to the University or an individual for damages to University property or personal property.

Social Probation

Status given to less serious policy violations, and in some cases, a restriction of privileges for a specified time.

University Service

Mandated service to the University of up to 16 hours to be completed within a specified time frame.

Educational Sanction

Developmental sanction requiring attendance or participation in a prearranged class, program or activity designed to prevent or deal with high risk behavior.

Counseling

A student may be referred to the Counseling Center for a counseling evaluation with prior arrangement of the Counseling Center.

Parental Notification

A written sanction that notifies and discloses to a parent, parents or legal guardian of a student who is under the age of 21, information regarding the violation of University regulations governing the use or possession of alcohol or a controlled substance. Students have the right to appeal parental notification to the Vice

President for Student Affairs/Dean of Students.

Loss of Visitation Privileges

Period of time where a student loses all visitation privileges. During loss of visitation privileges the student is not allowed to check visitors into his or her residence hall, and they are not allowed to be checked into the residence hall of another student. The guidelines for sanctioning visitation violations are as follows:

First Offense: Written reprimand

Second Offense: Two weeks loss of visitation privileges

Third Offense: Two months loss of visitation privileges

Administrative Assessment

Pecuniary sanction of up to \$2000 to be paid to the University.

Eviction

Forced removal from University Housing, a classroom or other University property.

University Probation

Status which carries a severe warning that any further violation of university regulations may result in the student going

before the Student Disciplinary Council for consideration of suspension or expulsion. This may include restriction of privileges for a specified period of time.

Suspension

Forced withdrawal from the University for a specific period of time or until stated conditions have been met as determined by the Student Disciplinary Council.

Expulsion

Permanent, forced withdrawal from the University as determined by the Student Disciplinary Council. Return to Top

Part 5: Standard Sanctions Relating to Alcohol and Controlled Substances

Paragraph 6: Engaging in drunk and disorderly conduct on University owned or controlled property or at University functions.

First Offense:

- One semester of University probation
- Completion of the alcohol education program #1
- Unannounced room inspections during probation
- \$100 administrative assessment
- Written reprimand

Second Offense:

- One year of University probation
- Completion of an alcohol/drug assessment **
- Unannounced room inspections during probation
- \$200 administrative assessment
- Parental notification *
- Written reprimand

Subsequent Offenses:

- One year of University probation
- Eviction from University Housing
- Student is prohibited from being on the premises of any University Housing
- University service
- \$675 administrative assessment
- Parental notification *
- Alcohol/drug assessment, at cost to the student, from a certified chemical dependency counselor, and a requirement that the student must follow-up with the recommendations of that psychological evaluation
- Written reprimand to include a warning of suspension or expulsion

Paragraph 7: Being under the influence of alcohol or controlled substances to the degree that the student may be a danger to

himself/herself, other persons, or property.

First Offense:

- One semester of University probation
- Completion of the alcohol education program #1
- Unannounced room inspections during probation
- \$100 administrative assessment
- Parental notification *
- Completion of an alcohol/drug assessment **
- Written reprimand

Subsequent Offenses:

- One year of University probation
- Eviction from University Housing
- Student is prohibited from being on the premise of any University Housing
- University service
- \$675 administrative assessment
- Parental notification *
- Alcohol/drug assessment, at cost to the student, from a certified counselor, and a requirement that the student must follow-up with the recommendations of that psychological evaluation
- Written reprimand to include a warning of suspension or expulsion

Paragraph 8: Possessing or consuming alcohol or controlled substances on University property.

First Offense:

- One semester of social probation
- Completion of the alcohol education program #1
- Unannounced room inspections during probation
- Written reprimand

Second Offense:

- One semester of University probation
- Unannounced room inspections during probation
- \$50 administrative assessment
- Parental notification *
- Written reprimand

Third Offense:

- One semester of University probation
- Completion of an alcohol/drug assessment **
- Unannounced room inspections during probation
- \$100 administrative assessment
- Parental notification *
- Written reprimand

Subsequent Offenses:

- One year of University probation

- Eviction from University Housing
- Student is prohibited from being on the premises of any University Housing
- University service
- \$675 administrative assessment
- Parental notification *
- Alcohol/drug assessment, at cost to the student, from a certified chemical dependency counselor, and a requirement that the student must follow-up with the recommendations of that psychological evaluation
- Written reprimand to include a warning of suspension or expulsion

** Parental Notification for students under 21 was implemented in January 2001.*

*** Failure to comply with the alcohol and drug assessment will result in additional parental notification, and referral to an outside agency, at cost to the student, and a requirement that the student must follow-up with the recommendations of that evaluation. Return to Top*

Part 6: Standard Sanctions Relating to Visitation Privileges

Paragraph 15: Unauthorized entry to or unauthorized use of any University property or facilities; this includes, but is not limited to

the violation of residence hall regulations, for example,

a. Failing to comply with visitation regulations;

b. Failing to comply with residence hall regulations as listed in the residence hall guidelines and/or the housing contract.

First Offense: Written Reprimand

Second Offense: Two week loss of visitation privileges

Third Offense: Two month loss of visitation privileges Return to top

Part 7: Standard Sanctions Relating to Computer Violations

Paragraph 19: Interfering with the use of or abusing any part of University computing services or facilities.

First Offense:

- One semester of social probation
- \$100 administrative assessment
- Written reprimand that any further violations may result in University probation and a \$250 administrative assessment

Second Offense:

- One semester of University probation
- \$250 administrative assessment
- Written reprimand that any further violations may result in University probation and a \$500 administrative assessment

Third Offense:

- One year of University probation
- \$500 administrative assessment
- Written reprimand that any further violations may result in University probation and a \$1000 administrative assessment

Subsequent Offenses:

- One year of University probation
 - \$1000 administrative assessment
 - Written reprimand that any further violations may result in consideration of suspension or expulsion
- [Return to Top](#)

Part 8: Standard Sanctions Relating to Fire Safety and Smoking Violations

Fire Safety Violations - Paragraph 10: Creating a fire or safety hazard or abusing/misusing safety equipment, or transmitting false fire alarms; helping or influencing others in such violations.

First Offense:

- One semester of social probation
- Attendance to the Fire Safety Class
- Failure to attend class will result in a \$50 administrative assessment
- Written reprimand that any further violations may result in University probation and a \$100 administrative assessment

Second Offense:

- One semester of University probation
- \$100 administrative assessment
- Written reprimand that any further violations may result in one year of University probation, University service, eviction from University Housing and \$675 administrative assessment

Third Offense:

- One year of University probation
- University service
- Eviction from University Housing
- \$675 administrative assessment
- Written reprimand that any further violations may result in consideration of suspension or expulsion

Smoking Violations - Paragraph 15b: Failing to comply with residence hall regulations as listed

*in the residence hall guidelines
and/or the housing contract.*

First Offense:

- Verbal reprimand

Second Offense:

- Written reprimand

Third Offense:

- One semester of social probation
- \$50 administrative assessment
- Attendance to the Fire Safety Class
- Failure to attend class will result in a \$50 administrative assessment
- Written reprimand that any further violations may result in a semester of University probation, \$100 administrative assessment and University service

Fourth Offense:

- One semester of University probation
 - \$100 administrative assessment
 - University service
 - Written reprimand that any further violations may result in consideration of suspension or expulsion
- Return to Top

Part 9: Appeal of Disciplinary Sanctions

A student has the right to appeal the imposition of a penalty or sanction. Such appeal should be directed to the level immediately above that which originally heard the case. An appeal may be made only on justifiable grounds including:

- *irregularity in proceedings,*
- *punishment inconsistent with the nature of the violation,*
- *or additional pertinent information not available for the original hearing.*

1. Students who wish to appeal decisions of student judicial committees must submit a written appeal to the Executive Director of Student Rights and Responsibilities within five class days following the decision.
2. Students who wish to appeal decisions of the Executive Director of Student Rights and Responsibilities must submit a written appeal to the Vice President for Student Affairs/Dean of Students within five class days following the decision.
3. Students who wish to appeal decisions of the Student Disciplinary Council must submit a written appeal to the Vice President for Student Affairs/Dean of Students within five class days

following the decision. If the Vice President for Student Affairs/Dean of Students upholds the sanction of expulsion or suspension, an appeal may be made to the President of the University. In the event the President considers the punishment to be inconsistent with the best interests of the University community, the President may request that the case be reopened and reheard by the Student Disciplinary Council. If the President upholds the sanction of suspension or expulsion, an appeal may be made to the Board of Regents. The decision of the Board of Regents is final.

4. Parental Notification: An appeal of the sanction of parental notification is to the Vice President for Student Affairs/Dean of Students, in writing, within five class days following the imposition of the sanction. Appeal of the sanction of parental notification may be made on the following grounds: 1) The student is independent; and/or 2) Extenuating circumstances which indicate that parental notification is inappropriate. Return to Top

Part 10: Academic Integrity Policy and Procedure

Preamble

Eastern Kentucky University is a community of shared academic values, foremost of which is a strong commitment to intellectual honesty, honorable conduct, and respect for others. In order to meet these values, students at Eastern Kentucky University are expected to adhere to the highest standards of academic integrity. These standards are embodied in this policy, which all students shall pledge to uphold by signing the Eastern Kentucky University Honor Code. By honoring and enforcing this Academic Integrity Policy, the University community affirms that it will not tolerate academic dishonesty. This policy defines the various forms of academic dishonesty, and it outlines the consequences for each. Additionally, this policy gives the method for appealing an instructor's belief that some form of academic dishonesty has in fact occurred.

Statement

Academic Integrity (AI) is a fundamental value for the Eastern Kentucky University community of students, faculty, and staff. It should be clearly understood that academic dishonesty and incidents of academic dishonesty will have serious consequences. Anyone who knowingly assists in any form of academic dishonesty

shall be considered as responsible as the student who accepts such assistance and shall be subject to the same sanctions. Academic dishonesty can occur in different forms, some of which include cheating, plagiarism, and fabrication.

Pledge

Signing the Eastern Kentucky University Honor Code.

The AI Pledge, below, is administered through the Terms of Usage for ECU Direct.

I hereby affirm that I understand, accept, and will uphold the responsibilities and stipulations of the Eastern Kentucky University Honor Code and Academic Integrity Policy.

Procedures for Dealing with Academic Integrity Cases:

Step 1 - When a Violation is Suspected

If an incident of alleged violation of the AI Policy is suspected, any member of the ECU community can initiate the process of review by reporting the incident, directly to the responsible faculty/staff member. The responsible faculty/staff member may elect to conduct his/her own review of the allegations (Option A) or may elect for the matter to be referred to the Academic Integrity Office (Option B). Prior to selecting either option, the faculty/staff

member should (1) contact the AI Office to determine if the student has a prior violation, and (2) inform the appropriate Department Chair of the incident.

If a mid-term or final grade is to be reported to the University during the pendency of the academic integrity procedures, the responsible faculty member shall report an "incomplete" for the involved student until the final resolution of the matter.

Option A: The Faculty/Staff Member Conducts Review

If the responsible faculty/staff member chooses to continue the review of the allegations autonomously, the faculty/staff member should obtain and assess the applicable information in determining whether a violation of the AI policy has occurred. If the faculty/staff member determines that an AI policy violation has occurred, a notification of the violation must be made to the Office of Academic Integrity for recordkeeping within 10 academic days of the alleged violation. At this point, the faculty/staff also notifies the student in writing of the allegation, the sanction, AND the right to contest the allegation and sanction according to the AI Policy procedure. If the student accepts responsibility for the violation and the sanction in writing, the case is closed. There is no appeal from this decision. Upon determination of responsibility, the Assistant Director for

Student Rights and Responsibilities, for Academic Integrity (Assistant Director for AI) will enter the reported data in the database.

Note: The faculty/staff involved in Step 1 should request information from the Assistant Director for AI regarding the student's previous violations of the AI Policy prior to determining a sanction in this particular case.

If the student does not accept responsibility and chooses to contest the allegation and/or sanction, the faculty/staff member will refer the case to the AI Office, within five academic days of the meeting. The Assistant Director for AI will meet with the student to discuss the charge and/or sanctions and the right to contest these. If the student chooses not to contest the charge and sanction, the case is closed. There is no appeal from this decision. Notification of the violation is made by the AI Office into the database for recordkeeping. If the student contests the allegation and/or sanction, the AI Office will schedule a hearing, as soon as practicable, with the specific College Academic Integrity Committee from which the incident occurred.

Option B: Faculty/Staff Member Refers the Case to AI Office

If a faculty/staff member chooses to refer the case directly to the AI Office, the faculty/staff member will send all

information concerning the matter to the AI Office and the Assistant Director for AI will meet with the student to discuss the alleged violation. If the student chooses not to contest the allegation and sanction, the sanction is imposed; the case is closed. There is no appeal from this decision. If the student contests the allegation and/or sanction, the AI Office will schedule a hearing, as soon as practicable, with the specific College Academic Integrity Committee from which the incident occurred.

Step 2 - College Academic Integrity Committee Hearing

At the College AI Hearing, both the student and the faculty/staff member will present their information. Both the student and faculty/staff member are permitted to bring witnesses with relevant testimony to the hearing in person. At the College AI Hearing the faculty/staff member will only function as a witness and shall not serve in an adversarial capacity. The committee members will review all of the information presented and then deliberate in private.

At the discretion of the Chair of the Committee, the proceeding may be extended to an additional meeting. At this level of hearing and continuing throughout the process, the student has the option of having a Peer Advisor present. Absent exceptional circumstances beyond the control of the student as determined by the Chair of the Committee, if the student who has been notified of the hearing fails

to appear, the proceeding may take place in his or her absence; the Committee's decision will be binding. If the Committee determines that the student has violated the AI Policy, before the sanctioning stage of the hearing, the Assistant Director for AI will provide the Committee information regarding whether the student has any previous AI Policy violations recorded or sanctions imposed. The Committee will deliberate again in private in order to determine the appropriate sanction for this violation. The Chair will announce the decision of the Committee, within five academic days, after the close of the hearing.

Step 3 - Appealing the Decision of the College Academic Integrity Committee

A student can appeal the decision of the College AI Committee to the University AI Committee. This appeal can only be made based upon irregularities in procedure, new evidence not available for the first hearing, or punishment not consistent with the violation. The student will notify, in writing, the AI Office of their request to appeal to the University AI Committee within five academic days of the College AI Committee's decision, and a meeting of the University AI Committee will be scheduled as soon as practicable.

Step 4 - University Academic Integrity Committee Hearing

At the University AI Committee appeal review meeting, the Committee members will consider all the written information supplied by the student, and the material considered by the College AI Committee, including any response from the faculty/staff member. The Committee can modify or set aside the applied the applied response including sanction, refer the case back to the College AI Committee, or uphold the decision. The decision of the University AI Committee is final, unless the Committee determines that suspension or expulsion is the appropriate sanction to be imposed. The Chair will announce the decision of the committee, within five academic days, after the close of the hearing.

Steps 5 through 8

The following steps will **ONLY** be necessary if it is determined that the student may face the sanctions of suspension or expulsion for the alleged AI Policy violation. According to KRS 164.370, the Eastern Kentucky University Board of Regents may delegate its authority to suspend or expel a student. The Board has designated the Student Disciplinary Council as the only body authorized to suspend or expel a student. See Board of Regent's minutes October 7, 1978).

KRS 164.370 provides that: "Each Board of Regents may invest the faculty or a committee of the faculty and students with the power to suspend or expel any student for disobedience to its rules, or for any other contumacy, insubordination, or immoral conduct. In every case of suspension or expulsion of a student the person suspended or expelled may appeal to the Board of Regents. The Board of Regents shall prescribe the manner and the mode of procedure on appeal. The decision of the Board of Regents shall be final."

Step 5 - Suspension, Expulsion, or "FX" Grade Recommendation

If the College AI Committee or University AI Committee or Assistant Director for AI recommends that the sanction of suspension or expulsion is appropriate or if the "FX" grade is recommended as a sanction for an AI Policy violation, the matter must be referred to the Student Disciplinary Council. As soon as practicable, the AI Office will schedule a hearing before the Student Disciplinary Council.

Step 6 - Student Disciplinary Council Hearing

At the Student Disciplinary Council hearing, both the student and the faculty/staff member will present their information. At the Student Disciplinary Council hearing, the faculty/staff member

will function only as a witness and shall not serve in any adversarial capacity. The Council will review all of the information presented and then deliberate in private.

Absent exceptional circumstances beyond the control of the student as determined by the Chair of the Council, if the student who has been notified of the hearing fails to appear, the proceeding may take place in his or her absence, and the Committee's decision will be binding.

If the Council determines that the student has violated the AI policy, before the sanctioning stage of the meeting, the Assistant Director for AI will provide the Council information whether the student has any previous AI policy violations recorded and sanctions imposed. The Council will deliberate again in private in order to determine the appropriate sanction for this violation. The Chair will announce the decision of the Council to those present at the conclusion of the hearing.

Step 7 - Appealing the Decision of the Student Disciplinary Council

If the student chooses to contest the allegation and/or sanction, the student can appeal to the Provost. The student will notify, in writing, the Office of the Provost of his or her request and grounds for such request, within five academic days of the Student Disciplinary Council's decision. An appeal to the Provost can only be based upon irregularities in procedure, new

evidence not available for the first hearing, or punishment not consistent with the violation. The Provost will render a decision, in writing, within ten academic days of receipt of the appeal.

Step 8 - Appealing the Decision of the Provost

If the Provost upholds the decision of the Student Disciplinary Council, and if the student chooses to contest the allegation and/or sanction, the student can appeal to the Board of Regents. The student will notify, in writing, the AI Office of his or her request and grounds for such request, within five academic days of the Provost's decision. As soon as practicable, the AI Office will schedule a hearing. An appeal to the Board of Regents can only be based upon irregularities in procedure, new evidence not available at the first hearing, or punishment not consistent with the violation; the decision of the Board of Regents is final.

Definitions:

Assistant Director for Student Rights and Responsibilities (Assistant Director for AI)

A faculty member who coordinates the implementation of the EKU Academic Integrity Policy. The Assistant Director for AI does not take part in any actual hearings, but is available to answer procedural questions.

Cheating

Cheating is an act or an attempted act of deception by which a student seeks to misrepresent that he or she has mastered information on an academic exercise.

Cheating includes, but is not limited to, the following:

- Giving or receiving assistance not authorized by the instructor or university representative
- Participating in unauthorized collaboration on an academic exercise
- Using unapproved or misusing electronic devices or aids during an academic exercise
- Turning in substantial similar papers/assignments as other student(s)

College Academic Integrity Committee

The College Academic Integrity Committee is comprised of 5 members (1 faculty from the department where the incident arose, 2 faculty from the college at large, and 2 students from the college at large but not from the department where the incident arose.) If this case involves a graduate student, at least one of the students on the Committee will be a graduate student. One member, elected by the Committee, will serve as Chair. The College may form a standing committee for this purpose.

Day

In this document, day refers to days within an academic term. If the academic day occurs on a weekend, holiday, or University break or if the University is closed due to inclement weather, an action required within a specified number of academic days shall be due on the first day practicable on which University is open during an academic term.

Fabrication

Fabrication is a form of deception and occurs when a student misrepresents written or verbal information in an academic exercise. Fabrication includes, but is not limited to, the following:

- Citation of information not taken from the source indicated. This may include the incorrect documentation of secondary source materials.
- Listing sources in a bibliography not directly used in the academic exercise
- Submission in a paper, thesis, lab report, practicum log, or other academic exercise of falsified, invented, or fictitious data or evidence or deliberate and knowing concealment or distortion of the true nature origin or function of such data or evidence.
- Submitting as your own any academic exercise (verbal, written,

electronic, or artistic work)
prepared totally or in part by
another person

"FX" Notation

"FX" grade denotes failure in the course due to academic dishonesty.

Peer Advisor

An accused student has the right to have another willing student act as his or her advisor/advocate and to assist the student throughout the process, beginning at step 2 and continuing through step 8. The student can be any presently enrolled EKU student.

Plagiarism

Plagiarism occurs when a student represents work taken from another source as his or her own. It is imperative that a student give credit to information, words, ideas, and images that are integrated into his or her own work. Acknowledgement of a source of information in any form should consist of complete, accurate, and specific references and, if verbatim statements are included, quotation marks as well. Examples of plagiarism include, but are not limited to, the following:

- Using words, ideas, or images from another source (including the Internet), whether in quotation

- marks or not, without giving credit to that source in the form a bibliographic citation
- Using facts, statistics, or other supporting materials that are not clearly common knowledge without acknowledgement of the source

Provost

Refers to the Provost and Vice President for Academic Affairs or the Associate Provost for Academic and Faculty Affairs.

Silent Advisor

An accused student has the right to have an attorney present at any proceeding at Step 2 and continuing through Step 8. The attorney is not permitted to speak in any hearing through this process.

Student Disciplinary Council

The Student Disciplinary Council is comprised of seven members, one faculty from each of the Colleges, and two students (one undergraduate and one graduate student) named by the President of the University. One member, elected by the Council, serves as Chair.

Triviality

A case may be dismissed if it is found to be trivial. A trivial case is one with no possible consequences to a matter of legitimate

concern of the academic community or one with no tendency to undermine trust within the community.

University Academic Integrity Committee

The University Academic Integrity Committee is comprised of six members. At the beginning of the academic year, there will be two names (1 faculty, 1 student) from each college and one name (faculty/staff) from the Library submitted to the President's office for appointment to the Committee. For each AI hearing, the College from which the incident arose will have both the faculty and student serve as members of this specific Committee. The remaining members of the Committee will be randomly drawn from two separate categories in order for the make-up of the Committee to be three faculty and three students. One member, elected by the Committee, will serve as Chair. An appeal to this Committee can only be based upon irregularities in procedure, new evidence not available for the first hearing, or punishment not consistent with the violation.

University

Eastern Kentucky University

Responsibilities:

Assistant Director for AI

The Assistant Director for AI is responsible for maintaining all records of all incidents involving the ECU AI policy.

College Academic Integrity Committee

The Committee is responsible for determining the facts, and, if the student is found to have violated the AI policy, the Committee must determine the appropriate sanction. A minimum of 3 Committee members must be present. To determine that a violation has occurred, 3 of the 5 Committee members must agree. To determine the sanction, 3 of the 5 Committee members must agree.

University Academic Integrity Committee

The Committee is responsible for hearing appeals from the College AI Committee of AI policy sanctions. It can modify or set aside the applied sanction, refer the case back to the College AI Committee, or uphold the decision. A minimum of 4 Committee members must be present. To determine that a violation has/has not occurred, 4 of the 6 Committee members must agree. To determine the sanction, 4 of the 6 Committee members must agree. The decision of the University AI Committee is final, unless the Committee determines suspension or expulsion or the

awarding of the "FX" grade is the appropriate sanction to be imposed.

Violations of the Policy:

Minimum Sanction

The standard minimum sanction for an AI Policy violation shall be the assignment of an "F" for the test, assignment or activity in which an incident of academic dishonesty occurred; the student will not be allowed to retake or rewrite the test, assignment or activity. A student assigned an "F" for the course will not be permitted to drop or withdraw from the course.

Sanctions

In addition to the minimum sanctions for an AI Policy violation, other appropriate educational sanctions may be assigned; these sanctions may be given even if this is the first violation of the AI Policy. Such sanctions could include, but are not limited to, the following:

- Removal from the course
- Educational sanctions
- Community service
- Precluded from graduating with Honors
- An assigned "F" for the course
- "FX" notation on transcript*
- Suspension**
- Expulsion**

* Note: Per the Academic Integrity Policy 4.1.3, Eastern Kentucky University's Student Disciplinary Council is the only body authorized to make a permanent "FX" notation on transcript.

** Note: In accordance with KRS 164.370, the Board of Regents of Eastern Kentucky University has delegated authority to the Student Disciplinary Council as the only body authorized to suspend or expel a student.

"FX" Notation

The "FX" grade is a final and permanent notation on the student's transcript. The "FX" grade can only be imposed by the Student Disciplinary Council. Upon exhaustion of the appeals process set forth in the Academic Integrity Policy, 4.1.3, the notation cannot be removed. A student may retake the course where the "FX" notation is applied, and the new grade will replace the "FX" in the calculation of the student's GPA. The "FX" notation, however, will remain on the student's transcript. [Return to Top](#)



University Counsel

EASTERN KENTUCKY UNIVERSITY

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Iowa College Student Aid Commission

Iowa Code section 261.9(1)

Section 261.9(1)"f"

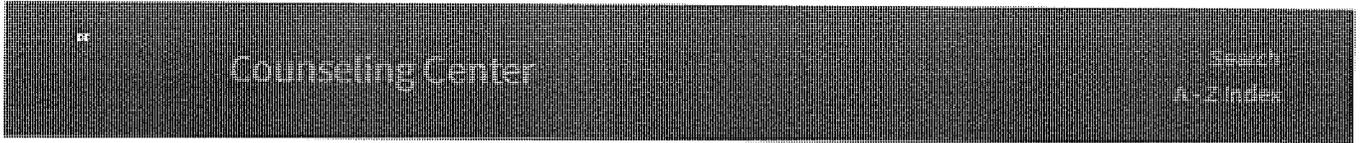
...[Develop and implement] a written policy, which is disseminated during student registration or orientation, addressing the following four areas relating to sexual abuse:

- (1) Counseling.
- (2) Campus security.
- (3) Education, including prevention, protection, and the rights and duties of students and employees of the institution.

This information can also be found on the University's website at www.studentrights.eku.edu

- (4) Facilitating the accurate and prompt reporting of sexual abuse to the duly constituted law enforcement authorities.





Scheduling an Appointment Eligibility for Services Confidentiality Career Counseling Off-Campus Resources

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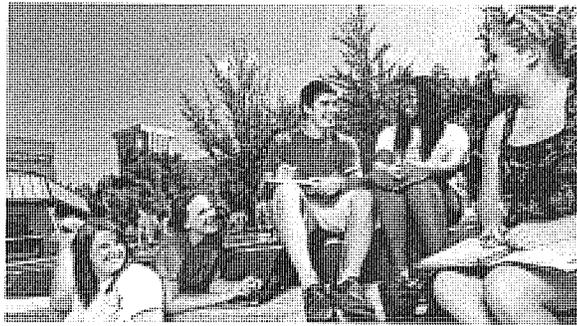
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40475-3152
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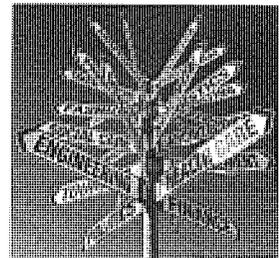
Students



The primary goal of the Counseling Center is to help you:

- develop personal awareness and skills necessary to overcome problems
- assist with career decision-making
- grow and develop in ways to
- set appropriate goals
- make healthy decisions
- resolve inner conflicts
- develop independence
- increase self-confidence
- improve self-esteem
- select suitable

Inside Look



Unsure of Career Direction?

Enroll in the GCS 199 Career Counseling Seminar! Explore career choice in

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maximize
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educational
experience
at EKU

- learn effective means of relating to others
- understand and deal with your emotions

career
directions

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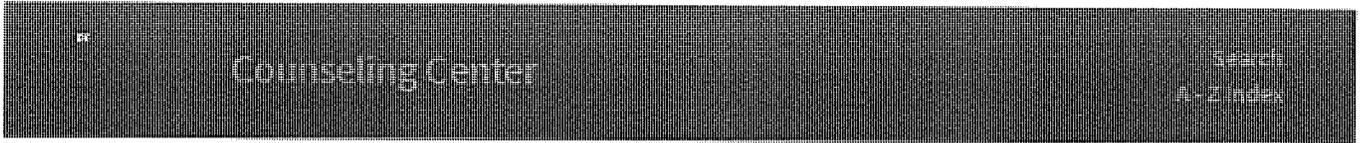
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The entire counseling center staff is committed to helping you fulfill your hopes, dreams, and potentials in your journey of life-long learning.



Scheduling an Appointment Eligibility for Services Confidentiality Career Counseling Off-Campus Resources

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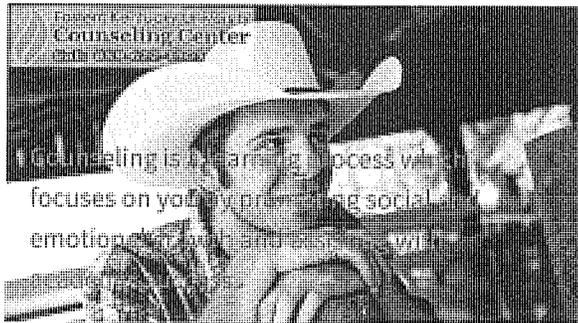
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We are here to help...

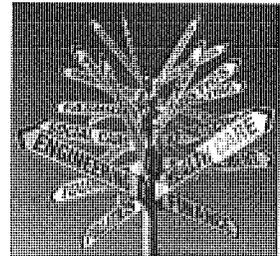


College life is an exciting time filled with opportunities, changes, and challenges. While these challenges offer chances to grow, they can also sometimes feel overwhelming and stressful. When this happens, we provide the opportunity for you to:

- Work through your concerns
- Learn new tools for dealing with stress
- Develop skills for improving academic performance
- Explore career options and

Need Immediate Help?

Inside Look



Unsure of Career Direction?

Enroll in the GCS 199 Career Counseling Seminar! Explore career

<p>Quick Links</p> <ul style="list-style-type: none"> • Improve friendships and relationships 	<p>learn how to choose a major and/or career</p> <ul style="list-style-type: none"> • Identify strategies for improving overall happiness
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choice in 4-Week Summer...

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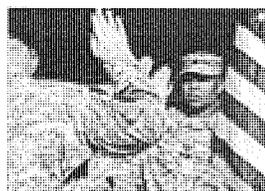
More Stories

Our hope is that this work will create lifelong changes that help you reach your potential in college and beyond. Counseling services are provided at no cost for students who are eligible and are confidential as delineated by Kentucky State Law and APA Code of Ethics.



STUDENTS

We can help you fulfill your hopes, dreams, and potentials in your journey of life-long learning.



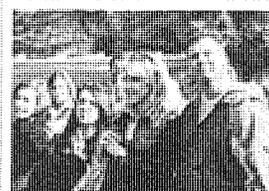
VETERANS

We can assist with the transition from the battlefield to the classroom.



FACULTY/STAFF

We consult with faculty and staff concerning student mental health issues and how to be most helpful.



PARENTS

We can assist you and your family in the important transition to college.

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Department

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Mattox Hall, Suite
A
Richmond, KY
40475
Phone: (859) 622-
1111
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2243

Welcome



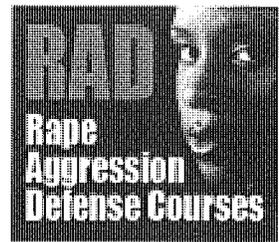
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Eastern Kentucky University has 25 sworn police officers who have full law enforcement authority on all University property, and concurrent jurisdiction on all roads and streets adjacent to the campus.

Inside



Look



Rape Aggression Defense (RAD) Courses

Rape
Aggression
Defense (RAD)
courses will be
offered during
the fall and
spring
semesters to...

[More Stories](#)

They also have the authority to investigate
Quick Links submitted on University property
anywhere in the state.

The EKU Police Department maintains a close working relationship with the Richmond Police, the Kentucky State Police, the Madison County Sheriff, Federal Law Enforcement Agencies, and other appropriate elements of the criminal justice system. The University is in daily contact with the Richmond, Corbin, Danville, Lancaster, and Manchester Police Departments to exchange criminal incident information, including off-campus locations owned or leased by student organizations recognized by the University.

Events



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SEP 27 FRI R.A.D. Woman's Self -Defense
Class - September

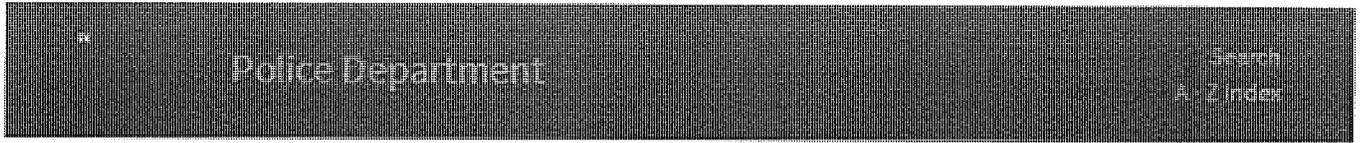
OCT 21 MON R.A.D. Woman's Self -Defense
Class - October

NOV 12 TUE R.A.D. Woman's Self -Defense
Class - November

[More Events](#)

Mission Statement

The mission of the Eastern Kentucky University Police Department is to enhance the quality of life by providing a safe and secure environment through professional service to the community. The success of our mission depends on this partnership utilizing a community policing philosophy. The department places high priority on honesty and integrity and values the need for effective and open communication with the community we serve. We value our employees and are committed to their professional development.



Connect

Facebook

EKU Police
Department

521 Lancaster
Avenue
Mattox Hall, Suite
A
Richmond, KY
40475
Phone: (859) 622-
1111
Fax: (859) 622-
2243

Crime Prevention

Crime Prevention Tips

The Eastern Kentucky University Police Department offers crime prevention tips on a variety of subjects. Please click the links to the left under the header link Crime Prevention.

Programs

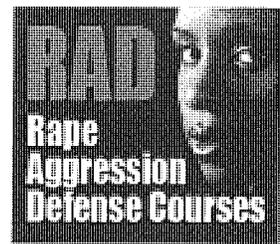
The Police Department offers the following programs when requested. Other programs will be developed and presented as needed. To schedule a program, please contact Lieutenant Carol Schilling at (859) 622-1111.

- Alcohol Awareness
- Date/Acquaintance Rape Prevention
- Drug and Alcohol Abuse Prevention
- Female Assault Prevention
- Law Related Education
- Property Protection and Engraving

Inside



Look



Rape Aggression Defense (RAD) Courses

Rape Aggression Defense (RAD) courses will be offered during the fall and spring semesters to...

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Quick Links

- General Crime Prevention
- Hall Staff Training - Police Orientation
- Harassing Communications Prevention

Events

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- Rape Aggression Defense (RAD) SEP 27 R.A.D. Woman's Self -Defense
- Residence Hall Room Security Class - September FRI
- Residence Hall Security OCT 21 R.A.D. Woman's Self -Defense
- Residence Hall Staff Training Class - October MON
- Student Orientation to Public Safety NOV 12 R.A.D. Woman's Self -Defense

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Division of Public Safety

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Search EKU



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- [Police Chief](#)
- [Clery Act Annual Security and Fire Safety Report](#)
- [Daily Crime and Fire Log](#)
- [Crime Prevention](#)
- [Evening Shuttle/Escorts](#)
- [Call Boxes](#)
- [EKU Alcohol Policy](#)
- [EKU Weapons Policy](#)
- [EKU Sex Offender Policy](#)
- [Registered Sex Offenders](#)
- [Parking and Transportation](#)
- [EKU Emergency Action Plan](#)

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EKU Division of Public Safety
 Mattox Hall
 521 Lancaster Avenue
 Richmond, KY 40475-3102

Emergency - 911

Non-Emergency:
 (859) 622-2821
 Fax:
 (859) 622-2243
 TDD:
 (859) 622-6279



Welcome

Falling under the Division of Public Safety, ECU Emergency Management is responsible for emergency planning and training for the campus community. In August 2009, the ECU Emergency Action Plan was implemented and replaced the Campus Emergency Response Plan. ECU Emergency Management is located at Mattox Hall.

The Eastern Kentucky University Emergency Action Plan (EAP) is designed to provide basic information so that the reader can be better prepared in the event of an emergency or critical incident. The EAP is based upon the International Association of Campus Law Enforcement Administrators' (IACLEA) model, which is rooted in the National Incident Management System (NIMS). The EAP is not designed to give definitive answers for every type of emergency. Each incident is unique and constantly evolving. Only those involved in the incident can make decisions that they believe are correct to ensure their own safety. The EAP provides resource material so that informed decisions can be made.

This summary cannot provide detailed information about every type of incident. For more detailed information, please consult the appropriate section of the Emergency Action Plan. In order to ensure your safety, please follow the basic steps listed below.

- Fires/Fire Alarms - Evacuate the building immediately and do not return until authorized by emergency responders. Always know at least two evacuation routes in case the primary evacuation route is blocked. Do not use elevators.
- Severe Weather - Go to the interior of the lowest level of the structure away from windows, doors, and exterior walls. Remain there until the severe weather has passed.
- Medical Emergencies - Check to ensure you are safe, check the victim, call 911 for assistance, and render aid as necessary and appropriate to your training.
- Crime and Violent Behavior - Protect yourself as best you can and contact police as quickly as possible.
- Hostile Intruder - Includes a physically aggressive person, hostage taker, or an active shooter. Stay as calm as possible, avoid drastic actions that could escalate the situation, and do what is necessary to protect yourself. This could include running away, hiding, playing along, playing incapacitated, or fighting (if absolutely necessary).
- Bomb Threats - Leave the threatened area immediately and notify responders of any suspicious items you notice. Be aware of the potential for a second threat in the evacuation area.
- Hazardous Material Release or Spills - Evacuate the spill area immediately and attempt to secure the area. Attempt to isolate those who have been exposed. Call 911 immediately and provide as much information about the incident as possible.

Seasons of Influenza and the Flu To avoid spreading germs, always cover your coughs and sneezes. Wash hands or use sanitizer regularly. If you are sick, do not come to work or class. Get a yearly flu vaccination.

Being prepared is the most important step that anyone can take to minimize their risks during an emergency. Advanced planning can save time when making decisions about what action to take during a critical incident. No document or person can provide concrete answers about a given situation. Individuals are responsible for their own safety and to prepare themselves for emergencies. The information provided in the Emergency Action Plan is designed to provide the resources for informed decision making. We encourage you to familiarize yourself with the information contained within the EAP prior to an occurrence and to review the information on a regular basis.

Mission Statement

The mission of EKU Emergency Management is to support the campus community by implementing programs in emergency planning and training to build, sustain and improve the capacity of the University to mitigate against, prepare for, respond to, and recover from emergency incidents.



Student Handbook Faculty Staff 911 Guide Disruptive Student Behavior

Student Rights and Responsibilities

521 Lancaster Avenue
Turley House 1
Richmond, KY 40475
Phone: 859-622-1500
Fax: 859-622-6395

Home Page

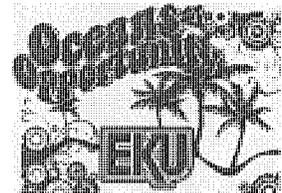


Office of Student Rights and Responsibilities

Mission Statement

To ensure student success, the Office of Student Rights and Responsibilities provides an educational outreach program and a fair and impartial student judicial system for students, faculty and staff. We acknowledge, as part of our mission, the importance to foster a safe environment that is built on trust, honesty, integrity, and mutual respect.

Inside Look



Welcome Students to Oceans of Opportunity at EKU- Get Involved!

EKU and the Office...

What students can expect of ce

Quick Links

Student Rights and Responsibilities will:

- Provide information to all students relating to the General Regulations for Student Behavior,
- Adjudicate all reports of alleged violations of the General Regulations for Student Behavior and the Policy for Academic Integrity in a consistent manner,
- Facilitate due process rights set forth by the University Handbook for Students, and
- Ensure fair and impartial hearings.

What we expect of students

Students will:

- Show respect for others, themselves, and the University community,
- Take responsibility for their behavior,
- Read and understand the University Handbook for Students, and
- Uphold the Student Honor Code.



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Back to School Financial Tips for College Students

A college education is an investment in your future. Here are some recommendations to help...

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Events

AUG 09 FRI Last Day of Summer Classes

AUG 19 MON Welcome Back

AUG 21 Part Time Job Fair

EKU Student Conduct 1

Meet the SRR Staff

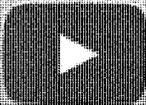
[More Events](#)

Ms. Betsy Bohannon
Executive Director for the Office of Student Rights and Responsibilities

Ms. Rella Evans
Program Specialist

Ms. Jeanne Gemert
Judicial Hearing Officer

Mr. Brandon Williams
Assistant Director



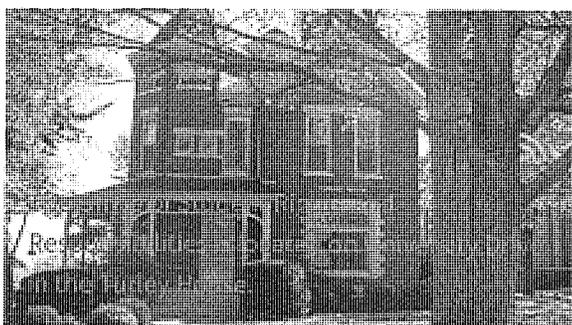


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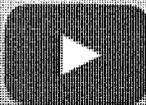
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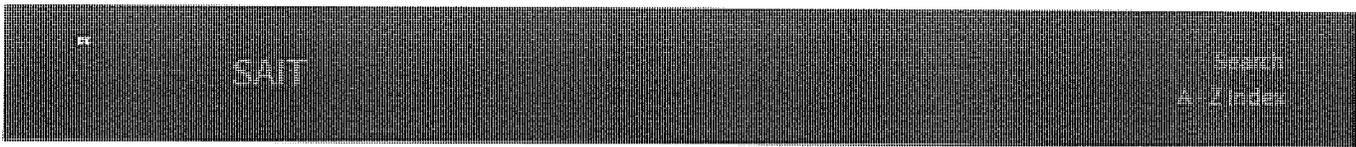
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Ms. Rella Evans
Program Specialist

Ms. Jennifer Gemert
Judicial Hearing Officer

Mr. Brandon Williams
Assistant Director





Student Assistance & Intervention Team (SAIT) Regulation

Connect

- Twitter
- Facebook
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Student Assistance & Intervention Team (SAIT)

sait@eku.edu

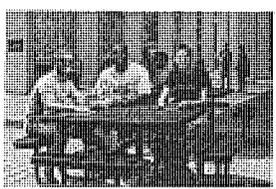
Campus Threat Assessment & ECU's Student Assistance and Intervention Team (SAIT)



[Referral Form](#)

The Student Assistance & Intervention Team (SAIT) has been developed to assist students who may need additional support to be successful at ECU. The goal of the SAIT is to respond to reports of students in

Inside Look



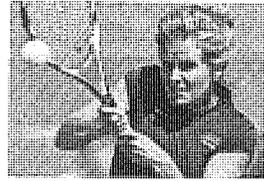
Board of Regents to Review SAIT Regulation

The Student Assistance and Intervention Team (SAIT) regulation was developed to serve as a tool...

the campus community who appear to be troubling, and intervene before the student behavior reaches a crisis level. The SAIT relies on all members of the campus community to report behaviors that are concerning.

***Examples of behaviors to report may include but are not limited to:**

- Behaviors which regularly interfere with classroom environment or management
- Notable change in academic performance
- Notable change in behavior or appearance
- Impairment of thoughts – written or verbal
- Overly aggressive behaviors toward others; inability to set limits or re-direct focus
- Poor decision making and coping skills
- Inappropriate or strange behavior
- Low frustration tolerance
- Overreaction to circumstances
- Writings and comments (including electronic communications) endorsing violence; unusual interest in violence
- Indirect or direct threats in writings (including electronic communications) or verbalizations
- Lack of empathy and concern for others; inability to care
- Anger management problems



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Who Serves on the SAIT?

The following members serve on the SAIT:

[More Stories](#)

- Threats to others, whether stated or implied
- Appearance of being overly nervous, tense or tearful
- Expression of suicidal thoughts or feelings of hopelessness

*Keep in mind that the SAIT does not replace other processes on campus and may be conducted concurrently with other university processes. Communication between various offices will remain a priority.

SAIT Referral Form

All members of the campus community are encouraged to report behaviors that are concerning. The SAIT will be able to reach out to student to intervene, provide support, and connect them with resources that can assist them.

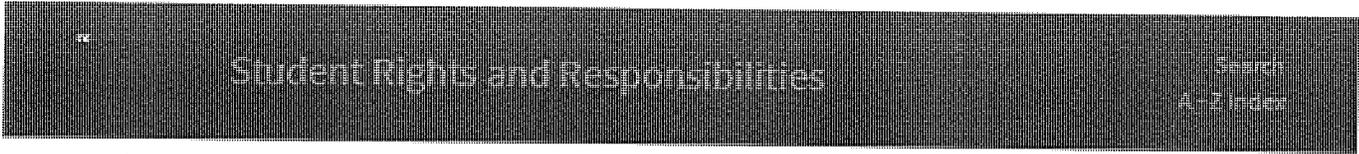
The SAIT Referral Form is not intended for use if there is an immediate threat of harm to self or others. Contact ECU Police by calling 911 or 622-1111 immediately if you feel the threatened behavior is imminent.

Please complete the form with as much information as possible. It is important that you report all observed or witnessed behaviors without including judgments, assessments and opinions. The report will go directly to the SAIT. Every effort will be made to protect the identity of persons reporting possible threatening or aberrant

behavior or otherwise participating in the inquiry of such behavior.

Feedback on Resolution of Referral

In accordance with FERPA, following assessment and intervention with the student of concern, the SAIT will provide feedback to the referring individual to inform them of resolution of the case and any ongoing follow-up in which they may need to be involved.



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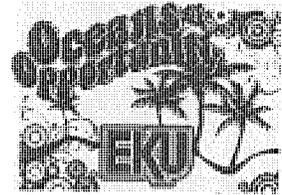


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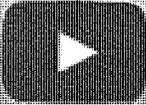
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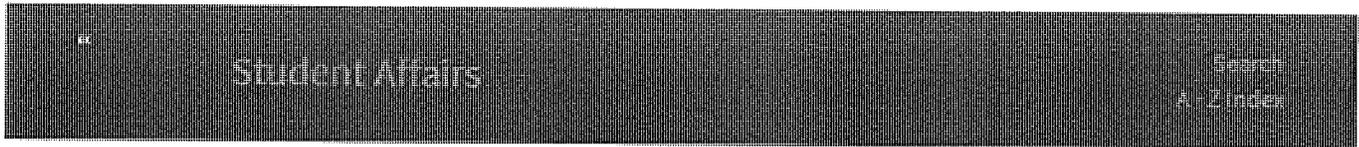
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Ms. Reika Evans
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[EKU Home](#) [Student Affairs Home](#) [Office of the Vice President](#)

Connect Division of Student Affairs

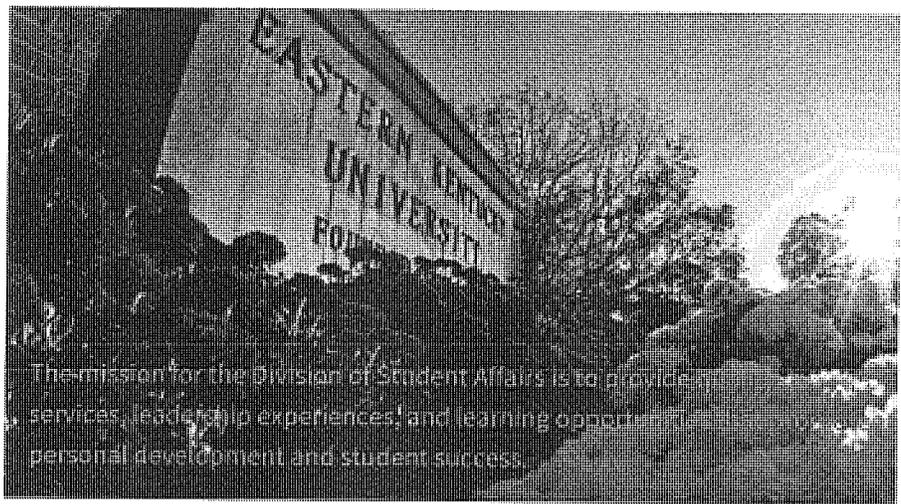
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Facebook

YouTube

Division of Student Affairs

521 Lancaster Ave.
 SSB CPO 50,
 Student Success
 Building 540
 Richmond, KY
 40475
 Phone: 859-622-
 2642
 Fax: 859-622-2402
studentaffairs.eku.edu



Student Affairs offers a wide variety of programs and services:

- Campus housing options through [University Housing](#)
- Medical services for students through [Student Health Services](#)
- Adventure trips, intramural sports and keeping in shape through [Campus Recreation](#)
- Career exploration and preparation through [Career Services](#)
- Leadership camaraderie through [Greek Life](#) and [Registered Student Organizations](#)
- [Counseling Center](#) services and workshops to help with issues such as test anxiety, dealing with stress, improving relationships and selecting the right career for you

Quick Links

- Programs that bring issues of cultural diversity into the consciousness of the University through the Office of Multicultural Student Affairs

There are many other opportunities available to serve your individual needs. Stop by our office in the Student Success Building and let us know how we can better serve you.

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Your Safety Is Important!

Education is an important element in maintaining a safe and secure Eastern Kentucky University community.

That is why the EKU Police Department has developed a variety of informative crime prevention and safety programs for students, faculty, and staff.

This report provides helpful information about our programs and services, as well as other facts required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998.

Your safety is important to us. I encourage you to familiarize yourself with our policies and take advantage of our programs. Only through the cooperative efforts of everyone in the University community can we make Eastern Kentucky University, the Richmond campus, and our regional campuses safer learning environments.

Brian Mullins, Chief
EKU Police Department

EKU Police

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EKU Police provide 24-hour patrol of the EKU campus buildings, parking lots, residence hall exteriors, and campus grounds. Patrol is by motor vehicle, bicycle, and on foot. Local law enforcement agencies provide patrol services to the regional campuses.

Officers receive a minimum of 18 weeks of basic training at the Kentucky Department of Criminal Justice Training (DOCJT) Police Academy in Richmond. Training includes first aid, firearms, defensive tactics, law, evidence collection, and traffic collision investigation, among other topics. Each officer then completes a 12-week field training program and a minimum of 40 hours annually of additional training offered by DOCJT.

Eastern Kentucky University has 25 sworn police officers who have full law enforcement authority on all University property, and concurrent jurisdiction on all roads and streets adjacent to campus. Officers also have the authority to investigate crimes originating on Eastern Kentucky University property anywhere in the state. Non-sworn employees of this department have no arrest authority.

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elements of the criminal justice system. The University is in daily contact with the Richmond, Corbin, Danville, Lancaster, Manchester, and Somerset Police Departments to exchange criminal incident information, including off-campus locations owned or leased by student organizations recognized by the University.

Crime Reporting Policy

It is the policy of EKU that all employees of the University considered to be "Campus Security Authority" must report immediately to the EKU Police Department all crimes or reports of criminal activity that are brought to their attention. Eastern Kentucky University considers all faculty members, administrators, managers, supervisors, employees of the Police Department, and employees with significant contact with students, including but not limited to, contact through student campus activities, student discipline, student housing, student life administration, and intercollegiate athletics to be "Campus Security Authority". Professional mental health, pastoral, or other licensed professionals legally bound by professional/client privileges when functioning in that capacity are not subject to this policy. The University permits anonymous reporting of crimes. All reported crimes will be investigated by the University and may become a matter of public record. Eastern Kentucky University Campus Security Authorities include:

- University President
- Provost and Assistant Provost
- Vice Presidents and Associate Vice Presidents
- Deans and Associate Deans
- Division of Public Safety employees
- University Housing Director, Associate Director, Area Coordinators, Residence Hall Coordinators, Resident Assistants, and Desk Workers
- Athletics Director, Associate Directors, Assistant Directors, Coaching Staff, and Trainers
- Registered Student Organization (RSO) Faculty and Staff Advisors
- All Student Health Services Employees
- Academic Advisors
- Student Rights and Responsibilities Staff

This list of campus security authorities is subject to modification and is not intended to be all inclusive, due to changes in responsibilities within the university.

The statistical information in this report has been compiled using information about crime and criminal activity obtained from campus security authorities, local police, and others. Information is supplied on a daily basis and statistics are compiled annually and disclosed as a report.

Students and others are encouraged to report crimes immediately to the EKU Police Department or to appropriate University employees. Only through your help in promptly



reporting criminal activity can the University take effective action to prevent crime and provide timely warnings of possible danger to the community.

How to Report Criminal Actions or Emergencies

The EKU Police Department is open 24 hours a day. All criminal activity and other emergencies on the Richmond campus should be reported immediately by dialing 911 from any campus telephone. Non-emergency calls can be made by dialing (859) 622-1111. The hearing impaired may access the Department's TDD by calling (859) 622-6279.

Telephones with direct access to the Department's Communications Center are located in some parking facilities, along certain walkways, and in certain buildings and may be used for emergencies, information, or evening shuttle van service.

All criminal activity or emergencies at EKU's regional campus centers in Corbin, Danville, Lancaster, Manchester, and Somerset are to be reported directly to the local police department and to the Center's staff. The numbers for these departments are:

Corbin Police Department
Emergencies: 911
Non-Emergencies: (606) 528-1122

Danville Police Department
Emergencies: 911
Non-Emergencies: (859) 238-1220

Lancaster Police Department
Emergencies: 911
Non-Emergencies: (859) 792-3023

Manchester Police Department
Emergencies: 911
Non-Emergencies: (606) 598-8411

Somerset Police Department
Emergencies: 911
Non-Emergencies: (606) 678-5178

Emergency Notifications – Immediate Threat

The EKU Alert Emergency Notification System may be used to communicate official information during an emergency or crisis situation that disrupts normal campus operation or threatens the immediate health or safety of the campus community. This system is only used upon confirmation that a dangerous situation or emergency exists or



threatens the community and when immediate action is required by the recipient. The university utilizes a siren/public address system, text messaging, voice messaging, e-mail, desktop messaging, Twitter and Facebook for notification purposes. To opt-in for emergency text and voice messaging, students, faculty, and staff can do so through EKU Direct.

Timely Warnings

The University is committed to making timely reports to the University community of crimes reported to campus security authorities or local law enforcement that are determined by those authorities to present a safety or security threat to students or employees. Public Safety Bulletins will be made available to students and employees within 24 hours of the time that the incident is first reported to campus security authorities. After determining that an incident requires a special report, the University will do the following:

- The ECU Police Department will post all Public Safety Alerts on its website (<http://police.eku.edu>).
- Each residence hall will post a copy of the Public Safety Bulletin on an Alert board designated for that purpose. Other Alert boards on campus may also be used.
- The Division of Public Relations and Marketing will prepare a news release for dissemination to the media.
- Campus security authorities will determine the best and most effective method of disseminating Public Safety Bulletins to the university community. This may include e-mail, flyers, and direct mailings.
- All Public Safety Alerts will provide a general description of the incident and will provide crime prevention information that will aid in the prevention of similar occurrences.

Emergency Evacuation Procedures and Policies

The ECU Emergency Action Plan includes information regarding shelter-in-place and evacuation guidelines. In conjunction with other emergency agencies, the university conducts numerous emergency response exercises each year, to include table top and field exercises. Monthly testing of the Emergency Notification System is also conducted. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. ECU Police Officers have received training in Incident Command and Rapid Response. General information about the emergency response and evacuation procedures is publicized each year as part of the University's Clery Act compliance efforts and is available on the ECU Emergency Management website (<http://emergency.eku.edu>).

Security Awareness and Crime Prevention Program



The University offers a variety of informative programs for students and employees dealing with how to report and prevent crimes. These programs are available several times a year and on request by student groups, employees, or individuals. Please call (859) 622-1111 for further information on these programs.

The programs include the following:

- **Student Orientation:** Informs attendees of Department services, general crime prevention, and how to report crimes.
- **Residence Hall Safety:** Informs attending staff of safety concerns and proper responses to emergency situations in the residence halls, including response to fires and fire alarms.
- **Sexual Assault Prevention:** Informs attendees of methods to protect themselves from sexual assault from strangers and acquaintances. The Department conducts Rape Aggression Defense (RAD) classes for females several times each semester using RAD certified instructors.
- **Drug and Alcohol Abuse Prevention:** The Police Department co-sponsors and participates in forums to assist University community members in preventing drug and alcohol abuse.
- **Assault Prevention:** Informs attendees of ways to protect themselves from assaults.
- **Property Protection and Engraving:** Provides instructions and engravers to assist persons in engraving their personal property.
- **Harassing Communications Prevention:** Informs attendees of ways to prevent harassing communications and of available resources if the crime occurs.
- **Crime Prevention Publicity:** Provides information on crime prevention both routinely and on an emergency basis by print, electronic media, direct postings, and mailings.

Additionally, the University provides the following crime prevention services developed to make the campus safer:

- **Escort Service:** The department operates a campus shuttle van service during evening hours. Students, faculty, and staff are encouraged to use this convenient service. The shuttle can be accessed by using telephones located in several parking facilities and areas around campus, or by calling (859) 622-1111. If the shuttle is not operational, a walking escort will be provided when requested.



- **Emergency Telephones and Call Boxes:** The University provides emergency telephones and blue-light call boxes at strategic locations on campus so persons can immediately and easily report crimes and other problems.
- **Alarm Systems:** The Department provides alarm systems and alarm system monitoring for alarms for fires, elevator safety and area intrusion security.

Alcoholic Beverages

The possession and/or consumption of alcoholic beverages on Eastern Kentucky University property is subject to Kentucky statute, city ordinances, and University regulations. All members of the Eastern community are expected to obey these laws and regulations. Eastern desires to provide an environment for underage students where alcohol is not made available, alcohol consumption is not encouraged, and further, alcohol education and counseling programs are promoted. Consistent with this philosophy, the Board of Regents approved an alcohol policy that regulates the possession and consumption of alcohol on University owned or controlled property. The complete policy can be viewed on our website at <http://police.eku.edu/alcohol>.

Illegal Drugs

The University does not permit the possession, use, or distribution of illegal drugs on campus. An individual who possesses, uses, or distributes such drugs is subject to disciplinary action up to and including dismissal from the University, arrest and imprisonment or fine according to state law.

Drug and Alcohol Abuse Education Programs

Consistent with its mission, the University provides a variety of alcohol and drug-free social and recreational opportunities. The University also provides services and resources for community members who experience alcohol and drug-related difficulties. The complete policy can be viewed on the student affairs website at https://studentaffairs.eku.edu:4580/sites/studentaffairs.eku.edu/files/one_0.pdf#drug-free-workplace-act

Keeping yourself informed is an important step in developing a healthy lifestyle and in knowing how to cope with problems. The University provides informative prevention programs throughout the year, including a variety of workshops and lectures on alcohol and drug-related issues, to support and encourage healthy, productive lifestyles. These programs are made available through:

Counseling Center: (859) 622-1303
Department of Health Education: (859) 622-1142
Student Health Services: (859) 622-1761



For students with substance abuse problems or concerns, assistance is available at the Counseling Center. Experienced professional counselors at the Center offer support in an atmosphere of understanding and confidentiality. The Center offers individual assessment and referral to both on and off-campus resources.

Sexual Assault

Eastern Kentucky University is committed to enforcing all laws and regulations that deal with sexual assault, including acquaintance rape. A student charged with sexual assault can be prosecuted under Kentucky Revised Statutes and disciplined under the General Regulations Concerning Student Behavior. Even if the victim chooses not to prosecute, the University can pursue disciplinary action which can result in sanctions ranging from a reprimand to expulsion. In cases of alleged sexual assault, the accuser and the accused are entitled to the same opportunities to have others present during a campus disciplinary proceeding and both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceedings alleging a sexual assault. The final result includes only the name of the student, the violation committed and any sanction imposed by the institution against the student.

If you have been sexually assaulted on campus, you should report the incident immediately to the ECU Police by calling 911. Assaults that occur off campus should be reported to local or state police. Please try to remember as many details of the incident as possible and do not shower, bathe, douche or throw away clothing.

Rape crisis assistance is available from the University Counseling Center at (859) 622-1303 or the ECU Police Department at (859) 622-1111. The Department will help you find rape crisis counseling or other help. Assistance also is available from the Bluegrass Rape Crisis Center at (859) 625-0213 or (800) 656-4673.

Whenever a victim reports an alleged sexual assault violation, the University will inform the victim of the following:

- The options to notify law enforcement authorities and the option of assistance to do so.
- The existing counseling, mental health, or student services for victims of sexual assault both on and off campus.
- The opportunities and assistance to change academic and on-campus living arrangements after an alleged sexual assault if reasonably available. The offices of the Vice President for Student Affairs should be contacted for any change in the academic arrangements and the Office of Housing will be responsible for changes in on-campus living arrangements.



Each year, the Department provides rape awareness, education and prevention programs to the campus community designed to heighten awareness of rape and sexual assault and to improve education and prevention on campus. Please contact the ECU Police at (859) 622-1111 for further information.

Kentucky State Police Sex Offender Registry

The Kentucky State Police maintain a registry of persons required to register as sex offenders. This registry contains the names and addresses of registered sex offenders in the State of Kentucky, including Madison County and the City of Richmond. If you would like to view this registry you may do so at the Kentucky State Police Website at <http://www.kentuckystatepolice.org/sor.htm>.

Missing Student Policy

Any university employee who receives a report that a student is missing, or has independent information that a student is missing, must immediately report the information to the ECU Police Department. If the ECU Police Department determines that the student should be considered missing, a missing persons report will be filed.

Residential Students will have the option to identify an individual to be contacted by the institution no later than 24 hours after the time that the student is determined missing. University Housing and Family Housing (depending on which department holds the student housing contract) will collect and maintain the confidential contact information. The student is responsible for ensuring that the contact information is up-to-date and accurate. The university is required to notify a custodial parent or guardian no later than 24 hours after the time that the student is determined to be missing if the residential student is under 18 years of age and not emancipated.

Maintenance and Security of Campus Facilities

The Division of Facilities Services maintains University buildings and grounds with concern for safety and security. Staff inspect campus facilities regularly, make repairs affecting safety and security and respond to reports of potential safety and security hazards. A University Safety Committee routinely reviews campus lighting and other environmental concerns for safety and makes recommendations for improvement.

Motor vehicle parking lots, pedestrian walkways and building exteriors are well lighted and the University's design criteria calls for a high level of illumination on all new buildings and surrounds.

Formal exterior lighting surveys are conducted by the Police Department on a weekly basis and forwarded to the Division of Facilities Services for action. Members of the University community are encouraged to report any exterior lighting deficiencies to the



Division of Facilities Services at (859) 622-2966 or to the ECU Police Department at (859) 622-1111.

Exterior doors on campus buildings are checked each evening by employees of the Police Department. Door and security hardware operating deficiencies are also reported by these employees.

Shrubbery, trees and other vegetation on campus are trimmed on a regular basis by Facilities Services.

Access to Residence Halls

Eastern Kentucky University provides housing in residence halls, apartments, and on-campus family housing. Off-campus housing includes apartments, individual homes, and individual rooms in private homes. The University does not provide supervision for off-campus housing.

Members of the residence hall staff live in the residence halls and representatives are on call 24 hours a day. Each staff member is trained in enforcing residence hall security procedures. Personnel are assigned shifts at the entrance of each hall 24 hours a day.

During the regular semester, all exterior doors to residence halls are secured at all times. Students access their residence halls by use of their issued proximity device. Exterior doors are checked periodically by the staff.

In cases where students are locked out of their room, procedures for unlocking rooms have been established to keep unauthorized people from obtaining room keys. These procedures are strictly enforced. Door-to-door soliciting is not permitted in residence halls. Visitors to residence halls must register at the main desk, and visitation is only permitted during established times. Visitors must be escorted through the residence halls by the resident. Residents are encouraged to challenge the presence of strangers in the residence halls by reporting to hall staff or the ECU Police Department.

Off Campus Housing

EKU does not have any off campus student housing.

Access to University Facilities

Most campus buildings and facilities are accessible to members of the University community and to guests and visitors during normal business hours Monday through Friday. Some facilities are open for limited periods on Saturday and Sunday. Most campus facilities are closed during holiday and break periods. Use of facilities after hours is limited to authorized persons only.



Crime Statistics 2009-2011

Richmond Campus

Crime Category	2011				2010				2009			
	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property
Arson	2	2	0	0	0	0	0	0	1	0	0	0
Aggravated Assault	1	1	0	0	0	0	0	0	1	0	0	0
Burglary	40	26	0	0	58	47	0	0	63	40	1	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	1
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2	0	0	0	2	1	0	0	1	0	0	0
Forcible Sex Offenses	9	7	0	0	10	8	0	1	3	3	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes												
Bias - Race	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Gender	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Religion	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Ethnic	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Disability	0	0	0	0	0	0	0	0	0	0	0	0
Arrests												
Liquor Law Violations	3	3	0	0	1	0	0	0	0	0	0	0
Drug Law Violations	23	17	0	0	32	21	0	2	17	14	0	4
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Referrals												
Liquor Law Violations	220	220	0	0	279	0	0	0	218	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

ON CAMPUS -- On Campus property includes all property owned by the institution and any reports taken by institution law enforcement officers on adjacent streets.

RESIDENTIAL FACILITIES -- These are not additional crimes. They are the number of crimes that were reported in residence halls, student apartment housing, and employee housing. These numbers are included in the on-campus property totals.

NON-CAMPUS PROPERTY -- These are any of the officially recognized/owned/leased/controlled institution properties that are located off the main campus area.

PUBLIC PROPERTY -- Public Property within the same reasonable contiguous geographic area of the institution (sidewalk, street, other thoroughfare or parking facility) or adjacent to a facility owned or controlled by the institution. These crime statistics are those reported to the Richmond Police Department, the Corbin Police Department, the Danville Police Department, and the Manchester Police Department, or other law enforcement agencies with jurisdiction for these areas.

HATE CRIMES -- These are not additional crimes. They are crimes already reported in the various crime categories listed above and were motivated by one of the categories of prejudice listed.



Corbin Campus

Crime Category	2011				2010				2009			
	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes												
Bias - Race	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Gender	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Religion	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Ethnic	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Disability	0	0	0	0	0	0	0	0	0	0	0	0
Arrests												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Referrals												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0



Danville Campus

Crime Category	2011				2010				2009			
	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes												
Bias - Race	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Gender	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Religion	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Ethnic	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Disability	0	0	0	0	0	0	0	0	0	0	0	0
Arrests												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Referrals												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0



Lancaster Center

Crime Category	2011				2010				2009			
	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes												
Bias - Race	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Gender	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Religion	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Ethnic	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Disability	0	0	0	0	0	0	0	0	0	0	0	0
Arrests												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Referrals												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0



Manchester Campus

Crime Category	2011				2010				2009			
	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property	On Campus	Residential Facilities	Non-Campus	Public Property
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes												
Bias - Race	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Gender	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Religion	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Ethnic	0	0	0	0	0	0	0	0	0	0	0	0
Bias - Disability	0	0	0	0	0	0	0	0	0	0	0	0
Arrests												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	1	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Referrals												
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0



Somerset Campus

Crime Category	2011											
	On Campus	Residential Facilities	Non-Campus	Public Property								
Arson	0	0	0	0								
Aggravated Assault	0	0	0	0								
Burglary	0	0	0	0								
Motor Vehicle Theft	0	0	0	0								
Manslaughter	0	0	0	0								
Murder	0	0	0	0								
Robbery	0	0	0	0								
Forcible Sex Offenses	0	0	0	0								
Non-Forcible Sex Offenses	0	0	0	0								
Hate Crimes												
Bias - Race	0	0	0	0								
Bias - Gender	0	0	0	0								
Bias - Religion	0	0	0	0								
Bias - Sexual Orientation	0	0	0	0								
Bias - Ethnic	0	0	0	0								
Bias - Disability	0	0	0	0								
Arrests												
Liquor Law Violations	0	0	0	0								
Drug Law Violations	0	0	0	0								
Weapons Law Violations	0	0	0	0								
Referrals												
Liquor Law Violations	0	0	0	0								
Drug Law Violations	0	0	0	0								
Weapons Law Violations	0	0	0	0								

** Somerset Campus opened February 2011



Description of the fire safety system for each on-campus student housing facility

The EKU buildings noted with an asterisk (*) below are manufactured by Simplex and will be monitored by the Simplex Information Management System (IMS) (also known as the Network Processing Unit) located in Police Dispatch. This IMS operates by monitoring the fire alarm panels, and associated systems, in all Simplex networked buildings on campus (See Figure 1 below). The touch screen will provide an indication as to the type and location of alarm.

EKU police will respond to all Priority 1 and Priority 2 alarms. Priority 1 alarms (red) are considered an emergency. The officer(s) dispatched to the alarm are to refer to EKU PD Policy number 305.00 for response actions under section 305.02. Priority 2 alarms (blue) require a building check (non-emergency) at the location of alarm indicated by the IMS. The purpose of the Priority 2 alarms is to investigate smoke detector issues in the Residence Halls that have only an instantaneous reading (not continual – i.e. a very light mist of hair spray). Trouble (yellow) and Supervisory (purple) alarms will be addressed by Facilities (see note). The following is a summary of alarm conditions and associated colors:

- Priority 1 – Red (EMERGENCY RESPONSE)
- Priority 2 – Blue (NON-EMERGENCY RESPONSE)
- Supervisory – Purple (just acknowledge)
- Trouble – Yellow (just acknowledge)

The EKU buildings listed with a double asterisk (**) below have a fire alarm system manufactured by GE and will be monitored by the GE FireWorks system in police dispatch. This system operates by monitoring the fire alarm panels, and associated systems, in all GE networked buildings on campus.

EKU Police will respond to all alarm (red) events. Alarms are considered an emergency. The officer(s) dispatched to the alarm are to refer to EKU PD Policy number 305.00 for response actions under section 305.02. There are no Priority 2 type of alarms for this system. Trouble and supervisory alarms (yellow) will be addressed by Facilities Services.

Building	Fire Sprinkler System	Networked Fire Alarm	Local only Fire Alarm	Fire Pump
Brockton 100 Block	No	No	Yes	No
Brockton 200 Block	No	No	Yes	No
Brockton 700 Block	No	No	Yes	No
Brockton 800 Block	No	No	Yes	No
Burnam Hall*	Yes	Yes	No	No
Case Hall*	Yes	Yes	No	Yes
Clay Hall*	Yes	Yes	No	Yes
Combs Hall*	Yes	Yes	No	Yes
Commonwealth Hall*	Yes	Yes	No	Yes



Dupree Hall *	Yes	Yes	No	Yes
Keene Hall*	Yes	Yes	No	Yes
Martin Hall*	Yes	Yes	No	Yes
McGregor Hall*	Yes	Yes	No	Yes
Palmer Hall*	Yes	Yes	No	Yes
Sullivan Hall**	Yes	Yes	Yes	No
Telford Hall*	Yes	Yes	No	Yes
Todd Hall*	Yes	Yes	No	Yes
Walters Hall*	Yes	Yes	No	Yes

In accordance with 8.2.8 of NFPA 72, 2002, all fire alarm signals received shall be recorded for at least one (1) year on applicable systems. The EKU Police Department will keep a log of all fire alarm activations regardless of the type of system installed (if applicable).

Each residence hall indicated above with a fire sprinkler system was designed to current code for the year in which it was approved to be installed. Each fire sprinkler system is monitored by the corresponding fire alarm system in each applicable building. If a water flow is detected, an alarm condition will be activated and the fire alarm system activated prompting a response.

Fire pumps have been installed on required buildings as listed above. These can either be fuel fired or electrical pumps. The purpose of these pumps is to boost the water pressure for the fire sprinkler system in high rise buildings in the event of a fire sprinkler system activation.

Fire drills held in 2011

Building	Number of Fire Drills/Year
Brockton 100 Block	4
Brockton 200 Block	8
Burnam Hall	2
Case Hall	2
Clay Hall	2
Combs Hall	2
Commonwealth Hall	2
Dupree Hall	2
Keene Hall	2
Martin Hall	2
McGregor Hall	2
Palmer Hall	2
Sullivan Hall	2
Telford Hall	2
Todd Hall	2
Walters Hall	2
Total	40



EKU's policies/rules on portable electrical appliances, smoking, and open flames in student housing facilities

The ECU Housing Department publishes an annual document entitled *Eastern Kentucky University The Guide to Residence Hall Living*. This document is updated annually. The 2010-2011 guide stipulates the following concerning electrical appliances, smoking, and open flames in ECU's student housing facilities:

Smoking

The use of tobacco products, including smokeless tobacco products, is prohibited in all University residence halls. The use of tobacco products is prohibited within 25 feet of any such building intake duct, window or entrance or entryway, including ramps, walkways, pathways, and any such similar means of entry, unless a University designated tobacco use shelter is otherwise provided. Persons who wish to use tobacco products outside of a building shall do so in a manner that minimizes an accumulation of smoke and tobacco waste. Individuals who use tobacco products are responsible for the proper disposal of such in designated receptacles.

Electrical Appliances

To help ensure a safe living environment, the following appliances are permitted: microwave ovens (less than 700 watts), refrigerators (no more than 4.5 cubic feet), coffee pots, air popcorn poppers, hair dryers, electric shavers, radios, TVs and stereos and irons. Microwave ovens are the only cooking appliances permitted for use in student rooms. No homemade electrical appliance will be permitted. To operate appliance in a hall, residents must use a UL-approved power strip with a self-contained circuit breaker. Additionally, residents must be present when using any cooking appliance or iron in student rooms or in hall kitchens. Slow cookers are permitted if the student remains present while cooking.

Those items which are NOT allowed include but are not limited to: electric heaters, oil popcorn poppers, hotplates, toaster ovens, "George Foreman" or similar type grills, open coiled or open flame appliances, pop-up toasters, deep fryers, convection ovens, any appliance with an open heating element, torchier lamps, neon lights, extension cords and octopus plugs. Also, only those halogen lights with guards will be permitted.

Each room is supplied with a 2.0 cubic foot refrigerator. For \$10 per semester, residents may register a privately owned refrigerator in their room. It cannot exceed 4.5 cubic feet, or 32" in height and 22" in width. Refrigerators cannot have locking mechanisms on them. No other heavy appliances are allowed in the University Housing.



Decorations

Personalizing a room can add immensely to its comfort. Keep in mind, while decorating, that each resident is responsible for maintaining the condition of his or her room. This includes not adding nail holes or hooks on the walls. Also, the following is prohibited: contact paper, spray adhesive, wallpaper, borders, paneling and painting. In addition, safety issues must be considered. Keeping this in mind, more than 20 percent of the wall may not be covered. Doors may not be more than 20 percent covered also. All issued furniture must stay in the assigned rooms. Furniture or other items shall not block the doorways, hallways, or stairs. Items may not be hung from the ceilings or near fire equipment and sprinklers. In addition, neon lights are not permitted and halogen lights must have guards or caps.

Candles/Incense/Open Flame/Heat Source

Candles, incense and any item with an open flame or exposed heat source are potential fire hazards, and thus are prohibited within all residence halls in University Housing. No candles of any kind are to be kept in the residence halls. This includes candles that have never been burned. Candles, incense and any item with an open flame or exposed heat source will be confiscated.

Flammable liquids

Gasoline, kerosene, ether, oil, and any other flammable liquids are prohibited in residence halls.

Procedures for student housing evacuation

The Office of Student Housing has the following policy/procedure for all residence halls with the exception of Brockton. It states:

Method of Alert

- To alert occupants of a fire, pull the nearest fire alarm.
- Call Campus Police (859-622-1111) and report the fire. Give name and location of the fire.
- Remain near the main entrance to direct Campus Police and/or the Richmond Fire Department to the fire.

Evacuation

- Professional Staff
 1. Confirm notification of Campus Police.
 2. Remain at lobby desk to check with your RA staff to ensure that floors are clear.



3. Identify yourself as a Professional Staff member to Campus Police and the Fire Department and provide any pertinent information.
 4. Collect the hall's Floor Plan and all Green Cards. Assign RA's responsibilities as necessary to complete evacuation and/or relocation.
 5. Make sure that students are a safe distance away from the building or find them another location to wait in case of bad weather.
 6. Keep a clear path to the building for Campus Police and the Fire Department.
 7. DO NOT let residents return to their rooms until Campus Police or the Fire Department says it is clear to return.
 8. Once the Fire Department arrives, they are in charge of the building. Hall Staff should use some form of identification and respond to any instructions promptly.
 9. Immediately e-mail the Area Coordinator details when the situation has been resolved and residents have been allowed back into the hall. If it is an actual fire, you are expected to call the AOC immediately.
- RA Staff
 1. Notify each resident on the floor by knocking loudly on each door and shouting "Fire alarm." DO NOT stay and wait to evacuate residents who do not want to go. Report them to the Professional Staff on duty.
 2. Keep residents calm and moving toward exits.
 3. Help residents who need assistance to exit the building.
 4. Report to the front desk in the lobby for further instructions from Professional Staff. Notify Professional Staff about any visible smoke or fire.
 5. DO NOT go up the stairs to check on any other floor. ONLY go down stairs to check on lower floors.
 - Students
 1. Wear shoes and wear or carry a coat or blanket.
 2. Walk in a single file to the outside of the hall.
 3. Stay with the group, away from the building until the signal is given to return.

Brockton Apartments have the following additional requirements for evacuation:

When fire and/or smoke is spotted:

1. Leave your residence immediately.
2. Close all doors behind you on your way out
3. Walk quietly and quickly to the nearest exit.
4. **PULL THE FIRE ALARM** located in each stairwell.
5. **Call EKU Police at 622-1111 or Dial 911.** This fire alarm system is a local alarm only. You must call when the alarm sounds to notify emergency responders.
6. Remain outside in designated area until the signal is given to return inside the building.



When an Alarm Sounds:

1. Leave your residence immediately.
2. Close all doors behind you on your way out.
3. Walk quietly and quickly to the nearest exit.
4. **Call ECU Police at 622-1111 or Dial 911.** This fire alarm system is a local alarm only. You must call when the alarm sounds to notify emergency responders.
5. Remain outside in designated area until the signal is given to return inside the building.

Policies for fire safety education and training programs for students, faculty and staff

The ECU Housing Department publishes an annual document entitled *Eastern Kentucky University The Guide to Residence Hall Living*. This document is updated annually. The 2010-2011 guide stipulates the following:

Tampering with fire and safety equipment in the residence halls or in any campus building is prohibited. Tampering includes pulling false fire alarms, discharging fire extinguishers, removing exit signs, and interfering with smoke detectors and sprinklers. Interference with smoke detectors and sprinklers will result in immediate action. Students responsible will be assessed for all damages that occur as a result of their tampering with fire and/or safety equipment. In addition, all violators are subject to judicial action and possible criminal prosecution.

The Department of Environmental Health & Safety participates in annual Resident Hall Coordinator training and the annual Residence Hall Assistant training to give an overview of fire safety in the Residence Halls. Beginning in 2009, a live fire side-by-side burn training is conducted in conjunction with the classroom portion.

The Department of Environmental Health & Safety in conjunction with the Richmond Fire Department hosted an educational campaign as part of Campus Fire Safety Month in September. Activities in 2010 included four (4) educational campaigns throughout the month. This was open to all Faculty, Staff and Students.

The Department of Environmental Health & Safety in conjunction with the Richmond Fire Department hosted a Safety Fair to showcase fire and life safety information and services. This was held on April 8, 2010 and was open to all Faculty, Staff and Students.

Titles of each person or organization to which individuals should report that a fire has occurred

All fires should be reported to the ECU Police Department by dialing (on-campus) (859) 622-1111. You may also dial 911 from an external line or cell phone to reach the Madison County Emergency Operation Center who will notify ECU Police. ECU Police will notify the Director of Environmental Health & Safety.



Plans for future improvements in fire safety

Fire Safety Month (September) will continue to be recognized. The annual Safety Fair will be held in April.

The Division of Public Safety will coordinate with other local emergency response agencies to conduct New Student Orientation training sessions in 2013.

The Division of Public Safety will offer training sessions for new faculty and staff in 2013.



Fires – On-Campus Student Housing Facilities Statistics 2009-2011

2011 Fire Summary						
Residence Hall	Total Fires	Fire Number	Injuries	Deaths	Cause	Value of Damage
Burnam Hall	0	0	0	0		
Case Hall	0	0	0	0		
Clay Hall	0	0	0	0		
Combs Hall	0	0	0	0		
Commonwealth Hall	1	1	0	0	Arson	\$43,834.02
Dupree Hall	0	0	0	0		
Keene Hall	0	0	0	0		
Martin Hall	0	0	0	0		
McGregor Hall	0	0	0	0		
Palmer Hall	1	1	0	0	Burn mark on door	\$0.00
Sullivan Hall	0	0	0	0		
Telford Hall	2	1	0	0	Stove fire	\$0.00
		2	0	0	Microwave oven fire	\$0.00
Todd Hall	0	0	0	0		
Walters Hall	1	1	0	0	Stove fire	\$0.00
100 Brockton Apartments	0	0	0	0		
200 Brockton Apartments	1	1	0	0	Oven fire	\$0.00
700 Brockton Apartments	0	0	0	0		
800 Brockton Apartments	0	0	0	0		



2010 Fire Summary						
Residence Hall	Total Fires	Fire Number	Injuries	Deaths	Cause	Value of Damage
Burnam Hall	0	0	0	0		
Case Hall	0	0	0	0		
Clay Hall	0	0	0	0		
Combs Hall	0	0	0	0		
Commonwealth Hall	0	0	0	0		
Dupree Hall	0	0	0	0		
Keene Hall	0	0	0	0		
Martin Hall	1	1	0	0	Electrical	\$0.00
McGregor Hall	0	0	0	0		
Palmer Hall	0	0	0	0		
Sullivan Hall	0	0	0	0		
Telford Hall	0	0	0	0		
Todd Hall	0	0	0	0		
Walters Hall	0	0	0	0		
100 Brockton Apartments	0	0	0	0		
200 Brockton Apartments	0	0	0	0		
700 Brockton Apartments	0	0	0	0		
800 Brockton Apartments	0	0	0	0		



2009 Fire Summary						
Residence Hall	Total Fires	Fire Number	Injuries	Deaths	Cause	Value of Damage
Burnam Hall	0	0	0	0		
Case Hall	0	0	0	0		
Clay Hall	0	0	0	0		
Combs Hall	0	0	0	0		
Commonwealth Hall	0	0	0	0		
Dupree Hall	0	0	0	0		
Keene Hall	1	1	0	0	Paper outside	\$0.00
Martin Hall	0	0	0	0		
McGregor Hall	0	0	0	0		
Palmer Hall	0	0	0	0		
Sullivan Hall	0	0	0	0		
Telford Hall	0	0	0	0		
Todd Hall	0	0	0	0		
Walters Hall	0	0	0	0		
100 Brockton Apartments	0	0	0	0		
200 Brockton Apartments	0	0	0	0		
700 Brockton Apartments	0	0	0	0		
800 Brockton Apartments	0	0	0	0		



1.4.2P

Volume 1, Volume Title: Governance
Chapter 4, Chapter Title: Equal Opportunity/Affirmative Action
Section 2, Policy Name: Sexual Harassment
Approval Authority: Board of Regents
Responsible Executive: Director of Equal Opportunity
Responsible Office(s): Equal Opportunity Office
Effective: 8/1/91 **Issued:** 4/4/11
Last Revised: 9/27/11 **Next Review Date:** 4/27/16

Sexual Harassment

Statement

Eastern Kentucky University is committed to maintaining a learning and working environment for all students, faculty, and staff that is fair and responsible and that is free of Sexual Harassment. Sexual Harassment undermines the mission of the University and offends the integrity of the University community. It will not be tolerated.

Sexual Harassment is a form of unlawful Sex Discrimination prohibited by both state (KRS 344) and federal (Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments) law. Additionally, federal and state law and University policy prohibit any form of Retaliation against a person who files a Sex Discrimination complaint, including Sexual Harassment, or who participates in a voluntary Informal Resolution or an Investigation.

The Equal Opportunity Office (Jones 106, 521 Lancaster Avenue Richmond, KY 40475 (859) 622-8020) is charged with administering this Sexual Harassment Policy and the University's Nondiscrimination Policy (see 1.4.1P Equal Opportunity/Affirmative Action (Nondiscrimination Policy)). The Equal Opportunity Office is an independent office of the University reporting directly to the President through the Executive Director of Policy, Compliance and Governance and is responsible for accepting and processing discrimination and harassment complaints under these policies. Instructors, chairs, deans, supervisors and other members of the administration should notify the Equal Opportunity Office when they receive, witness, or otherwise become aware of complaints.

The Equal Opportunity Office is charged with the University's compliance with Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. This compliance is coordinated through the Equal Opportunity Office by the:

Title IX Coordinator:

Chief of Staff and Executive Director of Policy, Compliance and Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-6785
virginia.underwood@eku.edu

and the Deputy Title IX Coordinators:

Director of Equal Opportunity
Jones 106
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8020
jenny.allen@eku.edu

Assistant Director, Policy,
Compliance and Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8221
val.parks@eku.edu

The Title IX Coordinator has ultimate oversight responsibility over Title IX complaints (and Title VII complaints) and identifies and addresses any patterns or systemic problems that may arise during the review of such complaints. The Deputy Title IX Coordinators provide training and conduct complaint investigations.

As an institution of higher learning, the University seeks to perform its responsibilities in a community that values intellectual growth, academic freedom, open communication and fairness among its faculty, staff, and students. This policy does not allow curtailment or censorship of constitutionally protected speech nor does it attempt to address conduct that does not potentially fall within this policy. The appropriate supervisor, administrator or office should address inappropriate behavior that does not potentially fall within this policy.

Eastern Kentucky University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice. Any complaint arising by reason of alleged discrimination should be directed to the Equal Opportunity Office, Eastern Kentucky University, Jones Building, Room 106, Coates CPO 37A, Richmond, Kentucky 40475-3102, (859) 622-8020 (V/TDD), or the Director of the Office for Civil Rights, U.S. Department of Education, Philadelphia, PA.

Entities Affected

Eastern Kentucky University strictly prohibits Sexual Harassment by its agents, employees (faculty and staff) and students. It is the duty of all members of the University community, including faculty, staff, and students, to comply with this policy and to perform their respective responsibilities under this policy, including the obligation to cooperate with the Equal Opportunity Office in an investigation or review of concerns that potentially fall under this policy, in a thorough and consistent manner across all activities within and related to the University.

Procedures

Defining Sexual Harassment, Discrimination and Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- I. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- II. Submission to or rejection of any such conduct by an individual is used as a basis for educational or employment decisions; or
- III. Such conduct is sufficiently severe and pervasive so as to alter the conditions of, have purpose or effect of substantially interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive working or educational environment.

Sexual Harassment also includes rape, sexual assault, sexual battery, sexual exploitation and sexual coercion.

Sexual Harassment is also a form of Sex Discrimination.

Sexual Harassment does not include verbal expressions or written material relevant and appropriately related to course subject matter or curriculum. This policy shall not abridge academic freedom or the University's educational mission.

Prohibited Conduct

Every member of the University community is prohibited from:

- Engaging in Sexual Harassment;
- Retaliating in any manner against any individual who complains about Sexual Harassment or who participates in any procedure to investigate or redress a complaint of Sexual Harassment; and
- Making an intentionally false allegation of Sexual Harassment through University channels or knowingly providing false information to or intentionally misleading the Equal Opportunity Office staff or any other University officials in connection with the investigation of a complaint of alleged action of behavior that may potentially be a violation of the Sexual Harassment policy.

Any member of the University community who engages in one of these prohibited acts against any other member of the University community shall be subject to disciplinary action and appropriate sanctions, up to and including discharge for employees and suspension for students.

Members of the University community are also advised that behavior of a sexual nature that is not Sexual Harassment may nonetheless be unprofessional, inappropriate or disruptive in the workplace or learning environment and could warrant appropriate corrective action and discipline.

Identifying Sexual Harassment

Sexual Harassment can take many forms. The determination of what constitutes Sexual Harassment will vary according to the particular facts and circumstances. Generally, hostile environment Sexual Harassment may be described as unwelcome behavior of a sexual nature that a reasonable person would find unwelcome or unwanted and that is sufficiently severe, pervasive, or persistent so as to adversely affect the working or learning environment. Sexual Harassment may involve behavior by a person of either gender against a person of the same or opposite gender. Possible examples of inappropriate conduct under this Sexual Harassment Policy may include but are not limited to the following:

- Conditioning an employment-related action (such as hiring, promotion, salary increase or performance appraisal) on a sexual favor or relationship
- Seeking sexual favors or relationships in return for the promise of a good grade or other academic opportunity
- Unwelcome advances, propositions, invitations or demands for sexual favors

- Unwelcome physical contact, such as touching, patting, pinching, brushing, massaging a person's neck or shoulders, etc.

- Physical assault, rape, attempted rape, sexual assault, sexual battery and sexual coercion

- Other forms of conduct of a sexual nature by individuals in positions of authority, co-workers, or students, if sufficiently severe, pervasive, or persistent so as to unreasonably interfere with an individual's ability to participate in or benefit from any educational program or activity the University conducts, or in any employment policy or practice.

Reporting Sexual Harassment, Discrimination and Harassment

If you believe that any student or employee has been subjected to Sex Discrimination or Sexual Harassment in violation of the University's Sexual Harassment Policy (or Nondiscrimination Policy), you are to immediately report your concerns to the **Equal Opportunity Office** (Jones 106, Coates CPO 37A 521 Lancaster Avenue Richmond, KY 40475-3102, (859) 622-8020 jenny.allen@eku.edu or val.parks@eku.edu);

If you believe that you have been subjected to Sex Discrimination or Sexual Harassment, we ask that you immediately report your concerns to the **Equal Opportunity Office** (Jones 106, Coates CPO 37A 521 Lancaster Avenue Richmond, KY 40475-3102, (859) 622-8020 jenny.allen@eku.edu or val.parks@eku.edu); or to any instructor, chair, dean or any other member of the administration with whom you feel comfortable in making such a report. To the extent permissible under applicable laws all such reports shall be treated confidentially and will be investigated by the University in a prompt and responsible manner.

Reports of assault, battery, and other crimes or concerns for personal safety should be directed to Public Safety, Mattox Building, (859) 622-2821 (EMERGENCY ONLY - 911), regardless of whether the incident has also been reported as a possible Sexual Harassment or Sex Discrimination. Incidents of rape, sexual assault, sexual battery and sexual coercion should also be reported to the Equal Opportunity Office in accordance with Title IX of the Educational Amendments of 1972 and this Policy.

Retaliation

No student or employee shall be subject to any form of reprisal or Retaliation for having made a good faith complaint under the University's Sexual Harassment or Nondiscrimination Policies or for participating in an Investigation or a voluntary

Informal Resolution of such complaint. Appropriate steps will be taken to protect employees and students from Retaliation.

Complaint Evaluation and Investigations

Each complaint of Sex Discrimination or Sexual Harassment must be evaluated on a case-by-case basis with reference to the pertinent circumstances.

If appropriate, a complaint may be reviewed and resolved through a voluntary Informal Resolution. Other complaints will be conducted as formal Investigations. At either Complainant's or Respondent's request any complaint will be removed from a voluntary Informal Resolution process to a formal Investigation. The rights of both parties are considered in facilitating voluntary Informal Resolutions and in conducting Investigations. The Equal Opportunity Office will respond to both parties as to the status of the Investigation within 60 days of the filing of the complaint. At the conclusion of the Investigation, both the Complainant and the Respondent will be notified of the outcome of the Investigation.

In determining whether conduct constitutes a violation of the Sexual Harassment Policy or University's Non-Discrimination Policy, University officials will look at the record as a whole and at all facts and circumstances of the situation. Members of the University community are also advised that behavior that does not rise to the level of Sexual Harassment or Sex Discrimination may nonetheless be unprofessional, inappropriate or disruptive in the workplace or classroom and could warrant appropriate corrective action and discipline.

Members of the University community are expected to cooperate in Investigations by the Equal Opportunity Office staff or other designated University officials of alleged Sexual Harassment or Sex Discrimination. Student complaints of Sexual Harassment by other students may also be covered by certain provisions of "General Regulations Concerning Student Behavior," contained in the University Handbook for Students, and may be referred to Student Rights and Responsibilities for final resolution and disciplinary action, if warranted.

Reporting a complaint or concern under this Sexual Harassment Policy does not exempt an employee from legitimate personnel action, nor does it exempt a student from an education-related action based on a legitimate justification. Complainants, respondents, witnesses and others associated with the allegation, voluntary Informal Resolution or Investigation of a Sexual Harassment complaint are expected to comply with all University policies applicable to them and to meet all legitimate expectations related to the performance of their job duties during and after the voluntary Informal Resolution or the complaint Investigation.

Sexual Harassment by Third Parties

If a University employee (faculty, staff or student employee) believes that she or he has been subjected to an action or behavior that may potentially be Sexual Harassment or Sex Discrimination within the scope of his or her employment activities by an individual who is not a University employee or student, the University employee should report the alleged Sexual Harassment or Sex Discrimination to the Equal Opportunity Office or to her or his supervisor.

If a University student believes that she or he has been subjected to an action or behavior on campus or in any educational program or activity the University conducts that may potentially be Sexual Harassment or Sex Discrimination by an individual who is not a University employee or student, the student should report the alleged Sexual Harassment or Sex Discrimination to the Equal Opportunity Office, an instructor, chair, dean or any other member of the administration with whom the student feels comfortable.

If the University determines that a third party within the scope of her or his employment has engaged in an action or behavior that is a violation of the Sexual Harassment or Sex Discrimination Policies and is directed at a University student or University employee on campus or in any educational program or activity the University conducts, the University will take corrective action. However, individuals who are not students or employees of the University are not subject to discipline under the University's internal processes.

Where To Go For Help:

For Students:

Equal Opportunity Office

Jones 106, Coates CPO 37A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-8020 (V/TDD)

Campus Police

Mattox Building
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-2821
Emergency 911

Counseling Center

Student Services Building, Room 571
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1303

EKU-SAFE

521 Lancaster Avenue
Keith 126
Richmond, KY 40475

Student Affairs, Office of the Associate Vice President and Dean

Student Health Services
Rowlett Building, Room 103

of Students

Student Services Building, Room 540
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1500

521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1761

Student Life

Powell Building, Room 128
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-3855

Student Rights and Responsibilities

Turley House, Room 1
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1500

Director of the Office for Civil Rights

U. S. Department of Education
3535 Market Street
Philadelphia, PA 19104-3326
(215) 596-6787
TDD: (215) 596-6794

For Employees:

Equal Opportunity Office

Jones 106, Coates CPO 37A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-8020 (V/TDD)

Campus Police

Mattox Building
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-2821
Emergency 911

Human Resources

Jones 203, Coates CPO 24A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-5093

**U.S. Equal Employment Opportunity
Commission**

1801 L. Street, N.W.
Washington, D.C. 20507
(800) 669-4000

Director of the Office for Civil Rights

U. S. Department of Education
3535 Market Street
Philadelphia, PA 19104-3326
(215) 596-6787
TDD: (215) 596-6794

Definitions

Complainant

A person who alleges a University employee, student or third party engaged in an action or behavior based on gender that may potentially violate the Sexual Harassment or Non-Discrimination Policies.

Discrimination

An action or behavior that results in negative or different treatment of an individual based upon age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status, or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice (see 1.4.1P Equal Opportunity/Affirmative Action (Nondiscrimination Policy)).

Discriminatory Harassment

Action or behavior that is severe or pervasive enough to create a hostile or abusive environment based on age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status or genetic information.

Informal Resolution

Any voluntary informal method, such as conciliation or mediation, that is facilitated by the Equal Opportunity Office and in which both Complainant and Respondent voluntarily participate and that resolves a Sexual Harassment or Sex Discrimination complaint.

Investigation

A formal undertaking by the Equal Opportunity Office to find facts and circumstances associated with a complaint alleging an action or behavior that may potentially be a violation of the Sexual Harassment or Non-Discrimination Policies. Such undertaking will include, but may not be limited to, interviewing the Complainant, Respondent, and any witnesses review of documentation, records, communications, including electronic forms of all such documents, records and communications, among other tasks or methods.

Respondent

A person alleged to have engaged in an action or behavior that may potentially be a violation of the Sexual Harassment Policy.

Retaliation

Retaliation is any action having the effect of penalizing a person for engaging in a legally protected activity, such as alleging Sex Discrimination or Sexual Harassment, making a Sex Discrimination or Sexual Harassment complaint, or assisting in a Sex Discrimination or Sexual Harassment Informal Resolution or Investigation. The University will not Retaliate, nor will it tolerate Retaliation. Retaliation is prohibited by this policy.

Sex Discrimination

An action or behavior that results in negative or different treatment of an individual based upon sex or gender, in the admission to, or participation in, any educational program or activity which the University conducts, or in any employment policy or practice.

Sexual Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- I. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- II. Submission to or rejection of any such conduct by an individual is used as a basis for educational or employment decisions; or
- III. Such conduct is sufficiently severe and pervasive so as to alter the conditions of, have purpose or effect of substantially interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive working or educational environment.

Sexual Harassment also includes rape, sexual assault, sexual battery, sexual exploitation and sexual coercion.

Sexual Harassment is also a form of Sex Discrimination.

Sexual Harassment does not include verbal expressions or written material relevant and appropriately related to course subject matter or curriculum. This policy shall not abridge academic freedom or the University's educational mission.

Responsibilities

See responsibilities within policy.

Violations

Violations of this policy by employees will be reported to the designated Vice President over the area in which the complaint arose, the Executive Director of Human Resources and University Counsel and reviewed in accordance with normal University processes. Violations of this policy by students will be reported to the Executive Director of Student Rights and Responsibilities, the Vice-President of Student Affairs, and the University Counsel and reviewed in accordance with normal University processes.

Interpreting Authority

Executive Director of Policy, Compliance and Governance

Statutory or Regulatory References

KRS 344
Title VII of the Civil Rights Act of 1964, as amended
Title IX of the Education Amendments, as amended
For statutory references prohibiting Discrimination, please refer to the Non-Discrimination Policy.

Relevant Links

1.4.1P Equal Opportunity/Affirmative Action Statement (Non-Discrimination Policy)

See FAQ's

Department of Education Office of Civil Rights
<http://www2.ed.gov/about/offices/list/ocr/index.html>

Equal Employment Opportunity Commission
<http://www.eeoc.gov/>

Adoption Review and Approval

- August 1, 1991 approved by the Board of Regents via the Affirmative Action Plan.
- July 24, 1992 revisions approved by the Board of Regents via the Faculty and Staff Handbook. July 1999, Revised in response to EEOC and OCR Guidance and U.S. Supreme Court rulings
- September 27, 2011 revised to identify Title IX Coordinators and to respond to OCR DCL dated April 4, 2011.



University Counsel

(859) 622-6693 ♦ Fax (859) 622-8030

EASTERN KENTUCKY UNIVERSITY

Iowa College Student Aid Commission

Kentucky's Reporting Laws

The law states that it is the duty of everyone who has reasonable cause to believe that a child is dependent, abused or neglected to report this information.

KRS 620.030 states:

(1) Any person who knows or has reasonable cause to believe that a child is dependent, neglected or abused shall immediately cause an oral or written report to be made to a local law enforcement agency or the Kentucky State Police; the Cabinet or its designated representative; the commonwealth's attorney or the county attorney; by telephone or otherwise...

In addition, the following persons may be required to submit a more detailed, written report:

(2) Any person, including but not limited to a physician, osteopathic physician, nurse, teacher, school personnel, social worker, coroner, medical examiner, child-caring personnel, resident, intern, chiropractor, dentist, optometrist, emergency medical technician, paramedic, health professional, mental health professional, peace officer or any organization or agency for any of the above, who knows or has reasonable cause to believe that a child is dependent, neglected or abused, regardless of whether the person believed to have caused the dependency, neglect or abuse is a parent, guardian, person exercising custodial control or supervision or another person who has attended such child as a part of his professional duties...

KRS 620.030(1) also states:

...Any supervisor who receives from an employee a report...shall promptly make a report to the proper authorities for investigation...

PRIVILEGED COMMUNICATION

KRS 620.050(2) further states:

Neither the husband-wife nor any professional-client or patient privilege, except the attorney-client and clergy-penitent privilege, shall be a ground for refusing to report under this section or for excluding evidence regarding a dependent, neglected or abused child or the cause thereof, in any judicial proceedings resulting from a report pursuant to this section. This subsection shall also apply in any criminal proceedings in district or circuit court regarding a dependent, neglected or abused child.

In other words, only attorneys who gather information from their clients and clergymen who in their capacity as a spiritual advisor who gather information privately from a penitent are exempt from the mandate to make a report based on such information.

IMMUNITY

Both civil and criminal immunity from prosecution are given to any person making a report or assisting legal authorities or the child protection program in making an assessment, as long as that person is acting in good faith.

KRS 620.050(1) states:

Anyone acting upon reasonable cause in the making of a report or acting under KRS 620.030 to KRS 620.050 in good faith shall have immunity from any liability, civil or criminal, that might otherwise be incurred or imposed. Any such participant shall have the same immunity with respect to participation in any judicial proceeding or resulting from such report or action.

The law states that the failure to report or falsely reporting child abuse or neglect can result in criminal charges.

PENALTY FOR FAILURE TO REPORT

KRS 620.990(1) states:

Any person intentionally violating the provisions of this chapter shall be guilty of a Class B misdemeanor. A class B misdemeanor carries a penalty of up to 90 days in jail and/or a fine of up to \$250.

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- Registered Student Organization (RSO) Faculty and Staff Advisors
- All Student Health Services Employees
- Academic Advisors
- Student Rights and Responsibilities Staff

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University Counsel

EASTERN KENTUCKY UNIVERSITY

(859) 622-6693 ♦ Fax (859) 622-8030

Iowa College Student Aid Commission

Iowa Code section 261.9(1)

Section 261.9(1)"g"

... [Adopt] a policy to offer not less than the following options to a student who is a member, **or the spouse of a member if the member has a dependent child**, of the Iowa national guard or reserve forces of the United States and who is ordered to state military service or federal service or duty:

- i. Withdraw from the student's entire registration and receive a **full refund of tuition and mandatory fees**.
- ii. Make arrangements with the student's instructors for course grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the student's registration shall remain intact and tuition and mandatory fees shall be assessed for the courses in full.
- iii. Make arrangements with only some of the student's instructors for grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the registration for those courses shall remain intact and tuition and mandatory fees shall be assessed for those courses. Any course for which arrangements cannot be made for grades or incompletes shall be considered dropped and the tuition and mandatory fees for the course refunded.



Eastern Kentucky University
Policy and Regulation Library

4.3.14P

Volume 4, Academic Affairs
Chapter 3, Courses, Programs, and Degrees
Section 14, Military Activation and Course Completion
Approval Authority: Board of Regents
Responsible Executive: Provost/Vice President for Academic Affairs
Responsible Office(s): Office of the Registrar
Effective: July 24, 2013 Issued: January 12, 1942
Last Revised: January 31, 2002
Interim Expiration Date: May 15, 2014

Military Activation and Course Completion

Interim Policy

Policy Statement

A student who is called to active duty or whose spouse/legal guardian is called to active duty may be unable to complete courses in which they enrolled. If military activation affects the ability of a student to complete a course, the University provides several options, including withdrawal from the course and/or University or taking an incomplete and completing the course(s) following completion of active duty.

A student who volunteers for military service during a semester makes the decision to join the military instead of being a student, and does so while the semester is in progress, (instead of completing the semester and then joining), is not eligible for Military Withdraw, Military Incomplete, or to receive a grade early in the semester. The spouse of a student who volunteers for military service and cannot complete a semester will not be eligible for Military Withdraw, Military Incomplete, or to receive a grade early in the semester.

Entities Affected by the Policy

- Students called to active duty in the military
- Spouses of students called to active duty in the military
- Colleges
- Departments
- Faculty
- Office of the Registrar

Procedures

Students with military status (Active, Reserves, National Guard) at the beginning of the semester, or spouses of such students, finding it necessary to leave the University because of required active military duty must complete one (1) of the following:

Option 1- Receive a Grade

1. When military activation occurs after the 12th week of the semester, the instructor has the option of assigning the student a grade in the class based upon work completed. That grade would be submitted during normal final grade submission, and no additional work would be required of the student.
2. The request for assignment of a grade based on coursework completed must be made in writing and must be approved by the Chair of the Department and the Dean of the College in which the course(s) is offered. A copy of activation papers must be attached.

Option 2 – Receive an Incomplete Due to Military Activation

1. The affected student will petition the faculty members to request an assignment of a grade of "IM" in course(s) currently enrolled.

2. If the instructor feels that the portion of the semester remaining, and volume of uncovered material is such that it can be made up in a reasonable amount of time and effort, a grade of "Incomplete for Military Activation" may be given.
3. The instructor completes an Incomplete Grade Contract and notes on the contract that this is due to military activation. The student shall provide a copy of the military orders and the instructor must ensure that a copy of the student's military orders is attached to then Incomplete Grade Contract. Without a copy of these orders the student cannot receive the "Incomplete for Military Activation" grade.
4. The Incomplete Grade Contract shall be processed as normal.
5. Once the Registrar's Office receives a copy of the military orders an "IM" grade will be recorded.
6. The student has two (2) years from the date of military discharge to complete an "IM" grade. The student, upon completion of active military duty, must follow up with the faculty member. If the faculty member is no longer with the University or is on leave from the University, the student should contact the Department Chair for determining how to fulfill the Incomplete Grade Contract. If the student does not make contact within 2 years of leaving the University, the "IM" turns to a "W."
7. Upon completion of coursework, the instructor will submit a change of grade form.

Option 3 – Receive a Military Withdrawal from the Course or from the University

1. Students choosing to withdraw from specific courses or from the University must send a letter requesting a withdrawal and enclose a copy of the military activation notification. The letter must include the following information:
 - o Student name and Student ECU ID Number
 - o A statement that the student wishes to withdraw completely from the University OR listing the individual courses for withdrawal.
 - o Student's **signature** (mandatory) and the **date**
2. The Office of the Registrar staff will process the withdrawal which also triggers a 100% refund in all tuition and course fees. Room and board fees will be prorated.
3. If a student requests an incomplete and the faculty declines to grant an "IM," then the student will have to withdraw.

Interpreting Authority

Provost and Vice President of Academic Affairs

Policy Adoption Review and Approval

Policy Revised

<u>Date</u>	<u>Entity</u>	<u>Action</u>
July 24, 2013	President Doug Whitlock	Approved Interim
January 31, 2002	Board of Regents	Adopted
December 3, 2001	Faculty Senate	Approved
December 11, 1950	President (announced at Faculty Meeting)	Adopted

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
January 12, 1942	Faculty	Adopted



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Iowa College Student Aid Commission

Iowa Code section 261.9(1)

Section 261.9(1)"h" (added by a statutory revision effective July 1, 2012).

Develop and implement a consistent written policy for an employee who in the scope of the person's employment responsibilities examines, attends, counsels or treats a child to report suspected physical or sexual abuse. The policy shall include an employee's reporting responsibilities. The reporting responsibilities shall designate the time, circumstances, and method for reporting suspected child abuse to the accredited private institution's administration and reporting to law enforcement. Nothing in the policy shall prohibit an employee from reporting suspected child abuse in good faith to law enforcement.



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Iowa College Student Aid Commission

Kentucky's Reporting Laws

The law states that it is the duty of everyone who has reasonable cause to believe that a child is dependent, abused or neglected to report this information.

KRS 620.030 states:

(1) Any person who knows or has reasonable cause to believe that a child is dependent, neglected or abused shall immediately cause an oral or written report to be made to a local law enforcement agency or the Kentucky State Police; the Cabinet or its designated representative; the commonwealth's attorney or the county attorney; by telephone or otherwise...

In addition, the following persons may be required to submit a more detailed, written report:

(2) Any person, including but not limited to a physician, osteopathic physician, nurse, teacher, school personnel, social worker, coroner, medical examiner, child-caring personnel, resident, intern, chiropractor, dentist, optometrist, emergency medical technician, paramedic, health professional, mental health professional, peace officer or any organization or agency for any of the above, who knows or has reasonable cause to believe that a child is dependent, neglected or abused, regardless of whether the person believed to have caused the dependency, neglect or abuse is a parent, guardian, person exercising custodial control or supervision or another person who has attended such child as a part of his professional duties...

KRS 620.030(1) also states:

...Any supervisor who receives from an employee a report...shall promptly make a report to the proper authorities for investigation...

PRIVILEGED COMMUNICATION

KRS 620.050(2) further states:

Neither the husband-wife nor any professional-client or patient privilege, except the attorney-client and clergy-penitent privilege, shall be a ground for refusing to report under this section or for excluding evidence regarding a dependent, neglected or abused child or the cause thereof, in any judicial proceedings resulting from a report pursuant to this section. This subsection shall also apply in any criminal proceedings in district or circuit court regarding a dependent, neglected or abused child.

In other words, only attorneys who gather information from their clients and clergymen who in their capacity as a spiritual advisor who gather information privately from a penitent are exempt from the mandate to make a report based on such information.

IMMUNITY

Both civil and criminal immunity from prosecution are given to any person making a report or assisting legal authorities or the child protection program in making an assessment, as long as that person is acting in good faith.

KRS 620.050(1) states:

Anyone acting upon reasonable cause in the making of a report or acting under KRS 620.030 to KRS 620.050 in good faith shall have immunity from any liability, civil or criminal, that might otherwise be incurred or imposed. Any such participant shall have the same immunity with respect to participation in any judicial proceeding or resulting from such report or action.

The law states that the failure to report or falsely reporting child abuse or neglect can result in criminal charges.

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Kentucky Legislature



Kentucky Revised Statutes

KRS Chapter 620

Includes enactments through the 2013 Regular Session

The KRS database was last updated on 08/05/2013

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- .020 Definitions for chapter.
- .023 Evidence to be considered in determining the best interest of a child.
- .025 Jurisdictional precedence.
- .027 District Court's concurrent jurisdiction for child custody and visitation in permanent placement cases.
- .029 Duties of cabinet relating to children who are victims of human trafficking.
- .030 Duty to report dependency, neglect, abuse, or human trafficking -- Husband-wife and professional-client/patient privileges not grounds for refusal to report -- Exceptions -- Penalties.
- .040 Duties of prosecutor, police, and cabinet -- Prohibition as to school personnel -- Multidisciplinary teams.
- .045 Funding for regional children's advocacy center.
- .050 Immunity for good faith actions or reports -- Investigations -- Confidentiality of reports -- Exceptions -- Parent's access to records -- Sharing of information by children's advocacy centers -- Confidentiality of interview with child -- Exceptions -- Confidentiality of identifying information regarding reporting individual -- Internal review and report.
- .055 External child fatality and near fatality review panel -- Creation -- Members -- Meetings -- Duties -- Responsibilities -- Information required to be provided to members -- Confidentiality -- Destruction of information following conclusion of panel's examination -- Application of open records and open meetings law -- Limitation of liability -- Annual evaluation of panel's work.
- .060 Emergency custody orders.
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- .090 Temporary custody orders.
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Penalty

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620.030 Duty to report dependency, neglect, abuse, or human trafficking -- Husband-wife and professional-client/patient privileges not grounds for refusal to report -- Exceptions -- Penalties.

- (1) Any person who knows or has reasonable cause to believe that a child is dependent, neglected, or abused shall immediately cause an oral or written report to be made to a local law enforcement agency or the Department of Kentucky State Police; the cabinet or its designated representative; the Commonwealth's attorney or the county attorney; by telephone or otherwise. Any supervisor who receives from an employee a report of suspected dependency, neglect, or abuse shall promptly make a report to the proper authorities for investigation. If the cabinet receives a report of abuse or neglect allegedly committed by a person other than a parent, guardian, or person exercising custodial control or supervision, the cabinet shall refer the matter to the Commonwealth's attorney or the county attorney and the local law enforcement agency or the Department of Kentucky State Police. Nothing in this section shall relieve individuals of their obligations to report.
- (2) Any person, including but not limited to a physician, osteopathic physician, nurse, teacher, school personnel, social worker, coroner, medical examiner, child-caring personnel, resident, intern, chiropractor, dentist, optometrist, emergency medical technician, paramedic, health professional, mental health professional, peace officer, or any organization or agency for any of the above, who knows or has reasonable cause to believe that a child is dependent, neglected, or abused, regardless of whether the person believed to have caused the dependency, neglect, or abuse is a parent, guardian, person exercising custodial control or supervision, or another person, or who has attended such child as a part of his or her professional duties shall, if requested, in addition to the report required in subsection (1) or (3) of this section, file with the local law enforcement agency or the Department of Kentucky State Police or the Commonwealth's or county attorney, the cabinet or its designated representative within forty-eight (48) hours of the original report a written report containing:
 - (a) The names and addresses of the child and his or her parents or other persons exercising custodial control or supervision;
 - (b) The child's age;
 - (c) The nature and extent of the child's alleged dependency, neglect, or abuse, including any previous charges of dependency, neglect, or abuse, to this child or his or her siblings;
 - (d) The name and address of the person allegedly responsible for the abuse or neglect; and
 - (e) Any other information that the person making the report believes may be helpful in the furtherance of the purpose of this section.
- (3) Any person who knows or has reasonable cause to believe that a child is a victim of human trafficking as defined in KRS 529.010 shall immediately cause an oral or written report to be made to a local law enforcement agency or the Department of Kentucky State Police; or the cabinet or its designated representative; or the Commonwealth's attorney or the county attorney; by telephone or otherwise. This subsection shall apply regardless of whether the

person believed to have caused the human trafficking of the child is a parent, guardian, or person exercising custodial control or supervision.

- (4) Neither the husband-wife nor any professional-client/patient privilege, except the attorney-client and clergy-penitent privilege, shall be a ground for refusing to report under this section or for excluding evidence regarding a dependent, neglected, or abused child or the cause thereof, in any judicial proceedings resulting from a report pursuant to this section. This subsection shall also apply in any criminal proceeding in District or Circuit Court regarding a dependent, neglected, or abused child.
- (5) The cabinet upon request shall receive from any agency of the state or any other agency, institution, or facility providing services to the child or his or her family, such cooperation, assistance, and information as will enable the cabinet to fulfill its responsibilities under KRS 620.030, 620.040, and 620.050.
- (6) Any person who intentionally violates the provisions of this section shall be guilty of a:
 - (a) Class B misdemeanor for the first offense;
 - (b) Class A misdemeanor for the second offense; and
 - (c) Class D felony for each subsequent offense.

Effective: June 25, 2013

History: Amended 2013 Ky. Acts ch. 25, sec. 2, effective June 25, 2013. -- Amended 2008 Ky. Acts ch. 72, sec. 4, effective July 15, 2008. -- Amended 2007 Ky. Acts ch. 85, sec. 330, effective June 26, 2007. -- Amended 1988 Ky. Acts ch. 258, sec. 2, effective July 15, 1988; and ch. 350, sec. 43, effective April 10, 1988. -- Created 1986 Ky. Acts ch. 423, sec. 64, effective July 1, 1987.

Legislative Research Commission Note. The 1988 amendments to this section are effective April 10, 1988, except for the second sentence of subsection (1), which is effective July 15, 1988.

620.040 Duties of prosecutor, police, and cabinet -- Prohibition as to school personnel -- Multidisciplinary teams.

- (1)
 - (a) Upon receipt of a report alleging abuse or neglect by a parent, guardian, or person exercising custodial control or supervision, pursuant to KRS 620.030(1) or (2), or a report alleging a child is a victim of human trafficking pursuant to KRS 620.030(3), the recipient of the report shall immediately notify the cabinet or its designated representative, the local law enforcement agency or the Department of Kentucky State Police, and the Commonwealth's or county attorney of the receipt of the report unless they are the reporting source.
 - (b) Based upon the allegation in the report, the cabinet shall immediately make an initial determination as to the risk of harm and immediate safety of the child. Based upon the level of risk determined, the cabinet shall investigate the allegation or accept the report for an assessment of family needs and, if appropriate, may provide or make referral to any community-based services necessary to reduce risk to the child and to provide family support. A report of sexual abuse or human trafficking of a child shall be considered high risk and shall not be referred to any other community agency.
 - (c) The cabinet shall, within seventy-two (72) hours, exclusive of weekends and holidays, make a written report to the Commonwealth's or county attorney and the local enforcement agency or the Department of Kentucky State Police concerning the action that has been taken on the investigation.
 - (d) If the report alleges abuse or neglect by someone other than a parent, guardian, or person exercising custodial control or supervision, or the human trafficking of a child, the cabinet shall immediately notify the Commonwealth's or county attorney and the local law enforcement agency or the Department of Kentucky State Police.
- (2)
 - (a) Upon receipt of a report alleging dependency pursuant to KRS 620.030(1) and (2), the recipient shall immediately notify the cabinet or its designated representative.
 - (b) Based upon the allegation in the report, the cabinet shall immediately make an initial determination as to the risk of harm and immediate safety of the child. Based upon the level of risk, the cabinet shall investigate the allegation or accept the report for an assessment of family needs and, if appropriate, may provide or make referral to any community-based services necessary to reduce risk to the child and to provide family support. A report of sexual abuse or human trafficking of a child shall be considered high risk and shall not be referred to any other community agency.
 - (c) The cabinet need not notify the local law enforcement agency or the Department of Kentucky State Police or county attorney or Commonwealth's attorney of reports made under this subsection unless the report involves the human trafficking of a child, in which case the notification shall be required.
- (3) If the cabinet or its designated representative receives a report of abuse by a

person other than a parent, guardian, or other person exercising custodial control or supervision of a child, it shall immediately notify the local law enforcement agency or the Department of Kentucky State Police and the Commonwealth's or county attorney of the receipt of the report and its contents, and they shall investigate the matter. The cabinet or its designated representative shall participate in an investigation of noncustodial physical abuse or neglect at the request of the local law enforcement agency or the Department of Kentucky State Police. The cabinet shall participate in all investigations of reported or suspected sexual abuse or human trafficking of a child.

- (4) School personnel or other persons listed in KRS 620.030(2) do not have the authority to conduct internal investigations in lieu of the official investigations outlined in this section.
- (5)
 - (a) If, after receiving the report, the law enforcement officer, the cabinet, or its designated representative cannot gain admission to the location of the child, a search warrant shall be requested from, and may be issued by, the judge to the appropriate law enforcement official upon probable cause that the child is dependent, neglected, or abused. If, pursuant to a search under a warrant, a child is discovered and appears to be in imminent danger, the child may be removed by the law enforcement officer.
 - (b) If a child who is in a hospital or under the immediate care of a physician appears to be in imminent danger if he or she is returned to the persons having custody of him or her, the physician or hospital administrator may hold the child without court order, provided that a request is made to the court for an emergency custody order at the earliest practicable time, not to exceed seventy-two (72) hours.
 - (c) Any appropriate law enforcement officer may take a child into protective custody and may hold that child in protective custody without the consent of the parent or other person exercising custodial control or supervision if there exist reasonable grounds for the officer to believe that the child is in danger of imminent death or serious physical injury, is being sexually abused, or is a victim of human trafficking and that the parents or other person exercising custodial control or supervision are unable or unwilling to protect the child. The officer or the person to whom the officer entrusts the child shall, within twelve (12) hours of taking the child into protective custody, request the court to issue an emergency custody order.
 - (d) When a law enforcement officer, hospital administrator, or physician takes a child into custody without the consent of the parent or other person exercising custodial control or supervision, he or she shall provide written notice to the parent or other person stating the reasons for removal of the child. Failure of the parent or other person to receive notice shall not, by itself, be cause for civil or criminal liability.
- (6) To the extent practicable and when in the best interest of a child alleged to have been abused, interviews with the child shall be conducted at a children's advocacy center.
- (7)
 - (a) One (1) or more multidisciplinary teams may be established in every county or group of contiguous counties.

- (b) Membership of the multidisciplinary team shall include but shall not be limited to social service workers employed by the Cabinet for Health and Family Services and law enforcement officers. Additional team members may include Commonwealth's and county attorneys, children's advocacy center staff, mental health professionals, medical professionals, victim advocates including advocates for victims of human trafficking, educators, and other related professionals, as deemed appropriate.
- (c) The multidisciplinary team shall review child sexual abuse cases and child human trafficking cases involving commercial sexual activity referred by participating professionals, including those in which the alleged perpetrator does not have custodial control or supervision of the child or is not responsible for the child's welfare. The purpose of the multidisciplinary team shall be to review investigations, assess service delivery, and to facilitate efficient and appropriate disposition of cases through the criminal justice system.
- (d) The team shall hold regularly scheduled meetings if new reports of sexual abuse or child human trafficking cases involving commercial sexual activity are received or if active cases exist. At each meeting, each active case shall be presented and the agencies' responses assessed.
- (e) The multidisciplinary team shall provide an annual report to the public of nonidentifying case information to allow assessment of the processing and disposition of child sexual abuse cases and child human trafficking cases involving commercial sexual activity.
- (f) Multidisciplinary team members and anyone invited by the multidisciplinary team to participate in a meeting shall not divulge case information, including information regarding the identity of the victim or source of the report. Team members and others attending meetings shall sign a confidentiality statement that is consistent with statutory prohibitions on disclosure of this information.
- (g) The multidisciplinary team shall, pursuant to KRS 431.600 and 431.660, develop a local protocol consistent with the model protocol issued by the Kentucky Multidisciplinary Commission on Child Sexual Abuse. The local team shall submit the protocol to the commission for review and approval.
- (h) The multidisciplinary team review of a case may include information from reports generated by agencies, organizations, or individuals that are responsible for investigation, prosecution, or treatment in the case, KRS 610.320 to KRS 610.340 notwithstanding.
- (i) To the extent practicable, multidisciplinary teams shall be staffed by the local children's advocacy center.

Effective: June 25, 2013

History: Amended 2013 Ky. Acts ch. 25, sec. 3, effective June 25, 2013. -- Amended 2007 Ky. Acts ch. 85, sec. 331, effective June 26, 2007. -- Amended 2005 Ky. Acts ch. 99, sec. 665, effective June 20, 2005. -- Amended 2000 Ky. Acts ch. 14, sec. 63, effective July 14, 2000; ch. 144, sec. 6, effective July 14, 2000; and ch. 164, sec. 1, effective July 14, 2000. -- Amended 1998 Ky. Acts ch. 426, sec. 617, effective July 15, 1998. -- Amended 1996 Ky. Acts ch. 18, sec. 5, effective July 15, 1996. -- Amended 1994 Ky. Acts ch. 217, sec. 1, effective July 15, 1994. Amended 1992 Ky. Acts ch. 434, sec. 2, effective July

14, 1992. -- Amended 1990 Ky. Acts ch. 39, sec. 1, effective July 13, 1990. -- Amended 1988 Ky. Acts ch. 258, sec. 3, effective July 15, 1988; and ch. 350, sec. 44, effective April 10, 1988. -- Created 1986 Ky. Acts ch. 423, sec. 65, effective July 1, 1987.

620.990 Penalty.

- (1) Except as otherwise provided in this chapter, any person intentionally violating the provisions of this chapter shall be guilty of a Class B misdemeanor.
- (2) The use of information by public officers and by defense counsel for purposes of investigation and trial of cases or other proceedings under the provisions of KRS Chapters 600 to 645 or in any criminal prosecution or appeal shall not constitute a violation of this chapter.

Effective: July 15, 2008

History: Amended 2008 Ky. Acts ch. 72, sec. 5, effective July 15, 2008. -- Amended 1988 Ky. Acts ch. 350, sec. 62, effective April 10, 1988. -- Created 1986 Ky. Acts ch. 423, sec. 96, effective July 1, 1987.



1.4.2P

Volume 1, Volume Title: Governance
Chapter 4, Chapter Title: Equal Opportunity/Affirmative Action
Section 2, Policy Name: Sexual Harassment
Approval Authority: Board of Regents
Responsible Executive: Director of Equal Opportunity
Responsible Office(s): Equal Opportunity Office
Effective: 8/1/91 **Issued:** 4/4/11
Last Revised: 9/27/11 **Next Review Date:** 4/27/16

Sexual Harassment

Statement

Eastern Kentucky University is committed to maintaining a learning and working environment for all students, faculty, and staff that is fair and responsible and that is free of Sexual Harassment. Sexual Harassment undermines the mission of the University and offends the integrity of the University community. It will not be tolerated.

Sexual Harassment is a form of unlawful Sex Discrimination prohibited by both state (KRS 344) and federal (Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments) law. Additionally, federal and state law and University policy prohibit any form of Retaliation against a person who files a Sex Discrimination complaint, including Sexual Harassment, or who participates in a voluntary Informal Resolution or an Investigation.

The Equal Opportunity Office (Jones 106, 521 Lancaster Avenue Richmond, KY 40475 (859) 622-8020) is charged with administering this Sexual Harassment Policy and the University's Nondiscrimination Policy (see 1.4.1P Equal Opportunity/Affirmative Action (Nondiscrimination Policy)). The Equal Opportunity Office is an independent office of the University reporting directly to the President through the Executive Director of Policy, Compliance and Governance and is responsible for accepting and processing discrimination and harassment complaints under these policies. Instructors, chairs, deans, supervisors and other members of the administration should notify the Equal Opportunity Office when they receive, witness, or otherwise become aware of complaints.

The Equal Opportunity Office is charged with the University's compliance with Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. This compliance is coordinated through the Equal Opportunity Office by the:

Title IX Coordinator:

Chief of Staff and Executive Director of Policy, Compliance and Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-6785
virginia.underwood@eku.edu

and the Deputy Title IX Coordinators:

Director of Equal Opportunity
Jones 106
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8020
jenny.allen@eku.edu

Assistant Director, Policy,
Compliance and Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-8221
val.parks@eku.edu

The Title IX Coordinator has ultimate oversight responsibility over Title IX complaints (and Title VII complaints) and identifies and addresses any patterns or systemic problems that may arise during the review of such complaints. The Deputy Title IX Coordinators provide training and conduct complaint investigations.

As an institution of higher learning, the University seeks to perform its responsibilities in a community that values intellectual growth, academic freedom, open communication and fairness among its faculty, staff, and students. This policy does not allow curtailment or censorship of constitutionally protected speech nor does it attempt to address conduct that does not potentially fall within this policy. The appropriate supervisor, administrator or office should address inappropriate behavior that does not potentially fall within this policy.

Eastern Kentucky University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice. Any complaint arising by reason of alleged discrimination should be directed to the Equal Opportunity Office, Eastern Kentucky University, Jones Building, Room 106, Coates CPO 37A, Richmond, Kentucky 40475-3102, (859) 622-8020 (V/TDD), or the Director of the Office for Civil Rights, U.S. Department of Education, Philadelphia, PA.

Entities Affected

Eastern Kentucky University strictly prohibits Sexual Harassment by its agents, employees (faculty and staff) and students. It is the duty of all members of the University community, including faculty, staff, and students, to comply with this policy and to perform their respective responsibilities under this policy, including the obligation to cooperate with the Equal Opportunity Office in an investigation or review of concerns that potentially fall under this policy, in a thorough and consistent manner across all activities within and related to the University.

Procedures

Defining Sexual Harassment, Discrimination and Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- I. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- II. Submission to or rejection of any such conduct by an individual is used as a basis for educational or employment decisions; or
- III. Such conduct is sufficiently severe and pervasive so as to alter the conditions of, have purpose or effect of substantially interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive working or educational environment.

Sexual Harassment also includes rape, sexual assault, sexual battery, sexual exploitation and sexual coercion.

Sexual Harassment is also a form of Sex Discrimination.

Sexual Harassment does not include verbal expressions or written material relevant and appropriately related to course subject matter or curriculum. This policy shall not abridge academic freedom or the University's educational mission.

Prohibited Conduct

Every member of the University community is prohibited from:

- Engaging in Sexual Harassment;
- Retaliating in any manner against any individual who complains about Sexual Harassment or who participates in any procedure to investigate or redress a complaint of Sexual Harassment; and
- Making an intentionally false allegation of Sexual Harassment through University channels or knowingly providing false information to or intentionally misleading the Equal Opportunity Office staff or any other University officials in connection with the investigation of a complaint of alleged action of behavior that may potentially be a violation of the Sexual Harassment policy.

Any member of the University community who engages in one of these prohibited acts against any other member of the University community shall be subject to disciplinary action and appropriate sanctions, up to and including discharge for employees and suspension for students.

Members of the University community are also advised that behavior of a sexual nature that is not Sexual Harassment may nonetheless be unprofessional, inappropriate or disruptive in the workplace or learning environment and could warrant appropriate corrective action and discipline.

Identifying Sexual Harassment

Sexual Harassment can take many forms. The determination of what constitutes Sexual Harassment will vary according to the particular facts and circumstances. Generally, hostile environment Sexual Harassment may be described as unwelcome behavior of a sexual nature that a reasonable person would find unwelcome or unwanted and that is sufficiently severe, pervasive, or persistent so as to adversely affect the working or learning environment. Sexual Harassment may involve behavior by a person of either gender against a person of the same or opposite gender. Possible examples of inappropriate conduct under this Sexual Harassment Policy may include but are not limited to the following:

- Conditioning an employment-related action (such as hiring, promotion, salary increase or performance appraisal) on a sexual favor or relationship
- Seeking sexual favors or relationships in return for the promise of a good grade or other academic opportunity
- Unwelcome advances, propositions, invitations or demands for sexual favors

- Unwelcome physical contact, such as touching, patting, pinching, brushing, massaging a person's neck or shoulders, etc.
- Physical assault, rape, attempted rape, sexual assault, sexual battery and sexual coercion
- Other forms of conduct of a sexual nature by individuals in positions of authority, co-workers, or students, if sufficiently severe, pervasive, or persistent so as to unreasonably interfere with an individual's ability to participate in or benefit from any educational program or activity the University conducts, or in any employment policy or practice.

Reporting Sexual Harassment, Discrimination and Harassment

If you believe that any student or employee has been subjected to Sex Discrimination or Sexual Harassment in violation of the University's Sexual Harassment Policy (or Nondiscrimination Policy), you are to immediately report your concerns to the **Equal Opportunity Office** (Jones 106, Coates CPO 37A 521 Lancaster Avenue Richmond, KY 40475-3102, (859) 622-8020 jenny.allen@eku.edu or val.parks@eku.edu);

If you believe that you have been subjected to Sex Discrimination or Sexual Harassment, we ask that you immediately report your concerns to the **Equal Opportunity Office** (Jones 106, Coates CPO 37A 521 Lancaster Avenue Richmond, KY 40475-3102, (859) 622-8020 jenny.allen@eku.edu or val.parks@eku.edu); or to any instructor, chair, dean or any other member of the administration with whom you feel comfortable in making such a report. To the extent permissible under applicable laws all such reports shall be treated confidentially and will be investigated by the University in a prompt and responsible manner.

Reports of assault, battery, and other crimes or concerns for personal safety should be directed to Public Safety, Mattox Building, (859) 622-2821 (EMERGENCY ONLY - 911), regardless of whether the incident has also been reported as a possible Sexual Harassment or Sex Discrimination. Incidents of rape, sexual assault, sexual battery and sexual coercion should also be reported to the Equal Opportunity Office in accordance with Title IX of the Educational Amendments of 1972 and this Policy.

Retaliation

No student or employee shall be subject to any form of reprisal or Retaliation for having made a good faith complaint under the University's Sexual Harassment or Nondiscrimination Policies or for participating in an Investigation or a voluntary

Informal Resolution of such complaint. Appropriate steps will be taken to protect employees and students from Retaliation.

Complaint Evaluation and Investigations

Each complaint of Sex Discrimination or Sexual Harassment must be evaluated on a case-by-case basis with reference to the pertinent circumstances.

If appropriate, a complaint may be reviewed and resolved through a voluntary Informal Resolution. Other complaints will be conducted as formal Investigations. At either Complainant's or Respondent's request any complaint will be removed from a voluntary Informal Resolution process to a formal Investigation. The rights of both parties are considered in facilitating voluntary Informal Resolutions and in conducting Investigations. The Equal Opportunity Office will respond to both parties as to the status of the Investigation within 60 days of the filing of the complaint. At the conclusion of the Investigation, both the Complainant and the Respondent will be notified of the outcome of the Investigation.

In determining whether conduct constitutes a violation of the Sexual Harassment Policy or University's Non-Discrimination Policy, University officials will look at the record as a whole and at all facts and circumstances of the situation. Members of the University community are also advised that behavior that does not rise to the level of Sexual Harassment or Sex Discrimination may nonetheless be unprofessional, inappropriate or disruptive in the workplace or classroom and could warrant appropriate corrective action and discipline.

Members of the University community are expected to cooperate in Investigations by the Equal Opportunity Office staff or other designated University officials of alleged Sexual Harassment or Sex Discrimination. Student complaints of Sexual Harassment by other students may also be covered by certain provisions of "General Regulations Concerning Student Behavior," contained in the University Handbook for Students, and may be referred to Student Rights and Responsibilities for final resolution and disciplinary action, if warranted.

Reporting a complaint or concern under this Sexual Harassment Policy does not exempt an employee from legitimate personnel action, nor does it exempt a student from an education-related action based on a legitimate justification. Complainants, respondents, witnesses and others associated with the allegation, voluntary Informal Resolution or Investigation of a Sexual Harassment complaint are expected to comply with all University policies applicable to them and to meet all legitimate expectations related to the performance of their job duties during and after the voluntary Informal Resolution or the complaint Investigation.

Sexual Harassment by Third Parties

If a University employee (faculty, staff or student employee) believes that she or he has been subjected to an action or behavior that may potentially be Sexual Harassment or Sex Discrimination within the scope of his or her employment activities by an individual who is not a University employee or student, the University employee should report the alleged Sexual Harassment or Sex Discrimination to the Equal Opportunity Office or to her or his supervisor.

If a University student believes that she or he has been subjected to an action or behavior on campus or in any educational program or activity the University conducts that may potentially be Sexual Harassment or Sex Discrimination by an individual who is not a University employee or student, the student should report the alleged Sexual Harassment or Sex Discrimination to the Equal Opportunity Office, an instructor, chair, dean or any other member of the administration with whom the student feels comfortable.

If the University determines that a third party within the scope of her or his employment has engaged in an action or behavior that is a violation of the Sexual Harassment or Sex Discrimination Policies and is directed at a University student or University employee on campus or in any educational program or activity the University conducts, the University will take corrective action. However, individuals who are not students or employees of the University are not subject to discipline under the University's internal processes.

Where To Go For Help:

For Students:

Equal Opportunity Office

Jones 106, Coates CPO 37A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-8020 (V/TDD)

Campus Police

Mattox Building
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-2821
Emergency 911

Counseling Center

Student Services Building, Room 571
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1303

EKU-SAFE

521 Lancaster Avenue
Keith 126
Richmond, KY 40475

**Student Affairs, Office of the
Associate Vice President and Dean**

Student Health Services
Rowlett Building, Room 103

of Students

Student Services Building, Room 540
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1500

521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1761

Student Life

Powell Building, Room 128
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-3855

Student Rights and Responsibilities

Turley House, Room 1
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-1500

Director of the Office for Civil Rights

U. S. Department of Education
3535 Market Street
Philadelphia, PA 19104-3326
(215) 596-6787
TDD: (215) 596-6794

For Employees:

Equal Opportunity Office

Jones 106, Coates CPO 37A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-8020 (V/TDD)

Campus Police

Mattox Building
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-2821
Emergency 911

Human Resources

Jones 203, Coates CPO 24A
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-5093

**U.S. Equal Employment Opportunity
Commission**

1801 L. Street, N.W.
Washington, D.C. 20507
(800) 669-4000

Director of the Office for Civil Rights

U. S. Department of Education
3535 Market Street
Philadelphia, PA 19104-3326
(215) 596-6787
TDD: (215) 596-6794

Definitions

Complainant

A person who alleges a University employee, student or third party engaged in an action or behavior based on gender that may potentially violate the Sexual Harassment or Non-Discrimination Policies.

Discrimination

An action or behavior that results in negative or different treatment of an individual based upon age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status, or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice (see 1.4.1P Equal Opportunity/Affirmative Action (Nondiscrimination Policy)).

Discriminatory Harassment

Action or behavior that is severe or pervasive enough to create a hostile or abusive environment based on age (40 and over), race, color, religion, sex, sexual orientation, disability, national origin, veteran status or genetic information.

Informal Resolution

Any voluntary informal method, such as conciliation or mediation, that is facilitated by the Equal Opportunity Office and in which both Complainant and Respondent voluntarily participate and that resolves a Sexual Harassment or Sex Discrimination complaint.

Investigation

A formal undertaking by the Equal Opportunity Office to find facts and circumstances associated with a complaint alleging an action or behavior that may potentially be a violation of the Sexual Harassment or Non-Discrimination Policies. Such undertaking will include, but may not be limited to, interviewing the Complainant, Respondent, and any witnesses review of documentation, records, communications, including electronic forms of all such documents, records and communications, among other tasks or methods.

Respondent

A person alleged to have engaged in an action or behavior that may potentially be a violation of the Sexual Harassment Policy.

Retaliation

Retaliation is any action having the effect of penalizing a person for engaging in a legally protected activity, such as alleging Sex Discrimination or Sexual Harassment, making a Sex Discrimination or Sexual Harassment complaint, or assisting in a Sex Discrimination or Sexual Harassment Informal Resolution or Investigation. The University will not Retaliate, nor will it tolerate Retaliation. Retaliation is prohibited by this policy.

Sex Discrimination

An action or behavior that results in negative or different treatment of an individual based upon sex or gender, in the admission to, or participation in, any educational program or activity which the University conducts, or in any employment policy or practice.

Sexual Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- I. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- II. Submission to or rejection of any such conduct by an individual is used as a basis for educational or employment decisions; or
- III. Such conduct is sufficiently severe and pervasive so as to alter the conditions of, have purpose or effect of substantially interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive working or educational environment.

Sexual Harassment also includes rape, sexual assault, sexual battery, sexual exploitation and sexual coercion.

Sexual Harassment is also a form of Sex Discrimination.

Sexual Harassment does not include verbal expressions or written material relevant and appropriately related to course subject matter or curriculum. This policy shall not abridge academic freedom or the University's educational mission.

Responsibilities

See responsibilities within policy.

Violations

Violations of this policy by employees will be reported to the designated Vice President over the area in which the complaint arose, the Executive Director of Human Resources and University Counsel and reviewed in accordance with normal University processes. Violations of this policy by students will be reported to the Executive Director of Student Rights and Responsibilities, the Vice-President of Student Affairs, and the University Counsel and reviewed in accordance with normal University processes.

Interpreting Authority

Executive Director of Policy, Compliance and Governance

Statutory or Regulatory References

KRS 344
Title VII of the Civil Rights Act of 1964, as amended
Title IX of the Education Amendments, as amended
For statutory references prohibiting Discrimination, please refer to the Non-Discrimination Policy.

Relevant Links

1.4.1P Equal Opportunity/Affirmative Action Statement (Non-Discrimination Policy)

See FAQ's

Department of Education Office of Civil Rights
<http://www2.ed.gov/about/offices/list/ocr/index.html>

Equal Employment Opportunity Commission
<http://www.eeoc.gov/>

Adoption Review and Approval

- August 1, 1991 approved by the Board of Regents via the Affirmative Action Plan.
- July 24, 1992 revisions approved by the Board of Regents via the Faculty and Staff Handbook. July 1999, Revised in response to EEOC and OCR Guidance and U.S. Supreme Court rulings
- September 27, 2011 revised to identify Title IX Coordinators and to respond to OCR DCL dated April 4, 2011.

Student Rights and Responsibilities

Search
A-Z Index

Student Handbook Faculty Staff 911 Guide Disruptive Student Behavior

Student Rights
and
Responsibilities

521 Lancaster
Avenue
Turley House 1
Richmond, KY
40475
Phone: 859-622-
1500
Fax: 859-622-6395

Sexual Misconduct

The University prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of nonconsensual sexual conduct, all of which can be forms of sexual discrimination.

It is the position of the University that sexual misconduct in any form will not be tolerated. University disciplinary processes will be available to a student and enforced against a person found to have engaged in the behavior. The University is committed to fair and prompt 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 a complaint, as well as the rights of the accused. At the same time, the University adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

Inside Look



Welcome
Students
to
Oceans
of
Opportunit
at E.K.U.-
Get
Involved!

EKU and the
Office...



Eastern Kentucky University
1000 University Ave,
Richwood, KY 40371-6222

A college education is an investment in your future. Here are some recommendations to help...

[More Stories](#)

Events



AUG 09 FRI Last Day of Summer Classes

AUG 19 MON Welcome Back

AUG 28

WED Student
Judicial Committee

More Events

622-8020 (V/TDD). For information pertaining to the University's Sexual Harassment policy, please contact Director, Equal Opportunity Office or visit <http://www.president.eku.edu/EqualOp/sh/>.

SEXUAL HARASSMENT POLICY

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Title IX Coordinator:

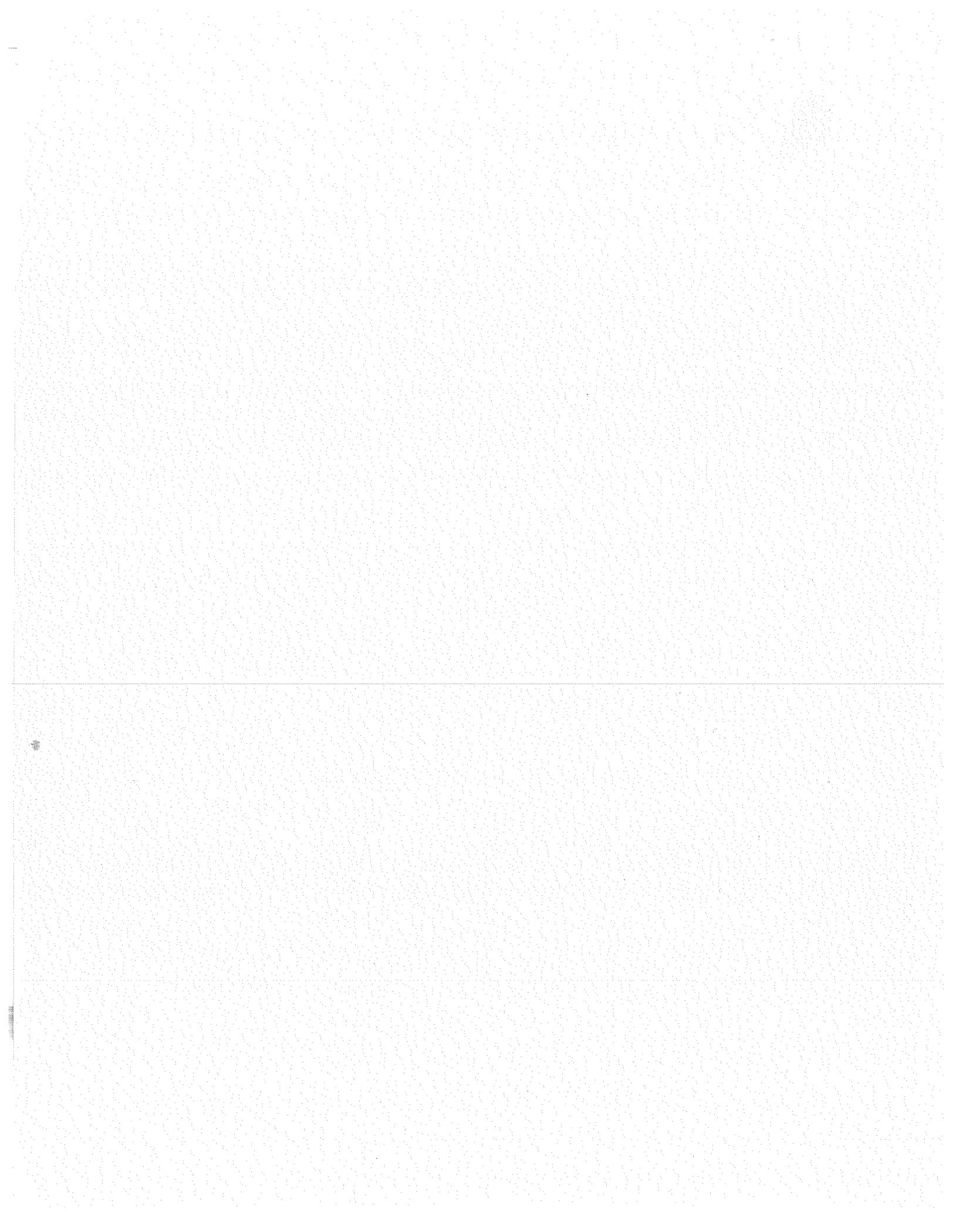
Chief of Staff and Executive Director of Policy, Compliance and Governance
Coates 103
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-6785
virginia.underwood@eku.edu

Deputy Title IX Coordinators:

Director of Equal Opportunity Assistant Director, Policy, Compliance and Governance
Jones 106
521 Lancaster Avenue Coates 103
Richmond, KY 40475 521 Lancaster Avenue
(859) 622-8020 Richmond, KY 40475
jenny.allen@eku.edu (859) 622-8221
val.parks@eku.edu

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University Counsel

EASTERN KENTUCKY UNIVERSITY

(859) 622-6693 ♦ Fax (859) 622-8030

Iowa College Student Aid Commission

Supporting Document 7

EKU's June 30, 2012 Audit performed by Crowe Horwath, LLP, Independent Auditors



Eastern Kentucky University is an Equal Opportunity/Affirmative Action Employer and Educational Institution.

EASTERN KENTUCKY UNIVERSITY
Richmond, Kentucky

FINANCIAL STATEMENTS
June 30, 2012 and 2011

EASTERN KENTUCKY UNIVERSITY

FINANCIAL STATEMENTS
June 30, 2012 and 2011

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REPORT OF INDEPENDENT AUDITORS

To the Board of Regents
Eastern Kentucky University
Richmond, Kentucky

We have audited the accompanying financial statements of the business-type activities and discretely presented component unit of Eastern Kentucky University (the "University") as of and for the years ended June 30, 2012 and 2011, which collectively comprise the University's basic financial statements as listed in the table of contents. These financial statements are the responsibility of the University's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly in all material respects, the respective financial position of the business-type activities and discretely presented component unit of Eastern Kentucky University as of June 30, 2012 and 2011, and the respective changes in net assets and cash flows, where applicable, thereof for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis on pages 2 through 12 be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.



Crowe Horwath LLP

Louisville, Kentucky
September 27, 2012

**EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2012 and 2011**

Introduction

The audited financial statements for the fiscal years 2012 and 2011 for Eastern Kentucky University (the "University"), and the statements for the Eastern Kentucky University Foundation, Inc. (the "Foundation"), an affiliated organization and component unit of the University, are included in this report, which includes this section, Management's Discussion and Analysis ("MD&A"). The MD&A is intended to provide an overview of the University's financial position at June 30, 2012 with selected comparative information for the years ended June 30, 2011 and 2010. The MD&A should be read in conjunction with the accompanying financial statements and notes.

Financial Highlights

At June 30, 2012, Eastern Kentucky University's financial position remained strong as reflected in the Statement of Net Assets.

- Total assets increased by \$16.1 million to \$436.5 million at June 30, 2012 from \$420.4 million at June 30, 2011. Of this increase, \$13.5 million was related to capital additions and appropriated cash restricted for capital projects. These capital additions/projects include the completion of a performing arts center and the new science building, and the beginning of construction of a new residence hall.
- Overall liabilities increased by \$16.3 million to \$116.3 million at June 30, 2012 as compared to \$100.0 million at June 30, 2011, primarily the result of a \$17.5 million increase in bonds payable and capital lease obligations.
- Total net assets at June 30, 2012 were \$320.2 million, a decrease of \$200,000 less than the June 30, 2011 level of \$320.4 million. This includes a decrease in investments in capital assets and funds restricted for use in capital projects of \$4.0 million, an increase in unrestricted net assets resulting from operations of \$4.0 million, and a small net decrease of approximately \$200,000 in other restricted net assets.

Using the Annual Report

This annual report consists of a series of financial statements that have been prepared in accordance with Governmental Accounting Standards Board ("GASB") Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis – for Public Colleges and Universities*. The financial statements consist of Statements of Net Assets as of June 30, 2012 and 2011, and the Statements of Revenues, Expenses, and Changes in Net Assets and the Statements of Cash Flows for the fiscal years then ended. These statements reflect both the financial position of the University as of the end of the fiscal years noted, as well as the results of operating and nonoperating activities and cash flows. Also included are the financial statements for the Foundation, which are presented in this report in accordance with GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units – an amendment of GASB Statement No. 14*.

Reporting Entity

The University is a component unit of the Commonwealth of Kentucky (the "Commonwealth").

(Continued)

**EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2012 and 2011**

Statements of Net Assets

The Statements of Net Assets provides a snapshot of the financial position of the University at the end of the fiscal year. In this statement, assets and liabilities are segregated into their current and noncurrent components with net assets reported as capital, restricted, or unrestricted. Unrestricted net assets are further designated for specific purposes as noted in this discussion and in the notes to the financial statements.

Assets – Total assets at June 30, 2012 were \$436.5 million as compared to \$420.4 million at June 30, 2011, an increase of \$16.1.

Cash and Cash Equivalents – Total cash and cash equivalents at June 30, 2012 totaled \$73.3 million, \$5.3 million more than the June 30, 2011 level of \$68.0 million. While cash and cash equivalents from operations decreased \$160,000, the increase is attributable to the increase of restricted cash and cash equivalents of funds designated primarily for capital project purposes.

Investments – Total University investments at June 30, 2012 had a market value of \$20.3 million as compared to \$20.5 million at June 30, 2011, an overall decrease of \$200,000.

- The Foundation holds and manages investments owned by the University. At June 30, 2012, the market value of investments held by the Foundation on behalf of the University was \$19.3 million as compared to \$19.4 million at June 30, 2011, a \$100,000 decrease.
- At June 30, 2012, \$1.0 million of funds was held on behalf of the University by the University's Bond Trustee. These funds represent required debt service reserves for outstanding bond issues. This amount at June 30, 2011 was \$1.1 million.

Capital Assets – The historical cost, less accumulated depreciation, of the University's capitalized assets was \$311.7 million as of June 30, 2012, or a net increase, after depreciation, of \$8.1 million over the \$303.6 million balance at June 30, 2011. This increase includes a \$114.9 million net increase in capital assets in service and a decrease in construction in progress of \$95.5 million, primarily related to the completion of the Business and Technology Buildings Phase II and the New Science Building that were completed in the fall of 2011. Net depreciation expense for the fiscal year totaled \$11.3 million.

Other Asset Categories – The balances in the various other asset categories, other than accounts and loans receivable, were essentially unchanged at June 30, 2012 as compared to June 30, 2011, or \$2.3 million and \$2.6 million, respectively. However, accounts receivables, net of allowance, increased for the year. The balance at June 30, 2012 was \$23.7 million versus \$20.1 million at June 30, 2011, an increase of \$3.6 million.

Liabilities – Total liabilities at June 30, 2012 were \$116.3 million as compared to \$100.0 million at June 30, 2011. This increase of \$16.3 million is primarily attributable to an increase in revenue bonds payable and capital leases of \$17.5 million as well as an overall decrease in other liabilities of \$1.2 million.

Bonds Payable and Capital Lease Obligations – In total, bonds payable and capital lease obligations increased by \$17.5 million as of June 30, 2012 as compared to June 30, 2011. At June 30, 2012, the total for bonds payable and capital lease obligations was \$90.2 million versus \$72.7 million at June 30, 2011. The increase is attributable to the issuance of new bonds and capital leases in the amount of \$23.8 million less bond and lease principal payments of \$6.3 million.

(Continued)

**EASTERN KENTUCKY UNIVERSITY
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Other Liability Categories – The balances in various other liability categories decreased by \$1.2 million as of June 30, 2012 to \$26.1 million as compared to the June 30, 2011 amount of \$27.3 million. The majority of the balances in this category are comprised of accounts payable, interest payable, payroll/benefits liabilities, and deferred revenues associated with tuition and fees billed in June 2012 for July 2012 summer school classes and external contracts and grants.

Net Assets – Total net assets were \$320.2 million at June 30, 2012 a small decrease of \$200,000 over the \$320.4 million balance at June 30, 2011.

Invested in Capital Assets – Net assets invested in capital assets decreased as of June 30, 2012 by \$9.4 million to \$221.5 million over the June 30, 2011 level of \$230.9 million. The decrease is a result of a net increase to capital assets of \$8.1 million and the increase in outstanding debt of \$17.5 million

Restricted Net Assets – In total, restricted net assets increased by \$5.2 million to \$55.1 million at June 30, 2012 as compared to \$49.9 million at June 30, 2011. The net increase is primarily attributable to the increase in restricted cash for capital projects.

Unrestricted Net Assets – Unrestricted net assets increased by \$4.0 million to \$43.5 million at June 30, 2012 as compared to the June 30, 2011 total unrestricted net assets of \$39.5 million. The net increase is primarily the result of operations.

Unrestricted Net Assets

A portion of net assets is considered to be unrestricted. The unrestricted net assets may be designated for certain uses, but do not have formal governmental, donor, or other restrictions. The balances for unrestricted net assets at June 30 are shown below with the respective designations indicated (in thousands):

	<u>2012</u>	<u>2011</u>	<u>2010</u>
Inventories	\$ 428	\$ 305	\$ 241
Outstanding encumbrances	2,747	968	1,283
Departmental commitments	17,808	18,586	15,778
Designated projects and contingency reserves	10,749	10,118	9,554
Health care self-insurance reserve	2,300	1,899	1,899
Auxiliary working capital	<u>9,533</u>	<u>7,653</u>	<u>8,280</u>
Total unrestricted net assets	<u>\$ 43,565</u>	<u>\$ 39,529</u>	<u>\$ 37,035</u>

The following are the major components reflected in the Statements of Net Assets (in thousands):

	<u>2012</u>	<u>2011</u>	<u>2010</u>
ASSETS			
Current assets	\$ 69,442	\$ 67,509	\$ 65,859
Capital assets – net	311,705	303,628	269,741
Other noncurrent assets	<u>55,370</u>	<u>49,231</u>	<u>22,770</u>
Total assets	<u>\$ 436,517</u>	<u>\$ 420,368</u>	<u>\$ 358,370</u>

(Continued)

**EASTERN KENTUCKY UNIVERSITY
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	<u>2012</u>	<u>2011</u>	<u>2010</u>
LIABILITIES			
Current liabilities	\$ 33,466	\$ 33,344	\$ 34,020
Noncurrent liabilities	<u>82,794</u>	<u>66,602</u>	<u>71,344</u>
Total liabilities	<u>\$ 116,260</u>	<u>\$ 99,946</u>	<u>\$ 105,364</u>
NET ASSETS			
Investment in capital assets – net of related debt	\$ 221,531	\$ 230,949	\$ 189,676
Restricted – expendable	42,955	37,737	14,088
Restricted – nonexpendable	12,207	12,207	12,207
Unrestricted	<u>43,565</u>	<u>39,529</u>	<u>37,035</u>
Total net assets	<u>\$ 320,258</u>	<u>\$ 320,422</u>	<u>\$ 253,006</u>

Statements of Revenues, Expenses, and Changes in Net Assets

The Statements of Revenues, Expenses, and Changes in Net Assets reflect the operating, nonoperating, and capital revenues and expenses of the University. The small decrease in total net assets is a result of these activities.

Operating Results – As indicated in the Statement of Revenues, Expenses, and Changes in Net Assets, there was a net loss of \$112.2 million from operations for the fiscal year ended June 30, 2012, prior to consideration of state appropriations and other net nonoperating revenues. This is compared to a loss of \$105.1 million from operations for the fiscal year ended June 30, 2011.

Operating Revenues

Below is a summary of operating revenues for fiscal year 2012 as compared to fiscal years 2011 and 2010 (in thousands):

	<u>Year ended June 30,</u>		
	<u>2012</u>	<u>2011</u>	<u>2010</u>
Tuition and fees	\$ 127,850	\$ 121,986	\$ 111,746
Discounts	<u>(48,311)</u>	<u>(50,749)</u>	<u>(45,320)</u>
Net tuition and fees	79,539	71,237	66,426
Grants and contracts	53,072	59,792	62,135
Other revenues	<u>17,142</u>	<u>16,371</u>	<u>17,060</u>
Total education and general fund	149,753	147,400	145,621
Auxiliaries	20,328	17,665	16,092
Discounts	<u>(6,605)</u>	<u>(6,860)</u>	<u>(6,863)</u>
Net auxiliaries	<u>13,723</u>	<u>10,805</u>	<u>9,229</u>
Total operating revenues	<u>\$ 163,476</u>	<u>\$ 158,205</u>	<u>\$ 154,850</u>

(Continued)

**EASTERN KENTUCKY UNIVERSITY
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Tuition and Fees – Income from student tuition and fee assessments, shown net of the tuition discount, was \$79.5 million for the fiscal year ended June 30, 2012 (\$127.9 million for the fiscal year ended June 30, 2012 less \$48.3 million in related financial aid) and \$71.2 million for the fiscal year ended June 30, 2011. The increase of \$8.3 million in gross tuition and fees reflects the increase in tuition and fee charges for the 2012 fiscal year as well as tuition revenues generated from increased on-line course fees.

Grants and Contracts – For the fiscal year ended June 30, 2012, there was \$53.1 million in recognized revenues from all grants and contracts as compared to \$59.8 million for the year ended June 30, 2011, or a decrease of \$6.7 million. Revenues recognized from external grants and contracts can vary significantly from one fiscal year to the next given variations in new awards, awards ending their grant cycle, and amounts recognized for activities occurring in a given year. For the fiscal years ended June 30, 2012 and June 30, 2011 federal stimulus (ARRA) amounts included as a part of grants and contracts revenues were \$81,000 in FY12 and \$4.8 million in FY11, respectively. The majority of these federal stimulus dollars flowed through the Commonwealth as a substitute for an approximately equal amount of state appropriations.

Sales and Services of Educational Activities – Revenues in this category includes a number of funding sources, all of which relate, directly and indirectly, to educational purposes, such as revenues from athletics, farm operations, and Model Laboratory School. There was only a nominal difference in these revenues between the fiscal years ended June 30, 2012 and June 30, 2011, \$4.4 million as compared to \$4.5 million, respectively.

Auxiliaries – Auxiliary enterprises consist of University functions provided for the academic and physical well-being of students. While these functions are not directly related to providing educational services, they are important for student convenience and support. Like tuition and fees, housing revenues are reported net of scholarships and financial aid that directly offset these costs to students. In the Statements of Revenues, Expenses, and Changes in Net Assets, \$13.9 million is reported for net auxiliary revenues for the year ended June 30, 2012 as compared to \$10.8 million for the year ended June 30, 2011. The majority of auxiliary revenues for both fiscal years is attributable to student residence hall fees. In addition, the revenues from the ECU Center for the Performing Arts (included in the Business and Technology Center Buildings Phase II capital project) which opened in September, 2011, are included in the year ended June 30, 2012.

Other Operating Revenues – Revenues in the various categories that make up other operating revenues can vary widely from year to year when unexpected revenues come into the University. For the fiscal year ended June 30, 2012 total other operating revenues were \$12.7 million as compared to \$11.9 million for June 30, 2011, an increase of \$800,000.

Operating Expenses

Educational and General – Educational and general expenses are those expenditures associated with both academic instruction and support of the educational mission of the University. These include expenditures related to both operational activities and those activities where funding is restricted for specific purposes, such as external contracts and grants. Educational and general expenditures include instructional costs, expenditures related to public service, academic support services such as libraries, student services including health services and student activities, administrative costs for the University, the maintenance and operation of the University's physical facilities, financial and scholarship expenses not directly related to tuition or housing, and debt service expenditures. For the fiscal year ended June 30, 2012, total educational and general expenditures totaled \$275.6 million compared to \$263.3 million for the fiscal year ended June 30, 2011, resulting in an increase in educational and general spending of \$12.3 million.

(Continued)

**EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2012 and 2011**

Auxiliaries – As indicated above, auxiliary enterprises are essential student service activities that do not directly impact educational and general operations. The total auxiliary expenditures for the year ended June 30, 2012 were \$20.1 million as compared to \$18.6 million for the year ended June 30, 2011.

Below is a summary of operating expenditures for fiscal year 2012 as compared to fiscal years 2011 and 2010 (in thousands):

	<u>Year ended June 30,</u>		
	<u>2012</u>	<u>2011</u>	<u>2010</u>
Instruction, academic support and libraries	\$ 116,670	\$ 110,925	\$ 106,018
Research and public service	45,444	46,633	47,304
Student services	18,245	18,777	17,124
Institutional support and operations and maintenance of plant	47,034	46,648	44,704
Student financial aid	15,171	10,978	15,273
Depreciation	12,690	10,482	9,360
Other operation expenses	<u>244</u>	<u>294</u>	<u>269</u>
Total educational and general expenses	255,498	244,737	240,052
 Auxiliaries	 <u>20,137</u>	 <u>18,567</u>	 <u>18,962</u>
 Total operating expenses	 <u>\$ 275,635</u>	 <u>\$ 263,304</u>	 <u>\$ 259,014</u>

Instruction, Academic Support, and Libraries – The total expenditures of these three areas, which directly relate to teaching, academic, and faculty support, increased \$5.8 million to \$116.7 million for the year ended June 30, 2012 as compared to \$110.9 million for the fiscal year ended June 30, 2011.

Research and Public Service – Expenditures in these categories are primarily related to external contracts and grants activity. These activities can vary significantly from year to year due to both timing of awards and project completions. For the fiscal year ended June 30, 2012 total expenditures related to research and public service, the majority of which relates to external contracts and grants, was \$45.4 million as compared to \$46.6 million for the fiscal year ended June 30, 2011, a decrease of \$1.2 million.

Student Services – Expenditures for student services for fiscal year 2012 were \$18.2 million as compared to \$18.8 million for fiscal year 2011, a decrease of \$600,000. The student service function includes expenditures for many activities contributing to student development outside the instructional setting.

Institutional Support and Operations and Maintenance of Plant – These functions provide physical and administrative support for the University and include administrative offices, physical plant operation, noncapital maintenance costs, utility costs, technology support, legal, property and liability insurance, and other similar operational support costs. For the fiscal year ended June 30, 2012, total expenditures for these areas were \$47.0 million versus \$46.6 million for the fiscal year ended June 30, 2011, an increase of \$400,000.

Student Financial Aid – Tuition and fees, as well as certain auxiliary revenues, are shown net of financial aid from all sources directly awarded to fund those respective areas. As a result, the financial aid expense shown on the Statement of Revenues, Expenses, and Changes in Net Assets for the fiscal years highlighted is relatively low in relationship to the total amounts expended for financial aid both from governmental sources and institutional sources. For fiscal year 2012, the financial aid expenditure line indicates \$70.1 million as compared to total financial aid expenditures of \$15.2 million as shown in the chart below. For fiscal year 2011, this amount was \$11.0 million.

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**EASTERN KENTUCKY UNIVERSITY
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The information below shows the gross dollars associated with financial aid support (in thousands):

	Year ended June 30,		
	2012	2011	2010
Tuition and fee discount	\$ 48,311	\$ 50,749	\$ 45,320
Auxiliary enterprises discount	6,605	6,860	6,863
Student financial aid expense	15,171	10,978	15,273
Student financial aid expense (gross)	\$ 70,087	\$ 68,587	\$ 67,456

Nonoperating Revenue/Expenses

State Appropriations – Funding from state appropriations for operations and debt service for the fiscal year ended June 30, 2012 were \$70.8 million as compared to the fiscal year ended June 30, 2011 at \$70.3 million. Recent reductions in state appropriations have been partially 'back filled' with federal stimulus dollars flowing to the University from the Commonwealth and included in federal grants and contracts revenues. Federal stimulus funds for the year ended June 30, 2012 were \$81,000 and \$4.8 million for the year ended June 30, 2011.

Investment Income – Total investment income for the fiscal years ended June 30, 2012 and 2011 were \$782,000 and \$3.9 million, respectively. For fiscal year 2012, the University experienced a decrease of \$3.1 million in investment income. Investment income for the Regional University Excellence Trust Fund (RUETF) and the Program of Distinction II funds held in the endowment by the Foundation on behalf of the University reported unrealized investment losses of \$102,000 for the fiscal year ended June 30, 2012 as compared to gains of \$3.3 million for the fiscal year ended June 30, 2011. Additionally, investment income for short-term investments and sweep accounts increased \$327,000 to \$884,000 compared to \$557,000 for the year ended June 30, 2011.

Capital Support – For the year ended June 30, 2012, the University did not receive any capital appropriations but did return unspent funds in the amount of \$133,672 from a completed capital project. For the year ended June 30, 2011, capital support was \$58 million which represented funds for the construction of the New Science Building and the Business and Technology Buildings Phase II.

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EASTERN KENTUCKY UNIVERSITY
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The following represents the information from the Statements of Revenues, Expenses, and Changes in Net Assets in a condensed format (in thousands):

	<u>Year ended June 30,</u>		
	<u>2012</u>	<u>2011</u>	<u>2010</u>
Operating revenues	\$ 163,476	\$ 158,205	\$ 154,850
Operating expenses	<u>275,635</u>	<u>263,304</u>	<u>259,014</u>
Operating loss	(112,159)	(105,099)	(104,164)
Nonoperating revenues – net	<u>112,129</u>	<u>114,454</u>	<u>112,859</u>
Income (loss) before capital appropriations	(30)	9,355	8,695
Capital appropriations	<u>(134)</u>	<u>58,061</u>	<u>26,992</u>
Increase (decrease) in net assets	(164)	67,416	35,687
Net assets – beginning of year	<u>320,422</u>	<u>253,006</u>	<u>217,319</u>
Net assets – end of year	<u>\$ 320,258</u>	<u>\$ 320,422</u>	<u>\$ 253,006</u>

Statements of Cash Flows

The Statements of Cash Flows serve to provide information concerning cash sources and uses during a fiscal year. It focuses on three areas: cash generated and utilized from operations, noncapital and capital financing activities, and investing activities. Additionally, there is a reconciliation section in this statement whereby the net cash used in operations is reconciled to the loss from operations reflected in the Statements of Revenues, Expenses, and Changes in Net Assets.

The following is a condensed representation of the Statements of Cash Flows for the University (in thousands):

	<u>Year ended June 30,</u>		
	<u>2012</u>	<u>2011</u>	<u>2010</u>
Cash provided by (used in)			
Operating activities	\$ (100,500)	\$ (89,590)	\$ (92,311)
Noncapital financing activities	110,477	110,196	108,273
Capital and related financing activities	(5,715)	4,114	(43,791)
Investing activities	<u>(4,418)</u>	<u>(20,244)</u>	<u>29,476</u>
Net change in cash and cash equivalents	(156)	4,476	1,647
Cash and cash equivalents – beginning of year	<u>42,468</u>	<u>37,992</u>	<u>36,345</u>
Cash and cash equivalents – end of year	<u>\$ 42,312</u>	<u>\$ 42,468</u>	<u>\$ 37,992</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2012 and 2011

Capital Asset and Debt Administration

During fiscal years 2012 and 2011, the following were projects completed by the University (in thousands):

	<u>Year ended June 30,</u>	
	<u>2012</u>	<u>2011</u>
Business and Technology Buildings Phase II	\$ 30,914	\$ -
Business and Technology Buildings Phase II	60,846	-
Intramural Field	2,315	-
Intramural Field Addition	834	-
Walters Hall Renovation	11,980	-
Stratton Building Addition	5,786	-
Other miscellaneous projects	549	-
Ramsey Ash Silo	-	242
Weaver Window/Trip Upgrade	-	320
Center for Renewal and Alternative Fuel Technology	-	828
Library Studio Project	-	2,848
Bluegrass Community Health Center		
Leasehold Improvements	-	432
Brockton Modifications	-	421
Foster Building HVAC	-	2,685
Meadowbrook Farm Barrowing Building	-	135
Other Miscellaneous Projects	-	190
	<u> </u>	<u> </u>
Total	<u>\$ 113,224</u>	<u>\$ 8,101</u>

The following are projects still in process at year-end (in thousands):

	Total Expenditures Through June 30, <u>2012</u>	Estimated Cost to Complete at June 30, <u>2012</u>
Begley Building Prefab Concrete	\$ 6	\$ 430
Leach Driving Range Resurface and Storage Buildings	243	208
Martin Hall Boiler Replacement	17	168
Renovate HVAC Systems	76	1,295
New Student Housing	1,458	19,542
Todd Hall Chiller Replacement	102	28
Begley Locker Room	116	21
Power Factor Correction Project	102	63
Dairy Research and Education Center	25	220
Various other deferred maintenance projects	225	224
	<u> </u>	<u> </u>
Total	<u>\$ 2,370</u>	<u>\$ 22,199</u>

(Continued)

**EASTERN KENTUCKY UNIVERSITY
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Long-term debt on June 30, 2012 was \$90.1 million compared to \$72.7 million on June 30, 2011. The \$17.4 million net increase consisted of debt payments of \$6.4 million and \$23.8 million additions to bond and capital lease obligations. During the year ended June 30, 2011, additional debt was issued in the amount of \$1.5 million and reductions were \$8.9 million.

Economic and Other Factors Impacting Future Periods

The following is a brief discussion of some key economic and other factors that could have a financial impact on the University in the future:

- The University continues to execute its plan to modernize and expand its complement of older teaching facilities with new construction. The University requested \$65 million from the Commonwealth of Kentucky in the 2012-14 biennial budget to construct Phase II-New Science Building. State funds of \$52 million were previously approved during the 2006-08 biennial budget which allowed for construction of Phase I, and ultimately the ability to house many of the science departments in one building. The Phase II request will include the remaining science departments and is merited for a number of reasons, including the fact that existing science facilities have not been modernized to keep pace with the technological world.

Budget constraints in the Commonwealth have continued to delay funding of construction projects. Phase II-New Science Building will continue to be the University's top capital project request for future bienniums.

- A major factor in the University's future will continue to be its relationship with the Commonwealth of Kentucky. There is a direct relationship between the decrease in state appropriations and the University's ability to enhance its core academic programs. As state appropriations continue to decrease, the University will look to increase other sources of revenue, including: 1) Foundation support; 2) entrepreneurial ventures and 3) tuition. Increasing tuition revenue as an offset to state reductions will continue to be a focus at the University and at the state level, with an emphasis on developing a long-term pricing policy.

Over the past several years, the Council on Post-Secondary Education (CPE) has placed a cap on the annual tuition increase, which has limited the ability of the University to generate new funds. With every increase in tuition, the University has a corresponding focus on improving affordability for students. This past year the University implemented a new financial aid model that matched student need with students' ability to pay. In addition, the University continues its efforts to diversify revenue sources, contain costs, and redirect resources to core mission priorities.

- The University began construction on a \$21.5 million residential student housing during the summer of 2012. The entire residential housing stock in the University's inventory is in excess of 34 years old. Current residential rooms offer few amenities and are lacking in storage space, room for electronic items, limited power supply for electronic items, adequate lighting, temperature control, etc. Studies have shown that there is a direct correlation between student success and living in campus housing. New and modernized student housing in the form of garden-style apartments will attract students to campus and is scheduled to be completed for the 2013-14 academic year.

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EASTERN KENTUCKY UNIVERSITY
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- The University refinanced the outstanding balance of two debt obligations in July 2012. Consolidated Education Revenue Bonds Series V (June 1, 2004, which refinanced outstanding Housing Revenue Series bonds and provided additional funding for the replacement of the campus underground electrical system) and a master lease (September 25, 2008 for an energy savings performance contract) were the two debt obligations refinanced. The Eastern Kentucky University General Receipts Refunding Bonds, 2012 Series A bonds, in the amount of \$27.7 million, bear a true interest rate of 2.2%. This total reflects the outstanding balances of the original debts and projects an estimated savings of \$2.5 million over the life of the bonds.

EASTERN KENTUCKY UNIVERSITY
 STATEMENTS OF NET ASSETS
 June 30, 2012 and 2011

	2012	2011
ASSETS		
Current assets		
Cash and cash equivalents	\$ 42,312,167	\$ 42,467,964
Investments	565,000	1,835,000
Accrued interest receivable	363,502	369,498
Accounts receivable – less allowance of \$1,988,185 for 2012 and \$2,529,055 for 2011	23,703,572	20,074,985
Loans to students – less allowance of \$81,804 for 2012 and \$81,374 for 2011	514,642	525,275
Inventories	428,314	304,650
Prepaid expenses	1,555,102	1,931,558
Total current assets	69,442,299	67,508,930
Noncurrent assets		
Restricted cash and cash equivalents	30,948,360	25,531,754
Investments	19,722,892	18,663,043
Loans to students – less allowance of \$824,279 for 2012 and \$824,709 for 2011	4,698,546	5,035,636
Capital assets – net of accumulated depreciation of \$203,350,250 for 2012 and \$192,400,281 for 2011	311,705,497	303,628,198
Total noncurrent assets	367,075,295	352,858,631
Total Assets	\$ 436,517,594	\$ 420,367,561

(Continued)

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET ASSETS
June 30, 2012 and 2011

	2012	2011
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable	\$ 7,396,453	\$ 7,732,185
Accrued interest	706,251	614,196
Accrued salaries and benefits	4,297,632	3,450,196
Accrued compensated absences	5,668,664	5,555,772
Payroll withholding payable	1,220,414	1,127,838
Refundable deposits	454,645	495,748
Assets held for others	337,542	329,983
Deferred revenue	6,003,721	7,961,312
Bonds payable	2,715,000	1,835,000
Capital lease obligations	4,666,149	4,241,994
Total current liabilities	33,466,471	33,344,224
Noncurrent liabilities		
Bonds payable	47,950,000	29,185,000
Capital lease obligations	34,843,579	37,417,026
Total noncurrent liabilities	82,793,579	66,602,026
Total liabilities	\$ 116,260,050	\$ 99,946,250
Net assets		
Invested in capital assets – net of related debt	221,530,769	230,949,178
Restricted		
Expendable for capital projects	30,340,427	24,935,034
Expendable for debt service	653,709	763,975
Expendable for loans to students	6,625,081	6,643,770
Expendable for scholarships	2,931,695	2,965,625
Expendable for institutional support	2,403,920	2,427,955
Unexpendable for permanent endowment	12,206,805	12,206,805
Unrestricted	43,565,138	39,528,969
Total net assets	\$ 320,257,544	\$ 320,421,311

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
 STATEMENTS OF FINANCIAL POSITION
 June 30, 2012 and 2011

	2012	2011
ASSETS		
Current assets		
Cash and cash equivalents	\$ 1,538,429	\$ 1,934,353
Pledges receivable – net of allowance of \$10,000 for 2012 and \$65,000 for 2011	254,865	693,862
Accounts and notes receivable – net	52,739	55,413
Due from related parties	409,737	397,921
Prepaid expenses	833	1,000
Total current assets	2,256,603	3,082,549
Noncurrent assets		
Due from related parties	-	400,000
Investments	47,852,189	47,951,608
Pledges receivable – net of allowance of \$90,000 for 2012 and \$10,000 for 2011	471,849	82,900
Property and equipment – net	6,152,312	5,498,979
Total noncurrent assets	54,476,350	53,933,487
Total Assets	\$ 56,732,953	\$ 57,016,036
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable	\$ 34,892	\$ 27,727
Due to related parties	928,421	219,552
Fair value adjustment in interest rate swap	109,015	103,142
Bonds payable, current maturities	165,000	155,000
Total current liabilities	1,237,328	505,421
Noncurrent liabilities		
Assets held for others	19,286,339	19,387,879
Bonds payable	1,155,000	1,320,000
Annuity payments and deferred giving liability	388,754	397,236
Total liabilities	22,067,421	21,610,536
Net assets		
Unrestricted	3,883,214	5,215,508
Temporarily restricted	6,148,733	6,157,824
Permanently restricted	24,633,585	24,032,168
Total net assets	34,665,532	35,405,500
Total Liabilities and Net Assets	\$ 56,732,953	\$ 57,016,036

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY
 STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET ASSETS
 Years ended June 30, 2012 and 2011

	2012	2011
OPERATING REVENUES		
Tuition and fees – net	\$ 79,538,917	\$ 71,236,894
Federal grants and contracts	33,575,604	40,198,971
State grants and contracts	16,700,587	15,957,943
Nongovernmental grants, contracts, and gifts	2,796,011	3,634,847
Sales and services of educational activities	4,448,420	4,489,459
Auxiliary enterprises – housing	9,654,581	8,902,772
Auxiliary enterprises – other	4,068,689	1,902,606
Other operating revenues	12,693,214	11,881,234
Total operating revenues	<u>163,476,023</u>	<u>158,204,726</u>
OPERATING EXPENSES		
Educational and general		
Instruction	94,147,807	88,273,307
Research	2,378,911	2,982,504
Public service	43,065,330	43,650,923
Libraries	3,726,117	3,767,546
Academic support	18,795,817	18,884,128
Student services	18,245,354	18,777,212
Institutional support	27,046,379	29,904,718
Operations and maintenance of plant	19,987,141	16,743,398
Depreciation	12,689,726	10,482,011
Student financial aid	15,170,965	10,977,993
Auxiliary enterprises		
Housing and other auxiliaries	16,890,183	16,172,556
Depreciation	3,246,652	2,394,384
Other operating expenses	244,369	293,721
Total operating expenses	<u>275,634,751</u>	<u>263,304,401</u>
Operating loss	<u>(112,158,728)</u>	<u>(105,099,675)</u>
NONOPERATING REVENUES (EXPENSES)		
State appropriations	70,823,000	70,262,600
Federal and state grants and contracts	39,654,011	39,933,217
Investment income	782,000	3,893,048
Interest expense	(1,948,868)	(1,731,159)
Other nonoperating revenues	2,807,771	2,224,673
Other nonoperating expenses	10,719	(128,174)
Net nonoperating revenues	<u>112,128,633</u>	<u>114,454,205</u>
(Loss) income before capital appropriations	(30,095)	9,354,530
Capital appropriations	<u>(133,672)</u>	<u>58,060,691</u>
(Decrease) increase in net assets	(163,767)	67,415,221
Net assets – beginning of year	<u>320,421,311</u>	<u>253,006,090</u>
Net assets – end of year	<u>\$ 320,257,544</u>	<u>\$ 320,421,311</u>

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended June 30, 2012

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
REVENUES AND GAINS				
Contributions	\$ 769,357	\$ 1,178,110	\$ 601,417	\$ 2,548,884
Investment returns – net of investment expenses of \$223,547	119,307	828,032	-	947,339
Net realized and unrealized losses on investments	(154,547)	(837,908)	-	(992,455)
Other income – net	673,175	-	-	673,175
Net assets released from restrictions – satisfaction of program and time restrictions	<u>1,177,325</u>	<u>(1,177,325)</u>	<u>-</u>	<u>-</u>
Total revenues and gains	<u>2,584,617</u>	<u>(9,091)</u>	<u>601,417</u>	<u>3,176,943</u>
EXPENSES				
Payments and support for the University	<u>3,916,911</u>	<u>-</u>	<u>-</u>	<u>3,916,911</u>
Change in net assets	(1,332,294)	(9,091)	601,417	(739,968)
Net assets – Beginning of year	<u>5,215,508</u>	<u>6,157,824</u>	<u>24,032,168</u>	<u>35,405,500</u>
Net assets – end of year	<u>\$ 3,883,214</u>	<u>\$ 6,148,733</u>	<u>\$ 24,633,585</u>	<u>\$ 34,665,532</u>

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended June 30, 2011

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
REVENUES AND GAINS				
Contributions	\$ 385,136	\$ 422,595	\$ 2,377,342	\$ 3,185,073
Investment returns – net of investment expenses of \$102,217	119,186	639,948	-	759,134
Other income – net	665,192	-	-	665,192
Net realized and unrealized gains on investments	798,176	3,460,224	-	4,258,400
Net assets released from restrictions – satisfaction of program and time restrictions	<u>1,441,475</u>	<u>(1,441,475)</u>	<u>-</u>	<u>-</u>
Total revenues and gains	<u>3,409,165</u>	<u>3,081,292</u>	<u>2,377,342</u>	<u>8,867,799</u>
EXPENSES				
Payments and support for the University	<u>4,014,002</u>	<u>-</u>	<u>-</u>	<u>4,014,002</u>
Changes in net assets before effect of adoption of UPMIFA	(604,837)	3,081,292	2,377,342	4,853,797
NON-OPERATING INCOME				
Reclassification of net assets upon adoption of UPMIFA	<u>(1,452,632)</u>	<u>(210,366)</u>	<u>1,662,998</u>	<u>-</u>
Change in net assets	(2,057,469)	2,870,926	4,040,340	4,853,797
Net assets – Beginning of year	<u>7,272,977</u>	<u>3,286,898</u>	<u>19,991,828</u>	<u>30,551,703</u>
Net assets – end of year	<u>\$ 5,215,508</u>	<u>\$ 6,157,824</u>	<u>\$ 24,032,168</u>	<u>\$ 35,405,500</u>

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2012 and 2011

	2012	2011
OPERATING ACTIVITIES		
Tuition and fees	\$ 76,933,284	\$ 70,326,918
Grants, contracts, and gifts	50,833,916	60,718,487
Payments to suppliers	(63,632,390)	(59,583,097)
Payments for utilities	(7,877,804)	(7,419,294)
Payments to employees	(132,144,515)	(129,776,020)
Payments for benefits	(43,589,402)	(41,933,800)
Payments to students	(11,451,721)	(10,079,874)
Loans issued to students and employees	(589,836)	(643,858)
Collections of loans to students and employees	937,557	919,480
Auxiliary enterprise charges		
Residence halls	9,659,688	8,658,934
Other	4,068,689	1,902,606
Sales and services of educational activities	4,448,420	4,489,459
Other receipts	11,904,344	12,830,299
Net cash used in operating activities	<u>(100,499,770)</u>	<u>(89,589,760)</u>
NONCAPITAL FINANCING ACTIVITIES		
State appropriations	70,823,000	70,262,600
Other nonoperating revenues – grants and contracts	39,654,011	39,933,217
Net cash provided by noncapital financing activities	<u>110,477,011</u>	<u>110,195,817</u>
CAPITAL AND RELATED FINANCING ACTIVITIES		
Purchase of capital assets	(21,737,853)	(45,548,355)
Proceeds from issuance of bonds payable	21,480,000	-
Principal paid on bonds payable and capital leases	(6,329,010)	(8,884,376)
Interest paid on bonds payable and capital leases	(1,856,813)	(1,786,773)
State reimbursement of capital lease payments	2,807,771	2,224,673
Proceeds from sale of capital assets	54,998	48,344
Capital appropriations	(133,672)	58,060,691
Net cash (used in) provided by capital and related financing activities	<u>(5,714,579)</u>	<u>4,114,204</u>
INVESTING ACTIVITIES		
Change in restricted cash	(5,416,606)	(23,574,648)
Proceeds from sales and maturities of investments	4,414,671	7,084,269
Interest on investments	764,867	756,767
Purchase of investments	(4,181,391)	(4,510,964)
Net cash used in investing activities	<u>(4,418,459)</u>	<u>(20,244,576)</u>
(Decrease) increase in cash and cash equivalents	(155,797)	4,475,685
Cash and cash equivalents – beginning of year	<u>42,467,964</u>	<u>37,992,279</u>
Cash and cash equivalents – end of year	<u><u>\$ 42,312,167</u></u>	<u><u>\$ 42,467,964</u></u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
 STATEMENTS OF CASH FLOWS
 Years ended June 30, 2012 and 2011

	2012	2011
RECONCILIATION OF OPERATING LOSS		
TO NET CASH USED IN OPERATING		
ACTIVITIES		
Operating loss	\$ (112,158,728)	\$ (105,099,675)
Depreciation expense	15,936,378	12,876,395
Changes in operating assets and liabilities		
Accounts receivable – net	(3,628,587)	893,620
Loans to students – net	347,723	275,622
Inventories	(123,664)	(63,688)
Prepaid expenses	376,456	(602,605)
Accounts payable	(311,117)	1,849,959
Accrued liabilities	1,052,904	464,966
Refundable deposits	(41,103)	25,149
Assets held for others	7,559	(12,711)
Deferred revenue	(1,957,591)	(196,792)
Net cash flows used in operating activities	\$ (100,499,770)	\$ (89,589,760)

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations – Eastern Kentucky University (the “University”) is a regional, coeducational, public institution of higher education offering general and liberal arts programs, pre-professional and professional training in education and various other fields at both the undergraduate and graduate levels. Located in Richmond, Kentucky, the University has a distinguished record of over nine decades of educational service to the Commonwealth of Kentucky (the “Commonwealth”).

Reporting Entity – The University is a component unit of the Commonwealth and is included in the basic financial statements of the Commonwealth. The University’s financial statements, as defined by Statement No. 14 and amended by Statement No. 39 of the Governmental Accounting Standards Board (“GASB”), include the financial operations and financial position of Eastern Kentucky University Foundation, Inc. (the “Foundation”), which is a corporation formed for educational, charitable and public purposes in accordance with the provisions of KRS 273.010 and a component unit of the University. Specifically, it was founded to cooperate with the University and with the Board of Regents of the University (the “Board”) in the promotion of the educational, civic, and charitable purpose of the University and Board in any lawful manner deemed appropriate by the Board. This purpose includes the encouragement of scholarship and research, the promotion of the prestige, expansion, and development of the University, including the development of its physical plant, its faculty and the assistance of its students and alumni. Certain officers of the Foundation are also officers of the University.

Basis of Accounting and Presentation – The financial statements of the University have been prepared using the economic resources measurement focus and the accrual basis of accounting. Revenues, expenses, gains, losses, assets, and liabilities from exchange and exchange-like transactions are recognized when the exchange transaction takes place, while those from government-mandated nonexchange transactions (principally federal and state grants and state appropriations) are recognized when all applicable eligibility requirements are met. Internal activity and balances are eliminated in the preparation of the financial statements. Operating revenues and expenses include exchange transactions and program-specific, government-mandated nonexchange transactions. Investment income and interest expense from government-mandated nonexchange transactions that are not program specific (such as state appropriations) are included in nonoperating revenues and expenses.

The University prepares its financial statements as a business-type activity in conformity with applicable pronouncements of GASB. Pursuant to GASB Statement No. 20, the University has elected to apply the provisions of all relevant pronouncements of the Financial Accounting Standards Board (“FASB”) that were issued on or before November 30, 1989, and do not conflict with or contradict GASB pronouncements.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash Equivalents – The University considers all liquid investments with original maturities of three months or less to be cash equivalents. Funds held by the Commonwealth are considered cash equivalents.

Restricted Cash and Cash Equivalents – Restricted cash is restricted for the purchase of capital assets.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Investments and Investment Income – Investments in equity and debt securities are carried at fair value, determined using quoted market prices. Investments in nonnegotiable certificates of deposit, money market accounts, and repurchase agreements are carried at cost which approximates market value. Amounts due for debt service in the upcoming year represent short-term investments; all other investments are classified as long-term.

The University's investments held with the Foundation are governed by the Foundation's investment policies that determine permissible investments by category. The holdings include U.S. and foreign equity securities as well as alternative investments.

Investment income consists of interest and dividend income and the net change for the year in the fair value of investments carried at fair value.

Accounts Receivable – Accounts receivable consist primarily of tuition and fee charges to students, charges for auxiliary enterprise services provided to students, faculty and staff and receivables from federal, state and private agencies for grants and contracts. Accounts receivable are recorded net of estimated uncollectible amounts. Estimated uncollectible amounts are determined by considering a number of factors, including the length of time accounts receivable are past due, previous loss history and the condition of the general economy and the industry as a whole.

Loans to Students – The University makes loans to students under various federal and other loan programs. Such loans receivable are recorded net of estimated uncollectible amounts.

Inventories – Inventories are stated at the lower of cost or market determined on the first-in, first-out method.

Capital Assets – Capital assets are recorded at cost at the date of acquisition. Gifts are recorded at fair value at the date of donation. Livestock for educational purposes is recorded at estimated fair value. The University's capitalization policy includes all items with a unit cost of \$5,000 or more and an estimated useful life of greater than one year. Renovations to buildings, infrastructure and land improvements that significantly increase the value or extend the useful life of the structure are capitalized. Routine repairs and maintenance are charged to operating expense in the year in which the expenses are incurred.

Depreciation of capital assets is computed on a straight-line basis over the estimated useful lives of the assets; generally 50 years for buildings, 15–20 years for land improvements, 25 years for infrastructure, 10 years for library books, and 3–15 years for equipment.

Costs incurred during the construction of capital assets are recorded as construction in progress and are not depreciated until placed into service. The University capitalizes interest as a component of capital assets constructed for its own use. Total interest incurred and capitalized for the years ended June 30, 2012 and 2011, was \$1,676,261 and \$1,812,312, respectively.

Compensated Absences – University employees begin to accumulate annual vacation allocations from the beginning date of employment; however, accrued vacation is not granted until three months of employment have been completed. The maximum accumulation of vacation leave is limited to the number of days that can be accumulated in two years, based on the length of service. Employees are paid their accumulated vacation upon termination, subject to certain limitations.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

University policy permits most employees to accumulate vacation that may be realized as paid time off or, in limited circumstances, as a cash payment. Expense and the related liability are recognized when vacation benefits are earned whether the employee is expected to realize the benefit as time off or in cash. Sick leave benefits expected to be realized as paid time off are recognized as expense when the time off occurs and no liability is accrued for such benefits employees have earned but not yet realized. Compensated absence liabilities are computed using the regular pay in effect and related benefit costs at the Statement of Net Assets date.

Deferred Revenue – Deferred revenue represents unearned student fees and advances on grants and contract awards for which the University has not met all of the applicable eligibility requirements.

Net Assets – The University's net assets are classified as follows:

Invested in Capital Assets – Net of Related Debt: The University's investment in capital assets, net of outstanding debt obligations related to the acquisition, construction, or improvement of those assets.

Restricted Net Assets – Expendable: Resources the University is legally or contractually obligated to spend in accordance with restrictions imposed by external third parties.

Restricted Net Assets – Unexpendable: Resources the University is legally or contractually obligated to retain in perpetuity.

Unrestricted Net Assets: Net assets whose use by the University is not subject to externally imposed stipulations. Unrestricted net assets may be designated for specific purposes by action of management or the Board.

Release of Restricted Net Assets – When an expense or outlay is incurred for which both restricted and unrestricted net assets are available, the University's policy is to allow each departmental unit the flexibility to determine whether to first apply restricted or unrestricted resources based on the most advantageous application of resources in the particular circumstances.

Scholarship Discounts and Allowances – Student tuition and fee revenues, and certain other revenues from students, are reported net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Assets. Scholarship allowances are the difference between the stated charge for goods and services provided by the University and the amount that is paid by students and/or third parties making payments on the students' behalf. Certain government grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as either operating or nonoperating revenues in the University's financial statements. To the extent that revenues from such programs are used to satisfy tuition and fees and other student charges, the University has recorded a scholarship allowance. The scholarship allowances on tuition and fees and on housing for the year ended June 30, 2012, were \$48,310,730 and \$6,605,055, respectively. The scholarship allowances on tuition and fees and on housing for the year ended June 30, 2011, were \$50,748,948 and \$6,859,906, respectively. Payments made directly to students are presented as student financial aid expenses in the Statements of Revenues, Expenses, and Changes in Net Assets.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Cash Flow Statement – Significant noncash transactions excluded from the June 30, 2012 Statement of Cash Flows are comprised of 1) unrealized loss of \$57,965 on the Regional University Excellence Trust Fund investment, 2) unrealized loss of \$43,575 on Programs of Distinction investments, 3) unrealized loss of \$4,109 on the remaining investments, 4) capital assets acquired by obtaining capital leases of \$2,344,718, and 6) gain on disposal of fixed assets of \$10,719.

Significant noncash transactions excluded from the June 30, 2011 Statement of Cash Flows are comprised of 1) unrealized gain of \$3,072,537 on the Regional University Excellence Trust Fund investment, 2) unrealized gain of \$204,690 on Programs of Distinction investments, 3) unrealized loss of \$140,882 on the remaining investments, 4) accrued capital asset purchases of \$24,615, 5) capital assets acquired by obtaining capital leases of \$1,498,748, and 6) loss on disposal of fixed assets of \$128,174.

Adoption of New Accounting Pronouncements – GASB Statement No. 64, *Derivative Instruments: Application of Hedge Accounting Termination Provisions-an amendment of GASB Statement No. 53*, issued June 2011. This Statement is intended to improve financial reporting by state and local governments by clarifying the circumstances in which hedge accounting continues to be applied when a swap counterparty, or a swap counterparty's credit support provider, is replaced. Adoption of this Statement did not have a material impact on the University's financial position or results of operations.

Recent Accounting Pronouncements - As of June 30, 2012, the GASB has issued the following statements not yet implemented by the University.

- GASB Statement No. 60, *Accounting and Financial Reporting for Service Concession Agreements*, issued November 2010. The provisions of this Statement are effective for periods beginning after December 15, 2011. This Statement addresses how to account for and report service concession arrangements (SCAs), a type of public-private or public-public partnership into which state and local governments are increasingly entering. Adoption of this statement will not have a material impact on the University's financial position or results of operations.
- GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, issued November 2010. The provisions of this Statement are effective for periods beginning after June 15, 2012. This Statement is designed to improve financial reporting for governmental entities by amending the requirements of Statements No. 14, *The Financial Reporting Entity*, and No. 34, *Basic Financial Statements - and Management's Discussion and Analysis - for State and Local Governments*, to better meet user needs and address reporting entity issues that have come to light since those Statements were issued in 1991 and 1999, respectively. Adoption of this statement will not have a material impact on the University's financial position or results of operations.
- GASB Statement No. 62, *Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements*, issued December 2010. The provisions of this Statement are effective for periods beginning after December 15, 2011. This Statement is intended to enhance the usefulness of its Codification by incorporating guidance that previously could only be found in certain Financial Accounting Standards Board and American Institute of Certified Public Accountants ("AICPA") pronouncements. Adoption of this statement will not have a material impact on the University's financial position or results of operations.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

- GASB Statement No. 63, *Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position*, issued June 2011. The provisions of this Statement are effective for periods beginning after December 15, 2011. This Statement is intended to improve financial reporting by providing citizens and other users of state and local government financial reports with information about how past transactions will continue to impact a government's financial statements in the future. Adoption of this statement will not have a material impact on the University's financial position or results of operations.
- GASB Statement No. 65, *Items Previously Reported as Assets and Liabilities*, issued March 2012. The provisions of this Statement are effective for periods beginning after December 15, 2012. This Statement establishes accounting and financial reporting standards that reclassify, as deferred outflows of resources or deferred inflows of resources, certain items that were previously reported as assets and liabilities and recognizes, as outflows of resources or inflows of resources, certain items that were previously reported as assets and liabilities. The University's management has not yet determined the effect these statements will have on the University's financial statements.
- GASB Statement No. 66, *Technical Corrections – 2012 – an amendment of GASB Statements No. 10 and No. 62*, issued March 2012. The provisions of this Statement are effective for periods beginning after December 15, 2012. This Statement is intended to improve accounting and financial reporting for a governmental financial reporting entity by resolving conflicting guidance that resulted from the issuance of two pronouncements, *Statements No. 54, Fund Balance Reporting and Governmental Fund Type Definitions*, and *No. 62, Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements*. The University's management has not yet determined the effect these statements will have on the University's financial statements.
- GASB Statement No. 67, *Financial Reporting for Pension Plans – an amendment of GASB Statement No. 25*, issued June 2012. The provisions of this Statement are effective for periods beginning after June 15, 2013. This Statement is intended to improve financial reporting by state and local governmental pension plans. This Statement results from a comprehensive review of the effectiveness of existing standards of accounting and financial reporting for pensions with regard to providing decision-useful information, supporting assessments of accountability and interperiod equity, and creating additional transparency. The University's management has not yet determined the effect these statements will have on the University's financial statements.
- GASB Statement No. 68, *Accounting and Financial Reporting for Pensions – an amendment of GASB Statement No. 27*, issued June 2012. The provisions of this Statement are effective for periods beginning after June 15, 2014. This Statement is intended to improve accounting and financial reporting by state and local governments for pensions. It also improves information provided by state and local governmental employers about financial support for pensions that is provided by other entities. The University's management has not yet determined the effect these statements will have on the University's financial statements.

Income Taxes – As a state institution of higher education, the income of the University is generally exempt from federal and state income taxes under Section 115(1) of the Internal Revenue Code, as amended, and a similar provision of state law. However, the University is subject to federal income tax on any unrelated business taxable income.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN

The Commonwealth treasurer requires that all state funds be insured by Federal Deposit Insurance Corporation ("FDIC"), collateralized by securities held by the cognizant Federal Reserve Bank or invested in U.S. government obligations. The University's deposits with the Commonwealth treasurer are pooled with funds of other state agencies and then, in accordance with statutory limitations, placed in financial institutions or invested as the Commonwealth treasurer may determine, in the state's name.

The University requires that balances on deposit with financial institutions be insured by the FDIC or collateralized by securities held by the cognizant Federal Reserve Bank, in the University's name.

Custodial credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. As a means of limiting its exposure to losses from custodial credit risk, the University's deposits and investments are held by the Commonwealth treasurer, collateralized by securities in the University's name, and insured by the FDIC or in the University's name.

Deposits as of June 30 consisted of:

	<u>2012</u>	<u>2011</u>
Depository accounts		
Local bank deposits – collateral held as a pledge in the University's name	\$ 26,465,629	\$ 29,157,465
Cash on hand	16,447	8,612
State investment pool – uninsured and uncollateralized	<u>46,778,452</u>	<u>38,833,641</u>
Total deposits	<u>\$ 73,260,528</u>	<u>\$ 67,999,718</u>

Deposits at June 30 as presented on the statement of net assets include:

	<u>2012</u>	<u>2011</u>
Cash and cash equivalents	\$ 42,312,167	\$ 42,467,964
Restricted cash and cash equivalents	<u>30,948,360</u>	<u>25,531,754</u>
Total deposits	<u>\$ 73,260,527</u>	<u>\$ 67,999,718</u>

Investments at June 30 consisted of:

	<u>2012</u>	<u>2011</u>
Money market funds	\$ 1,001,553	\$ 123,570
Fixed income government securities	-	<u>986,594</u>
Subtotal – restricted for debt service	<u>1,001,553</u>	<u>1,110,164</u>
Restricted assets held by the Foundation	<u>19,286,339</u>	<u>19,387,879</u>
Total investments	<u>\$ 20,287,892</u>	<u>\$ 20,498,043</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN (Continued)

Investments in U.S. government securities and the collateral for repurchase agreements are registered in the name of Eastern Kentucky University or held in the University's name by its agents and trustees. The University may legally invest in direct obligations of, and other obligations guaranteed as to principal, the U.S. Treasury and U.S. agencies, and instrumentalities and in bank repurchase agreements. It may also invest to a limited extent in equity securities.

University investments held by the Eastern Kentucky University Foundation, Inc. are comprised of the Regional University Excellence Trust Fund and Programs of Distinction endowments (see Note 8). Assets held by the Foundation are invested primarily in an investment pool managed by the Foundation and are carried at fair value.

The assets in the Foundation investment pool at June 30 are invested as follows:

	<u>2012</u>	<u>2011</u>
Percentage of pool invested in:		
Cash equivalents – trustee	3%	5%
Registered investment companies equity funds	80	76
Registered investment companies fixed income funds	<u>17</u>	<u>19</u>
Total	<u>100%</u>	<u>100%</u>

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University does not have a formal policy to specifically limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. The money market mutual funds are presented as an investment with a maturity of less than one year because they are redeemable in full immediately.

Credit Risk – Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. Credit quality ratings provide information about the investment's credit risk. The University does not have a formal policy that would limit its investment choices. However, investments are required to be in compliance with Commonwealth statute.

The credit quality of the University's investments as of June 30, 2012, is as follows:

<u>Investment Type</u>	<u>Fair Value</u>	<u>Not Rated</u>	<u>AAA/Aaa</u>	<u>AA, A, and BBB</u>
Cash equivalents – trustee	\$ 1,579,205	\$ 1,579,205	\$ -	\$ -
Investments with Foundation	<u>18,708,687</u>	<u>15,927,713</u>	<u>1,611,696</u>	<u>1,169,278</u>
Total investments	<u>\$ 20,287,892</u>	<u>\$ 17,506,918</u>	<u>\$ 1,611,696</u>	<u>\$ 1,169,278</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN (Continued)

The credit quality of the University's investments as of June 30, 2011, is as follows:

<u>Investment Type</u>	<u>Fair Value</u>	<u>Not Rated</u>	<u>AAA/Aaa</u>	<u>AA, A, and BBB</u>
Cash equivalents – trustee	\$ 2,054,146	\$ 2,054,146	\$ -	\$ -
Investments with Foundation	<u>18,443,897</u>	<u>15,113,573</u>	<u>2,081,988</u>	<u>1,248,336</u>
Total investments	<u>\$ 20,498,043</u>	<u>\$ 17,167,719</u>	<u>\$ 2,081,988</u>	<u>\$ 1,248,336</u>

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of an investment in a single issuer. The University does not have a formal policy for concentration of credit risk.

Investment Income – Investment income totaling \$782,000 and \$3,893,048 for the years ended June 30, 2012 and 2011, respectively, consisted primarily of interest income and unrealized gain (loss) on investments.

NOTE 3 – ACCOUNTS RECEIVABLE

Accounts receivable are recorded net of estimated uncollectible amounts and consist of the following at June 30:

	<u>2012</u>	<u>2011</u>
Student tuition and fees	\$ 7,968,535	\$ 7,463,009
Auxiliary enterprises	590,123	609,585
Federal, state and private grants and contracts	15,118,775	13,310,486
Other state agencies	28,198	28,798
Other	<u>1,986,126</u>	<u>1,192,162</u>
Total	<u>25,691,757</u>	<u>22,604,040</u>
Less allowance for uncollectible accounts	<u>(1,988,185)</u>	<u>(2,529,055)</u>
Accounts receivable – net	<u>\$ 23,703,572</u>	<u>\$ 20,074,985</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 4 - CAPITAL ASSETS

Capital assets activity for the year ended June 30, 2012, is as follows:

	Balance - June 30, <u>2011</u>	<u>Additions</u>	<u>Reductions</u>	<u>Transfers</u>	Balance - June 30, <u>2012</u>
Capital assets not being depreciated					
Land	\$ 5,581,504	\$ 56,449	\$ -	\$ -	\$ 5,637,953
Works of art	18,000	-	-	-	18,000
Livestock for educational purposes	203,100	243,800	-	-	446,900
Construction in progress	<u>126,927,699</u>	<u>17,799,731</u>	-	<u>(113,260,142)</u>	<u>31,467,288</u>
Total capital assets not being depreciated	132,730,303	18,099,980	-	(113,260,142)	37,570,141
Other capital assets					
Land improvements	21,972,053	-	-	2,551,986	24,524,039
Buildings	268,890,822	579,587	(892,093)	110,708,156	379,286,472
Leasehold improvements	431,410	52,448	-	-	483,858
Equipment	31,378,972	3,729,993	(3,612,972)	-	31,495,993
Library books	39,690,429	1,116,948	(525,623)	-	40,280,754
Capitalized bond costs	<u>934,490</u>	<u>480,000</u>	-	-	<u>1,414,490</u>
Total other capital assets	363,298,176	5,957,976	(5,030,688)	113,260,142	477,485,606
Less accumulated depreciation for					
Land improvements	(14,421,119)	(1,331,142)	-	-	(15,752,261)
Buildings	(123,204,105)	(10,021,355)	890,431	-	(132,335,029)
Leasehold improvements	(43,146)	(72,948)	-	-	(116,094)
Equipment	(21,350,010)	(3,185,095)	3,570,355	-	(20,964,750)
Library books	(33,175,838)	(1,263,613)	525,623	-	(33,913,828)
Amortization - capitalized bond costs	<u>(206,063)</u>	<u>(62,225)</u>	-	-	<u>(268,288)</u>
Total accumulated depreciation	<u>(192,400,281)</u>	<u>(15,936,378)</u>	<u>4,986,409</u>	-	<u>(203,350,250)</u>
Capital assets - net	<u>\$ 303,628,198</u>	<u>\$ 8,121,578</u>	<u>\$ (44,279)</u>	<u>\$ -</u>	<u>\$ 311,705,497</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 4 - CAPITAL ASSETS (Continued)

Capital assets activity for the year ended June 30, 2011, is as follows:

	Balance - June 30, <u>2010</u>	<u>Additions</u>	<u>Reductions</u>	<u>Transfers</u>	Balance - June 30, <u>2011</u>
Capital assets not being depreciated					
Land	\$ 5,581,504	\$ -	\$ -	\$ -	\$ 5,581,504
Works of art	-	18,000	-	-	18,000
Livestock for educational purposes	191,300	11,800	-	-	203,100
Construction in progress	<u>93,806,694</u>	<u>41,221,696</u>	-	<u>(8,100,691)</u>	<u>126,927,699</u>
Total capital assets not being depreciated	99,579,498	41,251,496	-	(8,100,691)	132,730,303
Other capital assets					
Land improvements	21,903,718	-	-	68,335	21,972,053
Buildings	260,937,406	433,290	-	7,520,126	268,890,822
Leasehold improvements	-	-	-	431,410	431,410
Equipment	29,196,447	3,971,161	(1,869,456)	80,820	31,378,972
Library books	38,948,806	1,284,165	(542,542)	-	39,690,429
Capitalized bond costs	<u>934,490</u>	-	-	-	<u>934,490</u>
Total other capital assets	351,920,867	5,688,616	(2,411,998)	8,100,691	363,298,176
Less accumulated depreciation for					
Land improvements	(13,539,394)	(881,725)	-	-	(14,421,119)
Buildings	(116,178,946)	(7,025,159)	-	-	(123,204,105)
Leasehold improvements	-	(43,146)	-	-	(43,146)
Equipment	(19,436,935)	(3,606,013)	1,692,938	-	(21,350,010)
Library books	(32,446,250)	(1,272,130)	542,542	-	(33,175,838)
Amortization - capitalized bond costs	<u>(157,841)</u>	<u>(48,222)</u>	-	-	<u>(206,063)</u>
Total accumulated depreciation	<u>(181,759,366)</u>	<u>(12,876,395)</u>	<u>2,235,480</u>	-	<u>(192,400,281)</u>
Capital assets - net	<u>\$ 269,740,999</u>	<u>\$ 34,063,717</u>	<u>\$ (176,518)</u>	<u>\$ -</u>	<u>\$ 303,628,198</u>

NOTE 5 - DEFERRED REVENUE

Deferred revenue as of June 30 is as follows:

	<u>2012</u>	<u>2011</u>
Unearned summer school revenue and activity fees	\$ 1,879,754	\$ 3,438,591
Unearned grants and contracts revenue	3,906,263	4,336,260
Other	<u>217,704</u>	<u>186,461</u>
Total	<u>\$ 6,003,721</u>	<u>\$ 7,961,312</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 6 – BONDS PAYABLE AND CAPITAL LEASE OBLIGATIONS

Long-term liabilities as of June 30, 2012, and long-term activity for the year ended June 30, 2012, are summarized as follows:

	Balance - June 30, 2011	Additions	Reductions	Balance - June 30, 2012	Amounts Due Within One Year
Revenue bonds payable	\$ 31,020,000	\$ 21,480,000	\$ (1,835,000)	\$ 50,665,000	\$ 2,715,000
Capital lease obligations	<u>41,659,020</u>	<u>2,344,718</u>	<u>(4,494,010)</u>	<u>39,509,728</u>	<u>4,666,149</u>
Total bonds payable and capital lease obligations	<u>\$ 72,679,020</u>	<u>\$ 23,824,718</u>	<u>\$ (6,329,010)</u>	<u>\$ 90,174,728</u>	<u>\$ 7,381,149</u>

Long-term liabilities as of June 30, 2011, and long-term activity for the year ended June 30, 2011, are summarized as follows:

	Balance - June 30, 2010	Additions	Reductions	Balance - June 30, 2011	Amounts Due Within One Year
Revenue bonds payable	\$ 35,395,000	\$ -	\$ (4,375,000)	\$ 31,020,000	\$ 1,835,000
Capital lease obligations	<u>44,669,648</u>	<u>1,498,748</u>	<u>(4,509,376)</u>	<u>41,659,020</u>	<u>4,241,994</u>
Total bonds payable and capital lease obligations	<u>\$ 80,064,648</u>	<u>\$ 1,498,748</u>	<u>\$ (8,884,376)</u>	<u>\$ 72,679,020</u>	<u>\$ 6,076,994</u>

Consolidated Education Buildings Revenue Bonds – Consolidated Education Buildings Revenue Bonds were sold to construct or renovate certain academic and services buildings on campus or to refinance prior issues. The bonds, originally issued in the amount of \$38,340,000 from January 1998 through June 2004, mature in varying amounts through May 1, 2024, with interest payable at rates ranging from 3.0% to 5.0%. Student registration fees are pledged for debt service on these bonds. During fiscal years 2012 and 2011, \$545,000 and \$4,375,000 of principal and \$437,489 and \$549,190 of interest were paid on the bonds, respectively. In addition to the annual payments of principal and interest, there are reserve requirements equal to 25% of annual requirements for principal and interest until the maximum annual requirement remaining for all series is accumulated with the trustee. At June 30, 2012 and 2011, the required debt service reserve of \$988,236 and \$988,236 were on deposit with a trustee and is included in short-term investments on the Statements of Net Assets. Total principal outstanding at June 30, 2012 and 2011, was \$8,790,000 and \$9,335,000, respectively.

General Receipts Revenue Bonds – On August 2, 2007, the University sold \$12,920,000 of Eastern Kentucky University General Receipts and Refunding Bonds, Series 2007A, with a net interest rate of 4.41%. The proceeds of this bond issue provided funding for the renovation of the Sidney Clay Residence Hall and the refunding of the Eastern Kentucky University Housing System Revenue Bonds. The bonds mature in varying amounts through May 1, 2027. All of the revenues of the University, except federal and state grants and contracts, RUETF endowment matching grants, POD endowment, capital appropriations, and federal capital support are pledged for debt service on these bonds. During fiscal years 2012 and 2011, \$695,000 and \$665,000 of principal and \$446,592 and \$473,392 of interest were paid on the bonds. Total outstanding principal at June 30, 2012 and 2011, was \$10,035,000 and \$10,730,000, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 6 – BONDS PAYABLE AND CAPITAL LEASE OBLIGATIONS (Continued)

On April 1, 2009, the University sold \$12,095,000 of Eastern Kentucky University General Receipt Bonds, Series 2009A, at a net interest cost of 3.98%. The proceeds of this bond issue provided funding for the renovation of the Walters Residence Hall and the construction of intramural fields. The bonds mature in varying amounts through May 1, 2028. During fiscal years 2012 and 2011, \$595,000 and \$585,000 of principal and \$389,330 and \$401,064 of interest was paid on the bonds. Total outstanding principal at June 30, 2012 and 2011 was \$10,360,000 and \$10,955,000, respectively.

On December 8, 2011, the University sold \$21,480,000 of Eastern Kentucky University General Receipt Bonds, Series 2011A, at a net interest cost of 3.74%. The proceeds of this bond issue provided funding for a new residence hall. The bonds mature in varying amounts through October 1, 2031. During fiscal year 2012, \$329,556 of interest was paid on the bonds. Total outstanding principal at June 30, 2012 is \$21,480,000.

Subsequent to year end, the University issued bonds to refinance old debt. In July 2012, the University sold \$27,700,000 of Eastern Kentucky University General Receipts Refunding Bonds, 2012 Series A bonds to refund Consolidated Education Revenue Bonds Series V (June 1, 2004, which refinanced outstanding Housing Revenue Series bonds and provided additional funding for the replacement of the campus underground electrical system) and a master lease (September 25, 2008 for an energy savings performance contract). The interest rate on the bonds is 2.2%.

Capital Lease Obligations – The University has capitalized certain buildings and equipment under various capital lease agreements. In June 2000, the University entered into a financing/lease agreement with the Commonwealth of Kentucky State Property and Buildings Commission to finance the Law Enforcement Basic Training Complex ("Project #66") in the amount of \$20,350,000. During the 2002 fiscal year, the University entered into a second financing/lease agreement to finance the Law Enforcement Physical Skills Training Facility ("Project #75") in the amount of \$7,075,000. In October 2003, the University entered into a \$12,990,000 lease agreement with the Commonwealth of Kentucky State Property and Buildings Commission ("Project #80"), the proceeds of which were used primarily to retire \$12,655,000 in lease payments due on the Project #66 lease agreement.

During the fiscal year 2009, the University entered into a master lease agreement with SunTrust Equipment Finance & Leasing Corporation in the amount of \$25,364,000 to finance a campus-wide energy management project. During fiscal years 2012 and 2011, \$4,494,010 and \$4,509,377 of principal and \$2,022,162 and \$2,119,859 of interest were paid on the capital leases, respectively. The principal maturities and interest repayment requirements on bonds and capital leases are as follows:

Years ending June 30,	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2013	\$ 7,381,149	\$ 3,817,051	\$ 11,198,200
2014	7,348,392	3,494,146	10,842,538
2015	7,149,066	3,165,591	10,314,657
2016	6,965,399	2,864,627	9,830,026
2017	7,141,939	2,571,791	9,713,730
2018-2022	33,888,784	7,993,973	41,882,757
2023-2027	12,764,999	2,882,640	15,647,639
2028-2029	<u>7,535,000</u>	<u>732,350</u>	<u>8,267,350</u>
	<u>\$ 90,174,728</u>	<u>\$ 27,522,169</u>	<u>\$ 117,696,897</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 6 – BONDS PAYABLE AND CAPITAL LEASE OBLIGATIONS (Continued)

Assets under capital leases totaled \$31,470,613, net of accumulated depreciation of \$11,713,593 at June 30, 2012.

NOTE 7 – DESIGNATIONS OF UNRESTRICTED NET ASSETS

Unrestricted net assets are designated for specific purposes by action of the Board or University management or may otherwise be limited by contractual agreements. Commitments for the use of unrestricted net assets at June 30 are as follows:

	<u>2012</u>	<u>2011</u>
Inventories	\$ 428,315	\$ 304,650
Outstanding encumbrances	2,747,309	968,343
Departmental commitments	17,807,791	18,586,159
Designated projects and contingency reserves	10,748,745	10,117,897
Health care self-insurance reserve	2,300,000	1,899,125
Auxiliary working capital	<u>9,532,976</u>	<u>7,652,795</u>
Total	<u>\$ 43,565,136</u>	<u>\$ 39,528,969</u>

NOTE 8 – ASSETS HELD BY OTHERS

The Regional University Excellence Trust Fund ("RUETF") was created by the Kentucky General Assembly with the passage of the Postsecondary Education Improvement Act of 1997 ("House Bill 1"). The RUETF Endowment Match Program, also known as "Bucks for Brains," provides state funds on a dollar-for-dollar match basis. Funds are endowed for the purposes of supporting endowed chairs and professorships. House Bill 1 also established two Eastern Kentucky University endowments for the support of nationally recognized Programs of Distinction ("PODs") for the College of Justice and Safety and for potential future additional Programs of Distinction. The College of Justice and Safety POD was liquidated in 2010 to fund an addition to the Stratton Building.

The total fair market value of the Eastern Kentucky University RUETF and POD endowment as of June 30, 2012 and 2011 was \$19,286,339 and \$19,387,879, respectively.

The portion of the RUETF endowment representing the value of the funding received from the Kentucky General Assembly, plus unexpended earnings thereon, was \$17,542,419 and \$17,600,384 as of June 30, 2012 and 2011, respectively, and is included in restricted assets held by the Foundation (see Note 2).

The fair market value of the Eastern Kentucky University POD endowments as of June 30, 2012 and 2011 was \$1,743,920 and \$1,787,495, respectively, and is included in restricted assets held by the Foundation (see Note 2).

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 9 – RELATED-PARTY TRANSACTIONS

The University and the Foundation are related parties. The University authorizes the Foundation to solicit contributions on its behalf. In the absence of donor restrictions, the Foundation has discretionary control over the amounts and timing of its distributions to the University. In addition, the Foundation incurs expenses for salaries of certain University staff; however, the salaries are paid by the University.

Related party transactions and funds held by the Foundation on behalf of the University are as follows as of and for the year ended June 30:

	<u>2012</u>	<u>2011</u>
Funds disbursed by the University on behalf of the Foundation:		
For employee salaries and benefits	\$ 376,753	\$ 671,006
For scholarships	366,667	462,718
Funds held by the Foundation on behalf of or for the benefit of the University as of June 30	19,286,339	19,387,879
Funds due to the University by the Foundation	928,421	164,822

NOTE 10 – PENSION PLANS

All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by the Kentucky Teacher's Retirement System ("KTRS"), a defined benefit plan. KTRS, a cost sharing, multiple-employer, public employment retirement system, provides retirement benefits based on an employee's highest three or five year average salary and number of years of service. Benefits are subject to certain reductions if the employee retires before reaching age 60 or has less than 27 years of participation in the plan. The plan also provides for disability, death and survivor benefits, and medical insurance. Under the plan, members hired prior to July 1, 2008 contribute 6.50% of their annual salary and the University contributes 14.18%. Employees participating in KTRS hired after June 1, 2008 contribute 7.16% and the University contributes 14.84%.

Effective August 1, 1996, optional 403(b) defined contribution retirement plans are available for new employees who would otherwise be covered by the KTRS. The providers of the optional retirement plans are Aetna (ING), TIAA/CRFF, VALIC, and Fidelity. During the 2008 Kentucky legislative session, the General Assembly passed, and the Governor signed, Senate Bill 65, a bill that changed the rate of payment the universities make toward the unfunded liability of the KTRS that is associated with the Optional Retirement Plan. The rate previously floated on an annual basis depending upon the unfunded liability of the KTRS. Senate Bill 65 changed the floating rate to a fixed rate of 5.1% effective April 7, 2008. The fixed rate is set to expire on July 1, 2048. As of April 7, 2008, the employee contribution to their selected plan is 6.16% of their annual salary. As determined by the KTRS Board of Trustees, the University contributes 8.74% and also provides an additional 5.10% to KTRS as an unfunded liability.

The KTRS issues a publicly available financial report that includes financial statements and required supplementary information. This report may be obtained by writing to Kentucky Teachers Retirement System, 479 Versailles Road, Frankfort, KY 40601, or by calling (502) 573-3266.

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 10 – PENSION PLANS (Continued)

Substantially all other full-time University employees are required by law to participate in the Kentucky Employee's Retirement System ("KERS"), a cost sharing multiple-employer, public employee retirement system. KERS provides retirement benefits based on an employee's final average salary and number of years of service. Benefits are subject to certain reductions if the employee retires before reaching age 65 or has less than 27 years of service. The plan also provides for disability, death and survivor benefits, and medical insurance. Employees in nonhazardous positions contribute 5% of salary. Employers contribute at the rate determined by the KERS Board of Trustees to be necessary for the actuarial soundness of the systems as required by KRS 61.565. The employer rate is reviewed annually following valuation of the plan. Effective July 1, 2011 the University contribution rate to KERS is 19.82%. Employees hired prior to September 1, 2008 contribute 5% of their annual salary, employees hired after September 1, 2008, contribute 6%.

The KERS issues a publicly available financial report that includes financial statements and required supplementary information. This report may be obtained by writing to Kentucky Employees Retirement System, 1260 Louisville Road, Perimeter Park West, Frankfort, KY 40601, or by calling (502) 564-4646.

Currently, there are no University employees occupying positions that would be considered hazardous under KERS regulations.

The total pension cost for all retirement plans for the years ended June 30, 2012, 2011 and 2010 was \$17,944,000, \$16,715,000 and \$14,797,000, respectively. Employees contributed approximately \$6,993,000, \$6,775,000 and \$6,590,000, in fiscal years 2012, 2011 and 2010, respectively. The University's total payroll costs were approximately \$132,269,000, \$129,795,000 and \$128,439,000, respectively for the years ended June 30, 2012, 2011 and 2010. The payroll for employees covered by the retirement plan was approximately \$115,417,000, \$111,721,000 and \$112,168,000, for the years ended June 30, 2012, 2011 and 2010, respectively.

NOTE 11 – RISK MANAGEMENT

The University is exposed to various risks of loss from torts, theft of, damage to or destruction of assets, business interruption, workers' compensation, employee injuries and illnesses, natural disasters and employee health and accident benefits. Commercial insurance coverage is purchased for claims arising from these risks, other than employee health. Settled claims have not exceeded this commercial coverage in any of the three preceding years. As a sovereign entity of the Commonwealth, the Kentucky Board of Claims handles tort claims on behalf of the University.

The University maintains a self-insurance program for employee's health insurance. Under this plan, the University pays premiums based on estimated claims. The University pays approximately 75% of the expenses of the plan for permanent full-time employees and their families. Expenses incurred to cover claims paid by the University under the plan for years ended June 30, 2012 and 2011, totaled \$15,838,333 and \$13,932,709, respectively. Administrative fees incurred for the years ended June 30, 2012 and 2011, were \$1,216,996 and \$967,545, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 11 – RISK MANAGEMENT (Continued)

Changes in the liability for self-insurance at June 30 are as follows:

	<u>2012</u>	<u>2011</u>
Liability – beginning of year	\$ 1,274,668	\$ 1,233,696
Accruals for current year claims and changes in estimate	16,959,314	14,941,226
Claims paid	(15,838,333)	(13,932,709)
Other costs	<u>(1,216,996)</u>	<u>(967,545)</u>
Liability – end of year	<u>\$ 1,178,653</u>	<u>\$ 1,274,668</u>

NOTE 12 – COMMITMENTS AND CONTINGENCIES

Construction Commitments – The estimated cost to complete construction projects under contract at June 30, 2012, is approximately \$22.2 million. The projects are to be financed principally by appropriations from the Commonwealth, proceeds from bonds, internal funds and gifts.

Claims and Litigation – The University is subject to various litigation and other claims in the ordinary course of business. University officials are of the opinion, based upon the advice of legal counsel, that the ultimate resolution of these matters will not have a material adverse effect on the University's financial position or results of operations.

Government Grants – The University is currently participating in numerous grants from various departments and agencies of the federal and state governments. The expenditures of grant proceeds must be for allowable and eligible purposes. Single audits and audits by the granting department or agency may result in requests for reimbursement of unused grant proceeds or disallowed expenditures. University management believes disallowances, if any, will not have a material adverse effect on the University's financial position. Upon notification of final approval by the granting department or agency, the grants are considered closed.

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 13 – OPERATING EXPENSES BY NATURAL CLASSIFICATION

Operating expenses by natural classification for the years ended June 30 were as follows:

	<u>2012</u>	<u>2011</u>
Salaries and wages	\$ 132,269,290	\$ 129,794,797
Employee benefits	44,517,531	42,379,989
Supplies and other services	55,978,107	54,148,908
Travel	5,725,488	5,482,953
Depreciation	15,936,378	12,876,395
Student scholarships and financial aid	11,451,721	10,079,874
Utilities	7,877,804	7,419,294
Other operating expenses	<u>1,878,432</u>	<u>1,122,191</u>
Total	<u>\$ 275,634,751</u>	<u>\$ 263,304,401</u>

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations – Eastern Kentucky University Foundation, Inc. (the “Foundation”) is a corporation formed for educational, charitable and public purposes in accordance with the provisions of KRS 273.0010. The Foundation is a component unit of Eastern Kentucky University. Specifically, it was founded to cooperate with Eastern Kentucky University (the “University”) and with the Board of Regents of the University (the “Board”) in the promotion of the educational, civic and charitable purposes of the University and Board in any lawful manner deemed appropriate by the Foundation’s Board of Directors. This purpose includes the encouragement of scholarship and research and the promotion of the prestige, expansion and development of the University’s physical plant and faculty and the assistance of its students and alumni.

Basis of Presentation – The financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America. Under established financial reporting standards for not-for-profit organizations, net assets and revenues, expenses, and gains and losses are classified based on the existence or absence of donor-imposed restrictions.

Revenues from sources other than contributions are reported as increases in unrestricted net assets. Contributions are reported as increases in the appropriate category of net assets, except that contributions which impose restrictions that are met in the same fiscal year they are received are included in unrestricted revenues. Expenses are reported as decreases in unrestricted net assets. Gains and losses on investments are reported as increases or decreases in unrestricted net assets unless their use is restricted by explicit donor stipulations or by law. Expirations of temporary restrictions on net assets (i.e., the donor-stipulated purpose has been fulfilled and/or the stipulated time period has elapsed) are reported as reclassifications from temporarily restricted net assets to unrestricted net assets.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Cash and Cash Equivalents – The Foundation considers all liquid investments with original maturities of three months or less to be cash equivalents, which are stated at cost which approximates fair value. Periodically throughout the year, the Foundation's cash balance exceeds the amount insured by the Federal Deposit Insurance Corporation, including at year-end.

Investments – Investments in equity securities having a readily determinable market value and all debt securities are carried at fair value. Investment return includes dividend, interest and other investment income and realized and unrealized gains and losses on investments reported at fair value. Investment return that is initially restricted by donor stipulation and for which the restriction will be satisfied in the same year is included in unrestricted net assets. Other investment return is reflected in the statement of activities as unrestricted, temporarily restricted or permanently restricted based upon the existence and nature of any donor or legally imposed restrictions.

Alternative investments, consisting of hedge funds and limited partnerships, are carried at estimated fair value provided by the management of the alternative investment funds as of June 30, 2012 and 2011. Because alternative investments are not readily marketable, the estimated value is subject to uncertainty and, therefore, may differ from the value that would have been used had a ready market for the investment existed. The Foundation's total alternative investments were approximately \$7,479,000 and \$7,085,000 as of June 30, 2012 and 2011, respectively.

As noted in Note D, the Foundation adopted The *Uniform Prudent Management of Institutional Funds Act* ("UPMIFA") in fiscal year 2011. Under UPMIFA, net appreciation on endowment fund investments, whose income is otherwise unrestricted as to use, is reported as temporarily restricted net assets until appropriated for expenditure by the Foundation, unless the donor has permanently restricted such net appreciation. In cases where the donor has placed temporary restrictions on the use of the income from endowed gifts, related net appreciation is subject to those restrictions and is reported as a part of temporarily restricted net assets until the restriction has been met. Prior to adoption, the Foundation followed the *Uniform Management of Institutional Funds Act* ("UMIFA"). Also, UPMIFA permits the classification of Board Designated amounts to be presented as permanently restricted net assets with proper Board resolutions. In conjunction with the adoption of UPMIFA, a \$1,662,998 reclassification to permanently restricted net assets was recorded during the year ended June 30, 2011 to reflect donor intent.

Property and Equipment – Property and equipment are stated at cost and are depreciated on the straight-line method over the estimated useful lives of the assets; generally 50 years for buildings, 15–20 years for land improvements, and 5–15 years for equipment. The Foundation's capitalization policy includes all items with a unit cost of \$5,000 or more and an estimated useful life of greater than one year. Renovations to buildings, infrastructure and land improvements that significantly increase the value or extend the useful life of the structure are capitalized. Routine repairs and maintenance are charged to operating expense in the year in which the expenses are incurred.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

The Foundation reviews for the impairment of long-lived assets subject to depreciation and amortization, including property and equipment, whenever events or changes in circumstances indicate that the carrying amount of these assets may not be recoverable in accordance with ASC 350 and ASC 360. If this review were to result in the conclusion that the carrying value of long-lived assets would not be recoverable, then a write down of the assets would be recorded through a charge to earnings equal to the difference in the fair market value of the assets and their carrying value. No such impairment losses were recognized for the years ended June 30, 2012 and 2011.

Split-Interest Agreements – The carrying value of liabilities for payment to beneficiaries of split-interest unitrust agreements are determined based on the present value of the discounted estimated future cash flow using current market interest rates at the date of donation.

Temporarily and Permanently Restricted Net Assets – Temporarily restricted net assets are those whose use by the Foundation has been limited by donors to a specific time period or purpose. Permanently restricted net assets have been restricted by donors to be maintained by the Foundation in perpetuity.

Contributions – Gifts of cash and other assets received without donor stipulations are reported as unrestricted revenue and net assets. Gifts received with donor stipulations that limit their use are reported as temporarily or permanently restricted revenue and net assets. When a donor-stipulated time restriction ends or the purpose of the restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Gifts and investment income that are originally restricted by the donor and for which the restriction is met in the same time period are included in unrestricted net assets.

Gifts of land, buildings, equipment and other assets are reported at fair value at the date of the gift and are reported as unrestricted revenue and net assets unless explicit donor stipulations specify how such assets must be used, in which case the gifts are reported as temporarily or permanently restricted revenue and net assets. Absent explicit donor stipulations for the time long-lived assets must be held, expirations of restrictions resulting in reclassification of temporarily restricted net assets as unrestricted net assets are reported when the long-lived assets are placed in service.

Unconditional promises to give expected to be collected within one year are reported at their net realizable value. Unconditional promises to give expected to be collected in future years are recorded at the present value of estimated future cash flows. The resulting discount is computed using risk-free interest rate applicable to the years in which the promises are received. Amortization using the level-yield method is included in contribution revenue. Conditional gifts are not included as support until the conditions are substantially met.

Income Taxes – The Internal Revenue Service has determined that the Foundation is exempt from income taxes under Section 501 of the Internal Revenue Code. However, the Foundation is subject to federal income tax on any unrelated business taxable income.

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
 (Continued)

Accounting principles generally accepted in the United States of America ("U.S. GAAP") prescribe recognition thresholds and measurement attributes for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. Tax benefits or liabilities will be recognized only if the tax position is more-likely-than-not sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized will be the largest amount of tax benefit or liability that is greater than 50% likely being realized on examination. For tax positions not meeting the more-likely-than-not test, no tax benefit or liability will be recorded. Management has concluded that they are unaware of any tax benefits or liabilities to be recognized at June 30, 2012 and 2011 and does not expect this to change in the next 12 months.

The Foundation would recognize interest and penalties related to uncertain tax positions in interest and income tax expense, respectively. The Foundation has no amounts accrued for interest or penalties as of June 30, 2012 and 2011. The Foundation is no longer subject to examination by taxing authorities for the years before June 30, 2008.

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit.

The Foundation's exposure to foreign currency risk derives from pooled non-U.S. equity fund investments, with a fair value of \$15,055,248 and \$13,361,008 at June 30, 2012 and 2011, respectively. The Foundation's endowment investment policy allows managers to invest a portion of funds in non-U.S. securities in accordance with the guidelines established in the investment policy.

Subsequent Events – Management has performed an analysis of the activities and transactions subsequent to June 30, 2012 to determine the need for any adjustments to and/or discussions within the audited financial statements for the year ended June 30, 2012. Management has performed their analysis through September 27, 2012 which is the date that financial statements were issued.

Reclassifications – Certain prior year amounts have been reclassified to conform to the current year presentation. These reclassifications had no effect on previously reported changes in net assets or total net assets.

B. INVESTMENTS AND INVESTMENT RETURNS

Investments held at June 30, 2012 and 2011, by the Foundation were as follows:

	<u>2012</u>	<u>2011</u>
Money market funds	\$ 2,003,036	\$ 2,805,097
Common stock	345,184	346,953
Fixed income funds	7,008,837	8,335,741
Equity funds	31,015,810	29,379,140
Alternatives	<u>7,479,322</u>	<u>7,084,677</u>
Total investments	<u>\$ 47,852,189</u>	<u>\$ 47,951,608</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

B. INVESTMENTS AND INVESTMENT RETURNS (Continued)

The Foundation invests the endowment matching funds for the Regional University Endowment Trust Fund on behalf of the University, which is reflected for both the years ended June 30, 2012 and 2011. Interest and dividend income and unrealized and realized gains and losses on investments were allocated between the Foundation and the University based on the percentage of investments owned.

C. FAIR VALUE OF FINANCIAL INSTRUMENTS

U.S. GAAP defines fair value as the price that would be received for an asset or paid to transfer a liability (an exit price) in the Foundation's principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date.

This guidance also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The three levels of inputs that may be used to measure fair value are described below:

Level 1 – Quoted prices (unadjusted) in active markets that are accessible at the measurement date for identical assets or liabilities.

Level 2 – Significant other observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3 – Significant unobservable inputs that reflect a reporting entity's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

The fair value of financial instruments as of June 30, 2012 is as follows:

	Carrying Amount	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Money market funds	\$ 2,003,036	\$ 2,003,036	\$ -	\$ -
Common stock, primarily of financial institutions	345,184	345,184	-	-
Fixed income funds	7,008,837	7,008,837	-	-
Equity funds	31,015,810	31,015,810	-	-
Alternatives:				
Hedge funds	4,342,999	-	4,342,999	-
Limited partnerships	<u>3,136,323</u>	<u>-</u>	<u>-</u>	<u>3,136,323</u>
Total investments	<u>\$ 47,852,189</u>	<u>\$ 40,372,867</u>	<u>\$ 4,342,999</u>	<u>\$ 3,136,323</u>
Interest rate swap	\$ 109,015	\$ -	\$ 109,015	\$ -

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

The fair value of financial instruments as of June 30, 2011 is as follows:

	Carrying Amount	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Money market funds	\$ 2,805,097	\$ 2,805,097	\$ -	\$ -
Common stock, primarily of financial institutions	346,953	346,953	-	-
Fixed income funds	8,335,741	8,335,741	-	-
Equity funds	29,379,140	29,379,140	-	-
Alternatives:				
Hedge funds	4,436,658	-	4,436,658	-
Limited partnerships	<u>2,648,019</u>	<u>-</u>	<u>-</u>	<u>2,648,019</u>
Total investments	<u>\$ 47,951,608</u>	<u>\$ 40,866,931</u>	<u>\$ 4,436,658</u>	<u>\$ 2,648,019</u>
Interest rate swap	\$ 103,142	\$ -	\$ 103,142	\$ -

The fair values of money market funds, common stock, fixed income funds, and equity funds are determined using quoted market prices and are classified as Level 1 financial instruments. The predominance of market inputs are actively quoted and can be validated through external sources, including brokers, market transactions and third-party pricing services.

For other investments for which there is no active market, generally referred to as "alternative investments", such as alternative hedge funds and private equities, the fair values are initially based on valuations determined by the investment managers using net asset values ("NAVs") as of their most recent statements, adjusted for cash receipts, cash disbursements, and other anticipated income or loss through June 30th. The NAVs of the investment funds are determined on the accrual basis of accounting in conformity with U.S. GAAP; in certain instances, secondary investments require reporting other than U.S. GAAP such as International Financial Reporting Standards or Tax Basis accounting, in which case the investment managers adjust values to more accurately comply with U.S. GAAP. The managers utilize standard valuation procedures and policies to assess the fair value of the underlying investment holdings to derive NAV. For holdings in marketable securities listed on national securities exchanges, the values represent the publicly traded values, and holdings in private securities are generally valued using the mark-to-market method, which attempts to apply a fair value standard by referring to meaningful third-party transactions, comparable public market valuations, appraisals and/or the income approach. Pursuant to U.S. GAAP, management has considered redemption restrictions to assess classification of fair value inputs. For alternative investments with redemption periods of 90 days or less, the assets are considered a Level 2 fair value measurement. Investments that are redeemable in greater than 90 days are considered Level 3 fair value measurements due to the inability to redeem the asset at NAV in the near term.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

Foundation management has done an independent review of valuations reported by investment managers and determined that NAV is a reasonable and prudent estimate of fair value. Alternative investments are not readily marketable and their estimated value is subject to uncertainty. Therefore, there may be a material difference between their estimated value and the value that would have been used had a readily determinable fair value for such investments existed.

Derivative contracts are valued using quoted market prices and significant other observable inputs. The Foundation's only such financial instrument is an interest rate swap contract. Interest rate swaps do not have observable market quotes. For this financial instrument, the Foundation's swap counterparty provides an annual valuation using the difference between the fixed rate paid by the Foundation and the counterparty's interest rate forecast discounted at the swap yield curve. The models are based on observable inputs for forward interest rates and discounts rates. As such, these derivatives instruments are classified within Level 2 of the fair value hierarchy.

Description of Alternative Investments Strategy and Liquidity:

As of June 30, 2012, the Foundation's alternative investments consist of hedge funds and limited partnerships. Additional disclosure relative to the underlying strategies for these types of investments is as follows:

- **Hedge funds** – As of June 30, 2012, the Foundation invests in various hedge funds which employ the following investment strategies. The categories represent the variety of investment strategies used rather than a description of each hedge fund.
 - 1) Multi-strategy – The objective of these funds is to strategically allocate capital to various hedge fund strategies based on their perceived risk and return profiles.
 - 2) Fixed income arbitrage – The strategy of these funds is to take long positions in fixed income securities and hedge those positions by selling short the underlying common stock.
 - 3) Convertible arbitrage – The strategy of these funds is to take long positions in convertible securities and hedge those positions by selling short the underlying common stock.
 - 4) Capital structure arbitrage – This investment strategy typically involves taking long and short positions in different financial instruments and asset classes within the capital structure of the same company (equity and debt classes primarily).
 - 5) Equity hedged – The strategy of these funds is to take long positions in equities that are perceived to be undervalued and go short on equities that are perceived to be overvalued.
 - 6) Event driven – This strategy invests in debt securities created by significant transactional events, such as spin-offs, mergers and acquisitions, bankruptcy reorganizations and recapitalizations.
 - 7) Macro – The strategy of these funds is to invest by making leveraged bets on anticipated price movements of stock markets, interest rates, foreign exchange and physical commodities.

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

- 8) Long/Short – This strategy consists of a core holding of long equities hedged at all times with short sales of stocks and/or stock index options.
- 9) Volatility arbitrage – This strategy undertakes the buying and selling of volatility, primarily using options across various markets, to take advantage of dislocations in volatility created by directional investors.
- **Limited partnerships** – As of June 30, 2012, the Foundation invests in various limited partnerships which employ the following investment strategies. The categories represent the variety of strategies used rather than a description of each limited partnership.
 - 1) Buyout funds – These funds invest in more established companies that are in need of some repair or growth to boost returns. Generally, interests are purchased through some combination of preferred shares and debt. There are various investment opportunities in buyout, such as “buy and build”, “spinoffs”, “ownership transitions”, and “recapitalizations.” In addition to needing an equity infusion, some companies need to change their capital structure to facilitate growth.
 - 2) Venture Capital Funds – These funds invest in young companies with varying degrees of infrastructure, revenues, and profits. Investments are typically made in cash through the purchase of preferred shares in the Company. If the investment is in a concept alone, it is called “see stage”. Depending on the degree to which the product line is complete, management positions are fully staffed, revenues are being generated, and/or profits are being made, the investments are referred to as “early stage” (very new companies, largely undeveloped), “mid stage” (more infrastructure, but no profits), and “late stage” (Sufficiently developed to possibly issue public stock or attract interest from a strategic buyer soon).
 - 3) Real Estate Funds – These funds provide capital to meet a number of different needs including new construction, renovation, or a change in property ownership or management. These investments may involve equity or debt. The major sub-sectors that comprise equity investments include the purchase of land (including timberland and farmland), the purchase of fully-or partially-leased commercial properties, and the purchase of renovation properties (buying existing properties and upgrading them), as well as investments in new construction (called “development”). There are also investments that can be made on the debt side, including first mortgage lending, mezzanine lending, distressed lending (senior lending to troubled assets), and the purchase of real estate bank loans (pools of loans sold off by banks that want to lower the level of reserve capital that must be held against such loans).
 - 4) Funds of funds (“FOFs”) – These funds invest in several partnerships within private equity (venture, buyout, debt, and real estate). FOFs that commit capital to many partnerships in one sector (such as biotech, software, or telecom) or one sub-class (for example all venture funds or all debt funds) are called “concentrating” funds. FOFs that invest across sectors and sub-classes are “diversifying” funds. There are also FOFs that mix investments in limited partnerships with direct investments in underlying platforms, and these are called “hybrid” funds. Finally, FOFs that buy existing partnerships that are for resale by LPs are called “secondaries” funds.

(Continued)

EASTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

- 5) Debt Funds – These funds provide lending to companies that are being restructured or re-capitalized. Among debt funds, there are two major sub-sectors: Mezzanine debt and distressed debt. Mezzanine funds initiate lending to companies of all sizes, both private and public. Mezzanine funds have a subordinated claim on the underlying assets relative to senior lenders (banks, bondholders, etc.) and, in return, can charge a higher interest rate on the debt. Distressed debt funds buy existing public and/or private debt of distressed companies. Distressed debt funds can be further broken down into two groups: 1) those where GPs take control of the distressed companies and work through the bankruptcy process to pick new managers and strategies for restructuring, and 2) those where GPs do not take control of these companies and instead focus on trading the distressed securities.

A summary of the alternative investment restrictions on redemption and liquidity as of June 30, 2012, is presented as follows:

	<u>Balance at June 30, 2012</u>	<u>Unfunded Commitments</u>	<u>Redemption Notice</u>	<u>Redemption Frequency</u>
Hedge fund	\$ 4,342,999	\$ -	60 days	Quarterly
Limited partnerships	\$ 3,136,323	\$ -	N/A	Fund Dissolved

The limited partnerships (the "Funds") have incorporation dates ranging from 2005 to 2008. Each of the limited partnerships has a term of fifteen years, provided, however, that the Fund Manager, in its sole discretion, may elect to extend such term for up to three one-year periods if it believes such extensions are necessary or desirable in order to effect an orderly liquidations of the Fund's investments. In addition, for each of the limited partnerships, the Fund Manager may, in its sole discretion, elect to terminate the Fund prior to the end of such term or any extension period.

The following is the Level 3 investment activity for the years ending June 30, 2012 and 2011:

	<u>2012</u>	<u>2011</u>
Balance, beginning of year	\$ 2,648,019	\$ 677,836
Total gains or losses (realized/unrealized) included in earnings (or changes in net assets)	27,754	91,358
Purchases, issuances and settlements, net	-	1,878,825
Purchases	<u>460,550</u>	<u>-</u>
Balance, end of year	<u>\$ 3,136,323</u>	<u>\$ 2,648,019</u>

The amount of total gains or losses for the years ended June 30, 2012 and 2011 relating to Level 3 assets still held at June 30, 2012 and 2011 is as follows:

	<u>2012</u>	<u>2011</u>
Limited partnerships	\$ 27,754	\$ 91,358

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. ENDOWMENT

The Foundation's endowment consists of 372 individual funds established for a variety of purposes. The endowment includes both donor-restricted endowment funds and funds designated by the Board of Directors to function as endowments (board-designated endowment funds). As required by U.S. GAAP, net assets associated with endowment funds, including funds designated by the Board of Directors to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

Interpretation of Relevant Law – Prior to 2011, the Foundation's Board of Directors interpreted the Uniform Management of Institutional Funds Act ("UMIFA"), adopted in Kentucky in 1976 as requiring preservation of the "historic dollar value" of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Foundation classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of donor-restricted endowment funds is classified as unrestricted or temporarily restricted net assets, depending on donor stipulations.

Effective in July 2010, the *Uniform Prudent Management of Institutional Funds Act* ("UPMIFA") was adopted by the Commonwealth of Kentucky. The Foundation interprets UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Foundation classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Foundation in a manner consistent with the standard of prudence prescribed by UPMIFA. In addition, UPMIFA provides for allowing certain Board restricted net assets to be classified as permanently restricted. As discussed in Note 1, this change in law caused the Foundation to reclassify net assets from unrestricted and temporarily restricted to permanently restricted.

In accordance with UPMIFA, the Foundation considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) The duration and preservation of the fund
- (2) The purposes of the donor-restricted endowment fund
- (3) General economic conditions
- (4) The possible effect of inflation and deflation
- (5) The expected total return from income and the appreciation of investments
- (6) Other resources of the Foundation
- (7) The investment policies of the foundation

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. Endowment (Continued)

Funds with Deficiencies – From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the “historic dollar value” level the Foundation is required to preserve as a fund of perpetual duration. In accordance with GAAP, deficiencies of this nature that are to be reported in unrestricted net assets were \$72,105 and \$69,640 as of June 30, 2012 and 2011, respectively. These deficiencies resulted from unfavorable market fluctuations that occurred after investment of permanently restricted contributions.

Endowment net asset composition by type of fund as of June 30, 2012 and 2011 is as follows:

<u>2012</u>	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds	\$ (72,105)	\$ 8,565,278	\$ 36,199,216	\$ 44,692,389
Board-designated endowment funds	<u>5,440,634</u>	<u>-</u>	<u>-</u>	<u>5,440,634</u>
Total	5,368,529	8,565,278	36,199,216	50,133,023
Less endowment held for others	<u>(1,743,920)</u>	<u>(5,335,614)</u>	<u>(12,206,805)</u>	<u>(19,286,339)</u>
Total endowment net assets	<u>\$ 3,624,609</u>	<u>\$ 3,229,664</u>	<u>\$ 23,992,411</u>	<u>\$ 30,846,684</u>
<u>2011</u>	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds	\$ (69,640)	\$ 8,393,368	\$ 35,554,568	\$ 43,878,296
Board-designated endowment funds	<u>5,610,429</u>	<u>-</u>	<u>-</u>	<u>5,610,429</u>
Total	5,540,789	8,393,368	35,554,568	49,488,725
Less endowment held for others	<u>(1,787,495)</u>	<u>(5,393,579)</u>	<u>(12,206,805)</u>	<u>(19,387,879)</u>
Total endowment net assets	<u>\$ 3,753,294</u>	<u>\$ 2,999,789</u>	<u>\$ 23,347,763</u>	<u>\$ 30,100,846</u>

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2012 and 2011

NOTE 14 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. Endowment (Continued)

Changes in endowment net assets for the years ended June 30, 2012 and 2011 are as follows:

<u>2012</u>	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment net assets, beginning of year	<u>\$ 5,540,789</u>	<u>\$ 8,393,368</u>	<u>\$ 35,554,568</u>	<u>\$ 49,488,725</u>
Investment returns – net of fees	119,307	828,032	-	947,339
Net change in unrealized appreciation (depreciation) on investments	<u>(154,547)</u>	<u>(837,908)</u>	<u>-</u>	<u>(992,455)</u>
Total revenues and gains (losses)	<u>(35,240)</u>	<u>(9,876)</u>	<u>-</u>	<u>(45,116)</u>
Contributions	44,455	1,184,585	644,648	1,873,688
Appropriation of endowment net assets for expenditures	<u>(181,475)</u>	<u>(1,002,799)</u>	<u>-</u>	<u>(1,184,274)</u>
Changes in endowment net assets	<u>(172,260)</u>	<u>171,910</u>	<u>644,648</u>	<u>644,298</u>
Endowment net assets at end of year	5,368,529	8,565,278	36,199,216	50,133,023
Changes in assets held for others	<u>(43,575)</u>	<u>(57,965)</u>	<u>-</u>	<u>(101,540)</u>
Changes in endowment net assets during year	<u>(128,685)</u>	<u>229,875</u>	<u>644,648</u>	<u>745,838</u>
Endowment net assets – beginning of year	<u>3,753,294</u>	<u>2,999,789</u>	<u>23,347,763</u>	<u>30,100,846</u>
Endowment net assets – end of year	<u>\$ 3,624,609</u>	<u>\$ 3,229,664</u>	<u>\$ 23,992,411</u>	<u>\$ 30,846,684</u>

(Continued)