

Morehead, Kentucky  
February 23, 1977

The Board of Regents of Morehead State University met in the Anna Mae Riggle Room of the Adron Doran University Center on Wednesday, February 23, 1977, at 1:00 p.m., EST.

The meeting was called to order by Chairman Lloyd Cassity.

The invocation was given by Mr. Elmer Anderson, Director of Student Financial Aid.

On roll call, the following members answered present:

Mr. Lloyd Cassity, Chairman  
Mr. Jerry Howell, Vice Chairman  
Dr. W. H. Cartmell  
Mr. Sam F. Kibbey  
Mr. B. F. Reed  
Mr. J. M. Richardson  
Dr. Charles Pelfrey  
Mr. Gerald Mayes

Absent: Mr. William E. Justice  
Mr. Cloyd D. McDowell

Also, present for the meeting were Larry Keeling, Staff Reporter of the Lexington Herald; Keith Kappes, Director of Public Information at the University; other representatives of the news media; and members of the faculty, staff, and student body at the University.

Mr. Kibbey moved that the minutes of the meeting on November 19, 1976, be corrected to delete the approval of the item of general discussion pertaining to the appointment of committees to advise the President and then approve the minutes as corrected. Motion was seconded by Dr. Cartmell and unanimously approved.

President Norfleet presented his report to the Board for the period of November 19, 1976, to February 23, 1977, with certain recommendations:

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Minutes of February 23, 1977, cont'd

MOREHEAD STATE UNIVERSITY  
Morehead, Kentucky  
February 23, 1977

Board of Regents  
Morehead State University  
Morehead, Kentucky

Gentlemen:

I am submitting my report on the operation of the University for the period of November 19, 1976, to February 23, 1977, with certain recommendations:

I. PERSONNEL CHANGES

Exhibit I

I recommend that the Board approve the Personnel Changes as suggested in Exhibit I.

II. NEW POLICIES

A. Copyright Policy Statement

B. Ownership of Inventions and Discoveries Policy Statement

I recommend that the Board adopt the policy statements on Copyrights and Ownership of Inventions and Discoveries as presented in Exhibit II.

III. APPOINTMENT OF FISCAL AFFAIRS COMMITTEE

I would like to request that the chairman appoint a three-member committee to serve in an advisory capacity to the president on fiscal affairs.

IV. COUNCIL ON PUBLIC HIGHER EDUCATION INFORMATION

A. System of Higher Education in Kentucky

Exhibit III is a copy of a statement approved by the Council on Public Higher Education regarding a System of Higher Education in Kentucky. This statement should be reviewed very carefully because it has significance for Morehead State University.

B. Community College Study

The Council on Public Higher Education has requested that a study be made of the one- and two-year programs offered by the institutions of higher education in Kentucky. This has developed as a result of the 1202 Commission on Postsecondary Education.

C. Report on Academic and Financial Programming

The Council on Public Higher Education has requested that we prepare a summary report of our academic and financial programming for the University.

D. Master's Degree Programs

We have been requested by the Council on Public Higher Education to review and justify all of our master's degree programs offered at the University.

## V. BUDGET

The budget is in the process of being prepared at this time. Budget hearings will be conducted with each area giving the responsible person an opportunity to justify the continuing of programs funded last year and stating his case for what he hopes to do next year and any new needs that he has listed in a priority order. The budget will be prepared to give balance to the allocation of resources throughout the University.

## VI. SABBATICAL FOR DR. ROBERT HAWKINS

I would like to recommend that Dr. Hawkins be granted a sabbatical leave for the spring semester of 1977 because of being confined to his home as a result of health problems. During the period of time he is on sabbatical, he will prepare curriculum material which will be used in the Music Department. Mr. Edward Malterer has been employed for one semester only to assume Dr. Hawkins' responsibilities.

## VII. PERSONAL SERVICE CONTRACT FOR DR. ADRON DORAN

In a memorandum dated December 10, 1976, to the members of the Board of Regents, Dr. Doran declined the Board's offer of a personal service contract as a consultant to the Board for capital construction following his retirement on January 1, 1977.

## VIII. ENROLLMENT REPORT

DDG709

## IX. PARNASSUS

Enclosed as Exhibit IV is a copy of the PARNASSUS magazine. This magazine is produced as laboratory project in the Division of Communications by majors in journalism. This magazine replaced the RACONTEUR.

## X. UNIVERSITY PLANETARIUM

I recommend that we name the planetarium which has been constructed in Lappin Hall the University Planetarium.

## XI. APPALACHIAN EDUCATION SATELLITE PROJECT (AESP)

Morehead State University has been selected as a site for the location of one of the parabolic antennae which will enable us to receive educational programming from the educational satellite which is located over the Appalachian region of the United States. The installation of our equipment will take place in August of 1977. Funds will be provided from the Appalachian Regional Commission for the installation. This will enable us to send educational programming throughout the Eastern Kentucky region for academic course work, in-service education, and general information which will be helpful to our total region.

## XII. CLEP TEST FEE

I recommend that the Board approve a fee of \$20 to be charged for anyone taking the CLEP examination to cover the cost of administering the test.

## XIII. CONSTRUCTION PROJECTS

A. University Lake

We have had a pre-bid conference on the University Lake project. The dam at the lake is to be elevated five feet and the soil which will be used in the elevation is to be taken from a site on the north side and moved over a newly constructed road to the dam site. The project is estimated to cost approximately \$100,000 and is to be completed in 120 days after the bid is let. The bid date will be sometime in April.

B. Wetherby Academic-Athletic Complex

The low bid on the Wetherby project was \$6,816,000 by Tucker and Associates, Lexington, Kentucky.

## XIV. NEWS RELEASES

## I. PERSONNEL CHANGES

### A. Resignations

1. Mr. Steve Walters, Assistant Football Coach and Instructor of Health, Physical Education and Recreation, effective January 1, 1977.
2. Mrs. Baxanna Oney, Secretary, School of Social Sciences, effective November 30, 1976.
3. Mrs. Ann W. Bryce, Secretary, Caudill Health Center, effective December 18, 1976.
4. Mrs. Janice Hoffman, Door Checker, Johnson Camden Library, effective December 3, 1976.
5. Mrs. Debbie Bentley Law, Secretary, School of Applied Sciences and Technology, effective December 10, 1976.
6. Mrs. Teresa Jo Vincent, Secretary, University Breckinridge School, December 7, 1976.
7. Mrs. Trena McNay, Clerk, University Store, effective December 31, 1976.
8. Mrs. Holly Offutt, Receptionist, School of Social Sciences, effective December 21, 1976.
9. Mrs. Ann A. Davidson, Secretary, School of Education, effective December 31, 1976. (Terminated)
10. Mrs. Linda Alford, Clerk-Typist, Johnson Camden Library, effective December 31, 1976.
11. Mrs. Deborah A. Wilson, Secretary, School of Applied Sciences and Technology, effective December 23, 1976.
12. Mr. Phil Showalter, Veterans Affairs Coordinator, Bureau of Student Affairs, effective January 22, 1977.
13. Mrs. Karen Adams, Typist, Johnson Camden Library, effective January 12, 1977.
14. Miss Betty Fraley, Rotating Night Clerk (P-T), Bureau of Student Affairs, effective December 18, 1976.
15. Miss Jean Bush, Secretary, Bureau of Academic Affairs, effective February 1, 1977.
16. Mrs. Barbara Davis, Secretary, Division of Public Information, effective February 1, 1977.
17. Mrs. Stella Conn, Janitress, Department of Buildings and Grounds, effective January 31, 1977. (Retired)
18. Mr. John McIlvain, Janitor, Department of Buildings and Grounds, effective January 1, 1977. (Retired)
19. Mrs. Doris Griffith, Secretary, School of Social Sciences, effective January 31, 1977.
20. Mr. James Ison, Communications Services, Bureau of Academic Affairs, effective November 12, 1976.
21. Mrs. Deborah Lynnette Yaden, Typist, Johnson Camden Library, effective January 14, 1977.

17. Mrs. Linda D. Krute, Instructor of Home Economics, School of Applied Sciences and Technology, effective May 15, 1977.
18. Mr. John Paul Harris, Instructor of Art, School of Humanities, effective May 15, 1977.
19. Mr. Bill Glaser, Assistant Football Coach and Assistant Instructor of Health, Physical Education and Recreation, School of Education, effective February 20, 1977.
20. Mrs. Susan Walters, Clerk, University Store, effective January 14, 1977.
21. Mr. Nelson Caudill, Department of Buildings and Grounds, effective December 31, 1976. (Retired)

B. Appointments

1. Mrs. Bobbie Tucker, Assistant Instructor, School of Applied Sciences and Technology, at a salary of \$5,000 for the 1976-77 spring semester.
2. Mr. Joseph Satterfield, Part-Time Instructor, School of Business and Economics, at a salary of \$1,800 for the 1976-77 spring semester.
3. Mr. David Lee Gardner, Theatre Assistant, School of Humanities, at a salary of \$1,500 for the 1976-77 spring semester.
4. Mr. David Hylbert, Project Director, Coal Mine Roof Research Project, at a salary of \$1,263 for the three-week period beginning December 20, 1976.
5. Dr. Jerry L. Slaughter, Associate Professor of Veterinary Technology, School of Applied Sciences and Technology, at a twelve-month salary of \$24,000 beginning January 1, 1977.
6. Mrs. Katy Wright Slaughter, Assistant Instructor of Veterinary Technology, School of Applied Sciences and Technology, at a twelve-month salary of \$10,000 beginning January 1, 1977.
7. Dr. William Franklin Moore, Professor and Head of the Department of Agriculture, School of Applied Sciences and Technology, at a twelve-month salary of \$24,000 beginning March 1, 1977.
8. Dr. Judith K. Willard, Assistant Professor of Agriculture, School of Applied Sciences and Technology, at a twelve-month salary of \$15,000 beginning January 1, 1977.
9. Mr. Edward Malterer, Assistant Professor of Music, School of Humanities, at a salary of \$8,000 for the 1976-77 spring semester.

10. Mr. Michael Gresham, Computer Operator, Bureau of Research and Development, at a twelve-month salary of \$7,750 beginning January 10, 1977.
11. Mrs. Kay Stephenson, Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$900 for the 1976-77 spring semester.
12. Mr. Joe Fraley, Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$1,800 for the 1976-77 spring semester.
13. Mr. Steward Taylor, II, Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$1,000 for the 1976-77 spring semester.
14. Mr. James Walker, Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$1,000 for the 1976-77 spring semester.
15. Mr. Don Royse, Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$2,700 for the 1976-77 spring semester.
16. Mrs. Dolores Roberson, Part-Time Instructor, School of Business and Economics, at a salary of \$900 for the 1976-77 spring semester.
17. Mr. Bruce Herdman, Assistant Football Coach and Assistant Instructor of Health, Physical Education and Recreation, School of Education, at a ten-month salary of \$10,000 for the period beginning January 1, 1977, and ending May 31, 1977.
18. Miss Marsha Chapman, Student Assistant in Nunn Hall, Bureau of Student Affairs, at a salary of \$300 per month for the period beginning January 1, 1977, and ending June 30, 1977.
19. Mrs. Frances Ponzell Stacy, Secretary, Bureau of Academic Affairs, at a twelve-month salary of \$4,784 beginning January 1, 1977.
20. Mr. William Whitt, Communications Services, Bureau of Academic Affairs, at a twelve-month salary of \$7,500 beginning November 21, 1976, and raised to a twelve-month salary of \$8,000 beginning January 1, 1977.
21. Mrs. Ann Mayhew, Temporary Part-Time Instructor, School of Applied Sciences and Technology, at a salary of \$22 per day for the two-month period beginning November 3, 1976.
22. Mrs. Lynda Amburgey, Secretary, Division of Public Information, at a salary of \$2.50 per hour for the period beginning November 19, 1976, and ending December 31, 1976.
23. Mrs. Diana Beth Lindsey, Secretary, Department of Buildings and Grounds, at a twelve-month salary of \$4,784 beginning January 10, 1977.
24. Mrs. Janet B. Weir, Secretary, Office of School Relations, at a twelve-month salary of \$4,784 beginning December 6, 1976.
25. Mrs. Doris Ann Turner, Door Checker, Johnson Camden Library, at a salary of \$2.20 per hour beginning December 6, 1976.
26. Mrs. Dorothy Davis, Adron Doran University Center Cafeteria, at a salary of \$2.53 per hour beginning December 2, 1976.
27. Mrs. Jane Hearn, Instructor, TRIO Program, at a salary of \$1,500 for the period beginning January 10, 1977, and ending May 13, 1977.
28. Mr. John Stephen Adams, Night Clerk in Butler Hall, Bureau of Student Affairs, at a salary of \$2.75 per hour for the period beginning January 9, 1977, and ending May 14, 1977.

29. Mr. Thomas F. McLoughlin, Research Assistant, Coal Mine Research Project, at a salary of \$285 for the period beginning December 20, 1976, and ending January 11, 1977.
30. Miss Pamela J. Hall, Secretary-Receptionist, Division of Public Information, at a twelve-month salary of \$4,800 beginning January 1, 1977.
31. Mrs. Debbie B. Law, Secretary, School of Applied Sciences and Technology, at a twelve-month salary of \$5,262 beginning December 10, 1976.
32. Mrs. Theresa B. Sheehan, Part-Time Secretary (Social Work Formula Grant), School of Social Sciences, at a salary of \$240 per month for the period beginning January 18, 1977, and ending June 30, 1977.
33. Mrs. Donna Sue Barber, Relief Centrex Operator, Bureau of Fiscal Affairs, at a salary of \$2.40 per hour beginning January 10, 1977.
34. Miss Carlene Sue Connelly, Student Assistant in Mignon Tower, Bureau of Student Affairs, at a salary of \$300 per month for the period beginning January 10, 1977, and ending June 15, 1977.
35. Mrs. Margaret W. Kim, Part-Time Clerical Assistant (Social Work Formula Grant), School of Social Sciences, at a salary of \$240 per month for the period beginning January 10, 1977, and ending June 30, 1977.
36. Mrs. Anne Combs, Typist, Johnson Camden Library, at a twelve-month salary of \$5,100 beginning January 17, 1977.
37. Mrs. Marilyn Hogge, Typist, Johnson Camden Library, at a twelve-month salary of \$5,100 beginning January 17, 1977.
38. Mrs. Karen Adams, Typist, Johnson Camden Library, at a twelve-month salary of \$5,212 beginning January 5, 1977.
39. Miss Diane Kay Fraley, Clerk, University Store, at a twelve-month salary of \$4,784 beginning January 10, 1977.
40. Mrs. Sharon Gullett, Secretary, School of Applied Sciences and Technology, at a twelve-month salary of \$5,262 beginning January 3, 1977.
41. Miss Patricia Ann Fogle, Secretary, School of Social Sciences, at a twelve-month salary of \$5,076 beginning January 10, 1977.
42. Mr. David Miller, Part-Time Printer, Division of Public Information, at a salary of \$250 per month beginning February 1, 1977.
43. Mrs. Amy Givens, Director of Mignon Tower, Bureau of Student Affairs, at a salary of \$2.60 per hour for the period beginning January 11, 1977, and ending March 11, 1977.
44. Mrs. Donna Meade, Secretary, Bureau of Academic Affairs, at a twelve-month salary of \$6,000 beginning January 24, 1977.
45. Mrs. Norma Porter, Secretary, School of Education, at a twelve-month salary of \$5,262 beginning February 7, 1977.
46. Mr. Zachary McClurg, Electrician Helper, Department of Buildings and Grounds, at a twelve-month salary of \$6,000 beginning December 23, 1976.
47. Mrs. Linda Triplett, Secretary, Division of Public Information, at a twelve-month salary of \$5,262 beginning January 1, 1977.
48. Mr. Sammy Thompson, Carpenter, Department of Buildings and Grounds, at a salary of \$4.45 per hour beginning January 17, 1977.
49. Mrs. Rebecca Marcum, Secretary, University Breckinridge School, at a twelve-month salary of \$5,262 beginning December 20, 1976.



50. Mrs. Linda Thomas, Part-Time Instructor, School of Business and Economics, at a salary of \$1,800 for the 1976-77 spring semester.
51. Mrs. Ella VanMeter, Part-Time Instructor, School of Humanities, at a salary of \$2,000 for the 1976-77 spring semester.
52. Mrs. Patsy Stanley, Part-Time Instructor, School of Humanities, at a salary of \$1,000 for the 1976-77 spring semester.
53. Miss Patti Caudill, Cashier, Bureau of Fiscal Affairs, at a twelve-month salary of \$8,000 beginning March 7, 1977.
54. Mr. Val Johnson, Lab Assistant in Football, Department of Athletics, at a ten-month salary of \$3,000 beginning January 17, 1977.
55. Mrs. Charlene Jackson, Secretary, Caudill Health Clinic, at a twelve-month salary of \$5,500 beginning January 10, 1977.
56. Mr. Michael Lundy, Part-Time Instructor, School of Education, at a salary of \$1,500 for the 1976-77 spring semester.
57. Mrs. Sylvia Layne, Part-Time Instructor, School of Humanities, at a salary of \$2,666 for the 1976-77 spring semester.

C. Leaves of Absence

1. Mrs. Barbara Davis, Secretary, Division of Public Information, extension of maternity leave without pay beginning January 1, 1977, and ending June 30, 1977.
2. Mrs. Irene Birchfield, Director of Mignon Tower, Bureau of Student Affairs, leave of absence without pay for the period beginning February 19, 1977, and ending March 1, 1977.

D. Adjustments

1. Mrs. Stephanie Porter, Nurse, Caudill Health Clinic, salary increased from \$6,000 to \$6,500 beginning December 1, 1976.
2. Mr. Jack Rohr, Assistant Director of Printing Services, Division of Public Information, salary increased from \$10,450 to \$11,050 for the 1976-77 fiscal year.
3. Mrs. Sandy Shackelford, Instructor of Radio-Television, School of Humanities, salary increased from \$8,500 to \$11,500 for the 1976-77 academic year.
4. Mr. Russell Dean, Assistant Producer of Television and Instructor of Radio-Television, School of Humanities, additional \$600 for the 1976-77 spring semester.
5. Mr. George Eyster, Associate Professor of Education and Community School Relations Consultant, transferred from the School of Education to the Bureau of Research and Development effective February 14, 1977.
6. Miss Melanie Kelly, Nurse, Caudill Health Clinic, position changed from full- to part-time at a salary of \$5,200.
7. Miss Janice Carol Pinson, position changed from Student Assistant in Mignon Tower to part-time Night Clerk in the Bureau of Student Affairs, at a salary of \$2.75 per hour beginning January 10, 1977.
8. Mrs. Carole Morella, title changed from Administrative Assistant to Director of State and Federal Relations in the Bureau of Research and Development.
9. Dr. Rex Chaney, Associate Professor of Health, Physical Education, and Recreation, School of Education, title changed to include Golf Coach effective February 18, 1977.
10. Mr. Malcolm Miles, Printer, Division of Public Information, hours increased to 27 hours weekly and salary raised to \$275 monthly beginning February 1, 1977.

11. Mr. Gigger Lee Nipper, Printer, Division of Public Information, position changed from full- to part-time at a salary of \$300 per month beginning February 1, 1977.

MOREHEAD STATE UNIVERSITY  
POLICY ON COPYRIGHTS  
February 23, 1977

In general, a copyright resulting from work accomplished by a faculty, staff or student member at Morehead State University is the sole property of the author. The only exceptions to this policy are those cases involving sponsored research in which a contract is written stating otherwise or when the author is required by the nature of his position to produce a specific work.

The receiver of a faculty research grant has all the rights and privileges of any copyright resulting from the grant unless stated otherwise in a contract between the Faculty Research Committee and author.

MOREHEAD STATE UNIVERSITY  
POLICY ON  
OWNERSHIP OF INVENTIONS AND DISCOVERIES  
February 23, 1977

It is recognized that as a result of research and other scholarly activities normally carried out by faculty, staff and students of a university, the rights and responsibilities of ownership of particular inventions and discoveries may be called into question. The following policy has been developed in order to provide mechanisms for the resolution of such questions. The policy is further aimed at providing encouragement of scholarly activities while offering both protection and recognition to those engaged in such activities as well as to the University.

- I. Faculty, staff and students who participate alone or in association with others in inventions or discoveries shall promptly disclose, in writing, such inventions or discoveries to the University Patent Committee to be appointed consisting of 50% administration and 50% faculty. This Committee in collaboration with the inventor(s) and/or discoverer(s) will perform the following functions:
  - A. Determine, according to the guidelines set forth in (II) below, if the University has an interest in the invention or discovery.
  - B. If it is determined that the University has an interest in the invention or discovery, the Committee will recommend to the President concerning the feasibility of entering into a contract with recognized patent management agencies for the purpose of patent application, patent development and patent management.
  - C. In a case where the Committee recommends that the University enter a contract with a patent management agency, the Committee must first negotiate with the inventor(s) or discoverer(s) an agreement for the distribution of income from the patent. This agreement will state specifically the proportionate distribution of such income.
- II. In determining the relative interest of the University in a given invention or discovery, the Committee will use the following guidelines:
  - A. Research sponsored by agencies outside the University may be covered by contracts which provide that all patent rights belong to the sponsoring agency. If such an agency does not wish to retain the patent rights, they may release all or any portion of the rights to the University.
  - B. Patents which arise from research projects financed wholly by university-administered funds shall be the complete property of the University and subject to such negotiation or transfer of ownership as the University

desires. If the Committee decides to recommend the pursuit of a patent, the inventor shall assign the patent or invention to the University or its agent and the Committee shall, unless there are unusual equities, recommend that arrangements be made for fifteen percent of the gross income from the patent or invention to be paid directly to the inventor or inventors.

- C. In the event that a patent proposal is not accepted by the University within ninety days, the Committee shall recommend that the rights to the possible patent be released by the University to the individual inventor.
- D. Inventions or discoveries developed as a result of the inventor's or discoverer's normal academic employment will be considered to be a joint effort of the University and the inventor or discoverer. In such cases negotiations such as described in (I-C) will be conducted.

III. In all cases in which it has been determined that the University has a whole or part interest in an invention or discovery, agreements as to sharing of royalties are binding on both the University and the inventor or discoverer, but the University retains sole ownership of all patent rights unless it agrees to release such rights to the inventor or discoverer.



# COMMONWEALTH OF KENTUCKY COUNCIL ON PUBLIC HIGHER EDUCATION

## Statement of Principles\*

To undergird a discussion of a system of higher education for Kentucky basic principles must first be considered. Following are the most fundamental principles which a system for higher education should address:

1. To insure that any prospective student in Kentucky who is qualified or who can become qualified be provided an undergraduate educational opportunity regardless of the person's social, ethnic, or economic circumstances.
2. To protect basic freedoms for inquiry, discussion, and learning within the institutions.
3. To offer opportunities for preparation in the professions, technologies, and advanced technical fields, as well as general education in the humanities, arts, and sciences.
4. To insure the most effective and efficient use of available funds and other resources in higher education, giving the public the greatest return on its investment.
5. To maintain and strengthen quality standards which will assure students and the public of a sound education, and to fulfill the basic requirements for institutional accreditation, and where appropriate, professional accreditation.
6. To bring the resources of higher education to bear directly upon the solution, reduction, or elimination of some of Kentucky's, and the nation's, problems and needs, by encouragement and support of pure and applied research by faculty and students and through expansion of public service programs.
7. To develop a wide range of educational programs, recognizing that not all programs will be found in a single institution, and that some programs may be available through contracts and consortia in other states.

\*As adopted by CPHE, January 19, 1977.

8. To preserve and to cooperate with a viable independent higher education system, by assigning responsibilities and extending privileges to the independent institutions.
9. To expand opportunities for continuing and adult education.
10. To establish a policy of low-tuition education and a program of student financial assistance to insure access to higher education for all qualified students.
11. To encourage diversity and promote institutional autonomy, through distinct missions and programs.
12. To determine appropriate admissions and tuition policies, and to establish enrollment levels, where appropriate.
13. To establish a consistent resident policy, and to preserve preferential admissions for all qualified Kentucky residents.
14. To promote and encourage higher education and the benefits it can provide for the quality of life in Kentucky.

A SYSTEM FOR HIGHER EDUCATION  
IN KENTUCKY

*(The attached document was revised and adopted  
by the Council on Public Higher Education at its  
regular quarterly meeting on January 19, 1977)*



## A SYSTEM FOR HIGHER EDUCATION IN KENTUCKY

### Introduction -- The Current Task for Higher Education

Higher education in the United States has undergone a significant change in size, scope, and mission in just a few decades and today represents a major political, economic, and emotional investment. Colleges and universities have taken on leadership roles in society which differ fundamentally from their traditional roles. However, these changes have caused confusion over what the nature of higher education should be. Despite the power and prestige of higher education, universities often face conflicting demands and values from critical audiences. The current controversy over unemployed college graduates and "over-education" points out that for some the success of higher education is measured by the jobs graduates can get. Students have a variety of goals and ambitions for their higher education, and the institutions should recognize the validity of these goals. Colleges and universities can assist students in preparing for the job market; however, the availability of jobs is determined by conditions which are not controlled by the institutions.

The continuing task for higher education is to seek the optimum balance -- a balance between needs for centers of humanism and enlightenment and needs for job training, a task that is complicated by shifting enrollments and decreasing revenues. In response to growing demands, a major emphasis in higher education will be the expansion of vocationally oriented programs. Many job areas that are predicted to have good potential in the near future are standard features of the curricula of many universities. Students will doubtless continue to enroll in these programs in increasing numbers as they search for training to insure employment. The manpower figures upon which much vocational education planning is based can be misleading; however, given the rapidity of change and the potential problem of obsolescent specialization, current job market conditions are of limited usefulness in job planning for a college freshman whose working life will extend long into the twenty-first century. To offset potential problems for students faced with shifting job conditions, the institutions should expand their roles in the vocational counseling of students and in the continuing education of graduates and other adults.

Ironically, the best education for the future may be the traditional liberal arts curriculum. Today's students can maximize their opportunities through a general grounding in qualitative

concepts and quantitative skills. Higher education too must maximize its chances by remaining flexible. The general liberal education program should not be subordinated to vocational education; however, vocational education should be recognized as an integral part of higher education.

### Higher Education in Kentucky

Up to the present, the public and independent colleges and universities of Kentucky have been able to respond to the demands for educational programs and services in the Commonwealth. Indeed, the people of Kentucky should be proud of their accomplishments in providing higher education. The needs and goals of higher education in Kentucky could be met in various ways, and the institutions of higher education in the United States exhibit a variety of systems and organizations. At one extreme there is the single statewide institution, with multiple campuses. At the other extreme there are a number of autonomous institutions, each with a geographic service area and each with the full range of programs at all levels. The current organization of higher education in Kentucky can be located between these two extremes, though it is closer to the latter. This configuration of autonomous institutions may not be adequate to meet the future needs for higher education in the Commonwealth.

Within the general guidelines of the Kentucky Revised Statutes, the institutions of higher education have developed similar missions and courses of study. The institutional plans of the universities project further growth along similar lines for the period 1975-1980, both in proposed new programs and in the projected enrollment trends for specific programs. This high degree of congruence between institutions detracts from the unique capabilities of Kentucky's universities and limits their potential for responding to the broad educational needs of the Commonwealth.

What is needed in Kentucky is a system of higher education designed to fill the needs of the Commonwealth as a whole, rather than relatively autonomous institutions pursuing their own best interests. The term system has a number of meanings. The most general, however, is: A system is a set of units with relationships between them. The units have common properties and a common purpose. The state of each unit is constrained by, conditioned by, and dependent on the state of the other units. Based on these conditions, the total system can be more effective and efficient than its components.

A system of higher education in Kentucky must promote quality education and research, efficient use of resources, effective

communications, and smooth movements of students between institutions. The system must encourage diverse programs to fulfill the wide-ranging needs of the state, but not at the cost of undesirable duplication. Therefore, each component institution should have a specific mission, in accordance with its unique capabilities and possibilities for service. The interaction of these institutions within a coherent framework could provide for the best education for all citizens. A well-differentiated, smoothly interrelating system for higher education in Kentucky could then be much more than the mere sum of its individual institutional parts.

A system of higher education must strive to adhere to the principles previously articulated. Of fundamental importance is the provision that any qualified citizen be provided an undergraduate education. The Commonwealth, its universities and colleges, and its governing agencies must take an active role in promoting educational opportunities. Kentucky is not fully realizing its educational potential. Since the current college-going rate is below the national average, the State should encourage greater participation of Kentucky residents in higher education through increased student financial assistance, improved academic preparation, and expanded pre-college counseling. Kentucky also ranks high nationally in the number of adults who have not completed high school. Therefore, the institutions of higher education should cooperate with secondary schools in providing continuing education opportunities for these adults. Through these efforts the colleges and universities can insure Kentucky the benefits of an educated citizenry.

Kentucky's resources, though extensive, are not limitless. Its colleges and universities, though entitled to sufficient support to meet educational needs, cannot presume an inexhaustible supply of money, students, and new programs. As higher education enters a period of intensive development, emphasis must be placed upon interinstitutional cooperation, the development of specific educational missions, the elimination of undesirable or unproductive program duplications, if any, the judicious allocation of resources to high-cost programs, and the elimination of serious imbalances between manpower needs and the numbers of graduates. Only through the effective and efficient utilization of resources can the other goals of higher education be realized.

#### A "System of Higher Education"

To meet these goals, Kentucky should develop a system of higher education designed to meet the educational needs of the Commonwealth as a whole. The potential benefits of a system cannot be realized with the institutions' attempting to meet those needs

independently. The Council on Public Higher Education was reconstituted by the Kentucky Legislature primarily as a coordinating board, with selected governing authority, for the specific purpose of establishing a "system of higher education" for the Commonwealth. Through cooperation between the Council and the institutions, the benefits of a system can be realized.

Because of the State's geography, population distribution, historical development, and differing needs of its several regions, eight public universities and thirteen community colleges have developed. A "system of higher education" must recognize the development and strengths of these institutions as being an integral part of any plan for the development of higher education. Likewise, the system must encourage diverse programs to fulfill wide-ranging needs in the State, yet not at the cost of undesirable duplication. Each institution should contribute to a "system of higher education" in accordance with a specific mission and through selected and unique capabilities. This should not be construed as modifying or affecting the autonomy, authority, or independence of the Boards in their operation of the institutions.

The eight public universities and thirteen community colleges form the nucleus of a system of higher education. Working cooperatively with an extensive independent higher education system in the state, the educational needs of the Commonwealth can be adequately met. There is no need for additional public universities and colleges. The Commonwealth has a major task in adequately financing our present institutions; new institutions are not needed.

The Commonwealth cannot afford to have every university be all things to all people. While a broad range of educational offerings, especially at the associate and baccalaureate degree levels, is encouraged, the State must recognize that at the master's, doctorate, and professional degree levels and in selected high-cost and/or low-enrollment programs at the undergraduate level, decisions must be made to insure program quality and the effective and efficient utilization of public resources and to avoid undesirable duplication. There are, therefore, two basic issues involved in developing a system of higher education in Kentucky -- determination of the optimum mission of each component institution and determination of the most efficient and effective distribution of programs.

Turning first to the question of missions, what is needed is a system which would permit differentiation of function in the various institutions, so that the institutions could collectively meet the needs for higher education. Such a system -- made up of institutional components, each with distinct missions -- would offer a significant contribution toward quality education.

The need for an efficient and rational system of higher education in Kentucky is not at question; the type of system is. Such a system must offer the advantages of insuring undergraduate, graduate, professional, technical, and research opportunities, while reducing to a minimum unnecessary overlap and competition for resources. Additionally, it would encourage further development of the unique characters of individual institutions, thereby resisting any homogenization in educational offerings. But most importantly it would promote a cooperative effort among the institutions to provide the best possible education.

Determination of distinct missions for the institutions of higher education leads to the second major issue in developing a new system for higher education -- the distribution of programs. These two issues are clearly interrelated, for the distribution of programs among the universities and community colleges should be in accordance with the missions and scope of the institutions. The best possible assessment of educational needs, student demand, and current and future manpower requirements in the Commonwealth is crucial in program planning. Several areas which require further specific attention are:

- Agriculture
- Architecture
- Biological and Physical Sciences
- Engineering
- Engineering Technology
- Fine Arts
- Law
- Nursing
- Allied Health Programs
- Social Work
- Teacher Education
- The Liberal Arts
- Other Undergraduate Programs
- Master's Level Programs
- Doctoral Degree Programs
- Medical Centers

#### Financial Support for the System

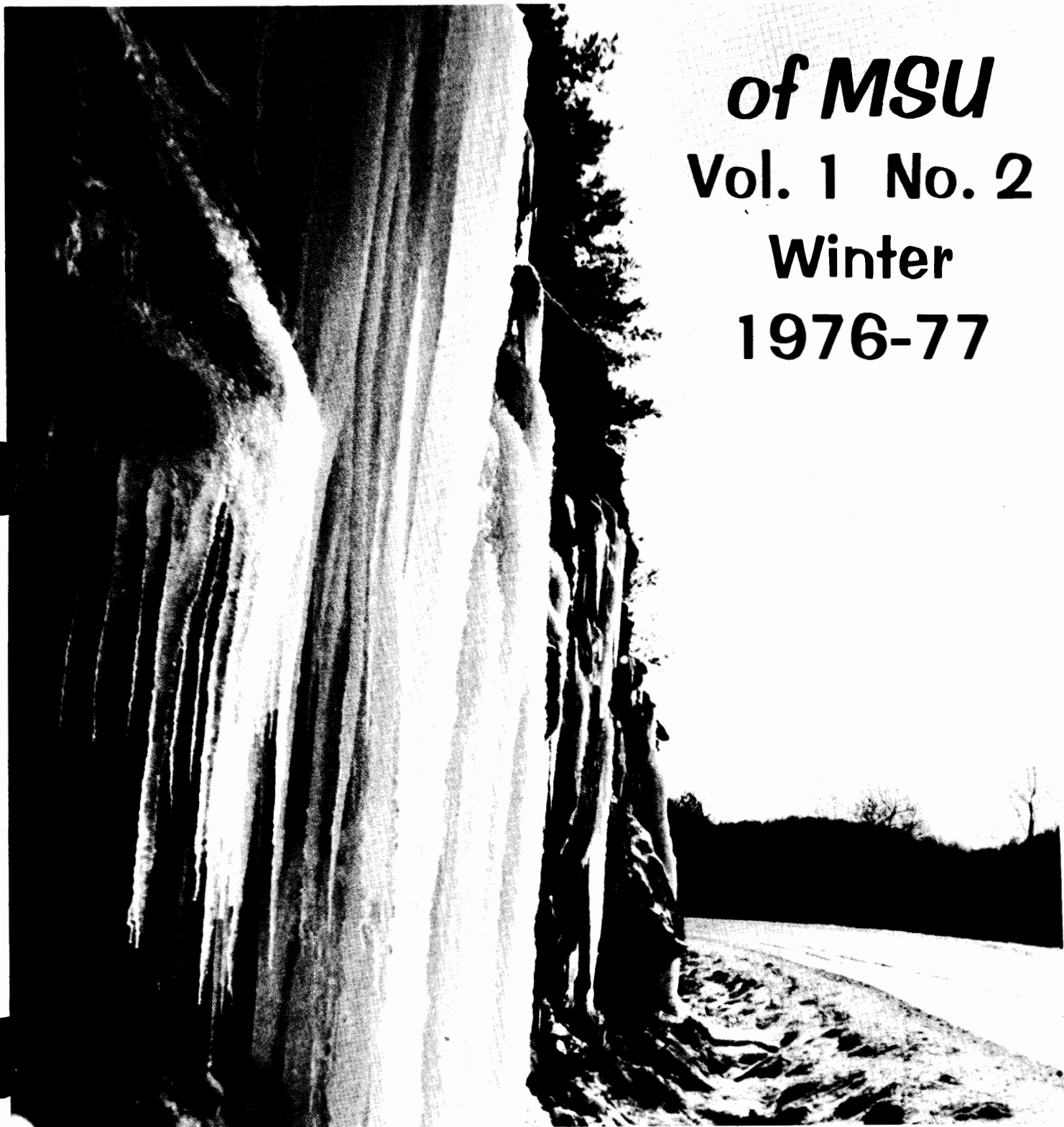
In considering this alternative method of delivering educational programs and services, changes in financial organization must be considered. The key issue in the financial planning of higher education is working within the limited resources available. Beyond this overriding concern, the goals and needs of higher education in Kentucky could be accommodated by establishing

differential costs for the levels of education (such as lower-division, upper-division, graduate, and professional), and by adopting a statewide policy which would subsidize different proportions of the cost of education.

The financing of higher education should not be based solely on the number or level of students; rather, the financing should stimulate innovation, quality, and creativity in program development. In developing the procedures for providing state support for higher education, qualitative factors should be incorporated which will recognize and support excellence and innovation in the development of programs and services by the institutions.

# PARNASSVS

*of MSU*  
Vol. 1 No. 2  
Winter  
1976-77



# MOREHEAD STATE UNIVERSITY

MOREHEAD, KENTUCKY 40351



To the Citizens of Morehead and Rowan County:

I am delighted to greet you as the eighth president of Morehead State University.

My family and I have lived in Morehead for fifteen years and we certainly are no strangers to many of you. And this great institution has been a part of your heritage since the Buttons came to town in 1887 and, more recently, since Judge Allie Young led the successful fight to have a state institution created here in 1922.

A change in leadership has taken place on the campus for the first time in nearly twenty-three years and, directly or indirectly, you are affected. Any organization with 900 employees and an operating budget of more than \$23 million is important to the community in which it is located, but the community is just as vital to the University.

Those of us involved at Morehead State University on a daily basis are appreciative of the warm hospitality you have extended through the years to the students, parents, and other persons who have visited the campus. The pride you have in this institution is obvious to our visitors.

I pledge to you that Morehead State University will continue to be your good neighbor working hand-in-hand with city and county officials and other interested citizens for the betterment of Morehead and Rowan County.

Cordially,

*Morris L. Norfleet*

Morris L. Norfleet  
President



MOREHEAD, Ky. --- Morehead State University has announced realignment of its 1977 summer school calendar.

MSU President Morris L. Norfleet described the change as "good news for high school seniors and elementary and secondary school teachers who will be late finishing the school year because of weather problems."

MSU is abandoning its traditional eight-week summer term this year in favor of two four-week sessions starting June 6 and July 5. Also being dropped is a two-week post summer term.

A three-week term in late spring, identified as Intersession, will remain on the calendar. It opens May 16.

"This change has been endorsed overwhelmingly by students and faculty members responding to our surveys and it has been studied for more than a year," Dr. Norfleet said. "We are happy to be able to put it into effect this year in time to help those in the schools who may not finish their classes until mid-June or perhaps even later."

Dr. John Duncan, MSU's vice president for academic affairs, chaired the committee which recommended the new calendar.

He said the split sessions would permit the University to offer a greater variety of courses, give students a chance to earn more summer credit and create more free time for students who want to attend summer school and still hold summer jobs or take vacations.

"On the whole, our people are excited about the prospects of the new calendar," Dr. Duncan said. "It will give us much more flexibility in meeting the individual needs of our summer students and the schools of this region."

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**The Board of Regents  
of Morehead State University  
announces the appointment of**

**DR. MORRIS L. NORFLEET**

**as the eighth President  
of the University  
effective January 1, 1977**

CLINE AND SALYER

ATTORNEYS AT LAW

129 EAST MAIN STREET

MOREHEAD, KENTUCKY 40351

TELEPHONE (606) 784-6477

OF COUNSEL

HAROLD E. KELLEY

GEORGE I. CLINE  
BUDDY R. SALYER

22 February 1977

Dr. Morris Norfleet, President  
Morehead State University  
Morehead, Kentucky 40351

Dear Dr. Norfleet:

I am forwarding herewith two copies of the Memorandum of Agreement, which has been signed by Dr. Harry R. Mathis and by me on behalf of the defendants to the law suit. I am also enclosing a copy of a Proposed Resolution to be presented to the Board of Regents for its consideration and passage. After the Resolution is adopted, please have the Chairman of the Board sign the Memorandum on behalf of the Board and you should sign it on behalf of the University.

The letter which bears your signature and addressed to Dr. Mathis has a two-fold use. We had you address the letter to Dr. Mathis and I have delivered it to him to use for whatever purpose he deems proper. The other purpose for the letter is that it is the "model letter" which we have agreed will be kept in his personnel file. If and when an inquiry is made to the University, as a former employer of Dr. Mathis, the name, address and salutation will simply be changed from Dr. Mathis to the inquiring addressee and the exact same material as contained in the body of the letter will be forwarded as a response to such inquiry.

As soon as these documents are executed and returned to me, I will write a letter to the Attorney General urging him to approve the settlement and send it on to the Executive Department for Finance and Administration for approval and payment.

Very truly yours,

CLINE AND SALYER

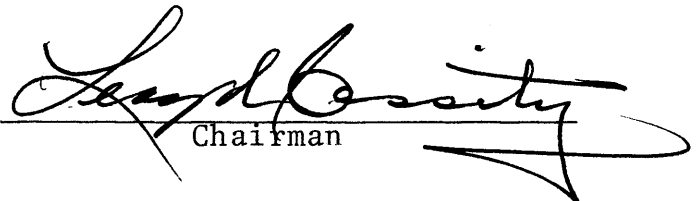


George I. Cline

GIC:cld  
Enclosures

## RESOLUTION

RESOLVED, that the Board of Regents does hereby authorize its Chairman, the President of the University and its Attorneys to execute a settlement agreement and any related documents thereto in the legal action entitled Harry R. Mathis vs. Adron Doran, et al., Civil No. 1164, in the United States District Court for the Eastern District of Kentucky. The terms of said settlement agreement to be made a part of this Resolution, and does hereby ratify and approve the negotiations and draft of the settlement agreement heretofore entered into. All of said settlement procedures are subject to approval of the Attorney General, Department of Finance, of the Commonwealth of Kentucky, and by the Judge of the United States District Court. Counsel for the defendants are directed to obtain final order of dismissal in the District Court and to request the Attorney General and the Secretary for the Executive Department for Finance and Administration for approval and funds with which to satisfy the payment agreed upon.

  
Chairman

  
Secretary

Prior to the President's Report, Dr. Norfleet read the following:

RESOLUTION

WHEREAS, Harry King Lowman has become deceased; and

WHEREAS, Harry King Lowman was a graduate of Morehead State University; and

WHEREAS, Harry King Lowman brought great honor and distinction to the University during his lifetime; therefore,

BE IT RESOLVED, by the Board of Regents of Morehead State University that Harry King Lowman, class of 1939, was an outstanding citizen and a dedicated alumnus of Morehead State University. The University expressed its pride in Mr. Lowman's personal and professional accomplishments when he received our Outstanding Alumnus Award in 1974. On behalf of the Board of Regents and the entire University community, we extend heartfelt condolences to the Lowman family.

Chairman Cassity relinquished the chair to Vice Chairman Howell and moved that the Resolution be adopted by the Board and that Mrs. Lowman and the Lowman family be so notified. Motion was seconded by Mr. Richardson and unanimously approved.

Mr. Cassity assumed the chair.

Motion by Dr. Pelfrey that the Board approve the Personnel Changes in Exhibit I: (A.) Resignations; (B) Appointments; (C) Leaves of Absence; and (D) Adjustments. Motion was seconded by Dr. Cartmell and unanimously approved.

Motion by Mr. Howell that the Board approve two new policies, Copyrights and Ownership of Inventions and Discoveries, and that they become a part of the operational procedure of the University. Motion was seconded by Dr. Cartmell and unanimously approved.

Motion by Mr. Richardson that the Board authorize the Chairman to appoint an Advisory Committee to the President on Fiscal Affairs, consisting of the Chairman and two other members, to be in full force until it is rescinded. Motion was seconded by Mr. Mayes and unanimously approved.

At this point in the meeting, on the recommendation of the President, the Chairman recognized Mr. George Cline, the University's attorney, who was present to discuss the proposed offer of settlement of the Mathis suit pending against the University. Mr. Cline read the following:

DDG709

## RESOLUTION

RESOLVED, that the Board of Regents does hereby authorize its Chairman, the President of the University and its Attorneys to execute a settlement agreement and any related documents thereto in the legal action entitled Harry R. Mathis vs. Adron Doran, et al., Civil No. 1164, in the United States District Court for the Eastern District of Kentucky. The terms of said settlement agreement to be made a part of this Resolution, and does hereby ratify and approve the negotiations and draft of the settlement agreement heretofore entered into. All of said settlement procedures are subject to approval of the Attorney General, Department of Finance, of the Commonwealth of Kentucky, and by the Judge of the United States District Court. Counsel for the defendants are directed to obtain final order of dismissal in the District Court and to request the Attorney General and the Secretary for the Executive Department for Finance and Administration for approval and funds with which to satisfy the payment agreed upon.

/s/

Chairman

/s/

Secretary

President Norfleet recommended that the Resolution be tendered as an offer of settlement. Chairman Cassity stated that when finalized this proposal would release us in full and approval of the Resolution would set in motion the settlement procedures. Dr. Pelfrey moved that the Board accept the proposed offer of settlement and that the Resolution, as presented by Mr. Cline, be signed by the proper authorities. Motion was seconded by Mr. Reed and unanimously approved.

Mr. Richardson moved that the President and the Chairman of the Board consult with Mr. Cline and his partner to code the procedures for handling similar situations to more adequately protect the members of the Board and the University in the future in lieu of the changes in the law since the official filing of the Mathis case. Motion was seconded by Mr. Kibbey and unanimously approved.

Motion by Mr. Richardson that Dr. Robert Hawkins, Director of Bands, be granted a sabbatical leave for the 1976-77 spring semester with the thanks and appreciation of the Board for the fine job he has done. Motion was seconded by Mr. Howell and unanimously approved.

President Norfleet recommended that a Tennessee Walking Horse Breeding program be established in conjunction with the University Horsemanship activities on the farm which would be self-supporting and administered through the Dean of the School of Applied Sciences and Technology and the President of the University. Two stallions, Triple Threat and Triple Threat Again, would be the basic breeding stock, and \$60,000 has been granted by the state to build the barns for the program. Dr. Norfleet further recommended that Dr. Adron Doran, President Emeritus, be named Director of the program at a salary of up to \$1,000 per month on a 12-month basis beginning March 1, 1977.

Motion by Mr. Howell that the Board approve the President's recommendation that a Tennessee Walking Horse Breeding program be established; that the Board accept the grant from the state in the amount of \$60,000 to build the barns; and that President Emeritus Adron Doran be named Director of the program at a salary of \$1,000 per month on a 12-month basis beginning March 1, 1977. Mr. Reed seconded the motion and the motion was adopted by the following roll call vote:

Mr. Cassity	Aye
Mr. Howell	Aye
Dr. Cartmell	Aye
Mr. Kibbey	Aye
Mr. Reed	Aye
Mr. Richardson	Aye
Dr. Pelfrey	Aye
Mr. Mayes	Aye

Nays:	None
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Motion by Dr. Cartmell that the planetarium which has been developed in Lappin Hall be given the name University Planetarium. Motion was seconded by Mr. Howell and unanimously approved.

Motion by Mr. Howell that the Board approve a fee of \$20 to be charged for anyone taking the CLEP examination to cover the cost of administering the test. Motion was seconded by Dr. Pelfrey and unanimously approved.

On the recommendation of President Norfleet, Mr. Kibbey moved that the Board go into Executive Session for the purpose of discussing personnel and personnel management procedures. Dr. Cartmell seconded the motion and the motion was adopted by the following roll call vote:

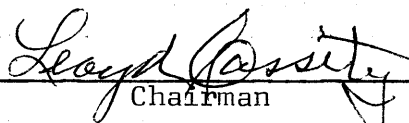
DDG709


## Minutes of February 23, 1977, cont'd

Mr. Cassity	Aye
Mr. Howell	Aye
Dr. Cartmell	Aye
Mr. Kibbey	Aye
Mr. Reed	Aye
Mr. Richardson	Aye
Dr. Pelfrey	Aye
Mr. Mayes	Aye

Nays:	None
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Following Executive Session, the Board went back into Open Session, and there being no further business Mr. Howell moved that the Board adjourn. Motion was seconded by Mr. Mayes and unanimously carried.

  
Chairman

  
Secretary