

## M I N U T E S

### **BOARD OF REGENTS MOREHEAD STATE UNIVERSITY January 29, 1988**

The Board of Regents of Morehead State University met in regular session on Friday, January 29, 1988, at 10 a.m. in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Chairman Louie B. Nunn presided.

#### **CALL TO ORDER AND INVOCATION**

Chairman Nunn called the meeting to order and Dr. Alban Wheeler gave the invocation.

#### **ROLL CALL**

On roll call, the following members were present: Mr. Aker, Mr. Breathitt, Mr. Carr, Ms. Curry, Chairman Nunn, Mr. Seaton, Mr. Ramey, Mr. Wheeler and Dr. Wheeler. Dr. Lansing was absent. Others present were Mr. Jacobs and Mr. Chenoweth.

#### **ELECTION OF OFFICERS**

Mr. Wheeler nominated Governor Nunn as chairman; Governor Breathitt as vice chairman; Ms. Johnson as secretary; and Mr. Dailey as treasurer.

Judge Aker moved, seconded by Mr. Seaton, that nominations cease. Motion carried.

Chairman Nunn called for a vote on the original motion. Motion unanimously carried.

#### **MEETING DATES**

In a discussion of proposed meeting dates of the Board on March 31, 1988, for a special meeting and May 13 or May 27, 1988, for a regular quarterly meeting, Chairman Nunn said that the Board members would schedule future meetings at their regular meetings or the secretary would poll the members providing two or three possible meeting dates. Also, there was interest expressed in scheduling future meetings at various Eastern Kentucky communities, i.e., Ashland, Pikeville.

#### **SPECIAL MEETING**

The Board agreed to schedule a special meeting of the Board for Thursday, March 31, 1988, in conjunction with Founders Day.

#### **APPROVAL OF MINUTES**

Mr. Seaton moved, seconded by Mr. Ramey, that the minutes of the meeting held on October 30, 1987, be approved as distributed. Motion unanimously carried.

**AUDITING FIRM FY 88**

Mr. Seaton moved, seconded by Mr. Carr, that the firm of Kelley, Galloway and Company, Ashland, be reappointed as the auditing firm to perform the audit of Morehead State University for the FY 88 year. The motion unanimously carried.

**RECOGNITION OF NATIONAL  
CHEERLEADING CHAMPIONS**

Chairman Nunn asked the Morehead State University Varsity Cheerleading Squad to stand so that the Board could express its appreciation on the selection of the squad as the Division I national cheerleading champions on January 9, 1988. Chairman Nunn noted their hard work and dedication. He said that they proved that people from MSU can be first in anything if they tried hard enough. "We are now going to take advantage of what you did and hold you out as an example to everybody else on the campus, including faculty, staff and administration that those who try, those who work hard and those who work together can accomplish a great deal. You are an inspiration to all of us."

Mr. Breathitt also expressed his appreciation and supported what Chairman Nunn and others had said. "It is a remarkable achievement, and we should stand and applaud your achievement." At the conclusion of a long round of applause, Mr. Breathitt read and moved that the following resolution be approved and entered into the permanent records of the Board:

**WHEREAS**, the varsity cheerleading squad of Morehead State is comprised of 14 energetic and talented student athletes; and

**WHEREAS**, the members of the squad are Margaret Blackwell, Angela Brown, Melissa Collins, Scott Cooke, Robert Eskridge, Saundra Everman, Darold Giles, Terri Goss, Jill Irvin, Michael McBeath, Eddie Petry, Ronald Pies, Leigh Clay Richardson and Barry Wolford; and

**WHEREAS**, the squad is advised and coached by Myron Doan, a dedicated staff member of the University; and

**WHEREAS**, the varsity cheerleading squad recently brought increased visibility to the University by winning the National Cheerleading Championship in Division I during competition in San Diego, California; and

**WHEREAS**, the squad's championship performance will be nationally telecast on the ESPN Network, bringing further recognition to the University; and

**WHEREAS**, the members of the varsity cheerleading squad have proven themselves to be outstanding ambassadors of the student body of the University;

**THEREFORE, BE IT RESOLVED** by the Board of Regents of Morehead State University that the varsity cheerleading squad be and hereby is commended for its achievements which have brought added prestige and pride to the University;

**BE IT FURTHER RESOLVED** that members of the squad shall receive individually signed copies of this resolution upon its adoption by the Board of Regents.

**ADOPTED** this 29th day of January, 1988.

/s/ Louie B. Nunn  
Chairman  
Board of Regents

ATTEST: /s/ Carol Johnson  
Secretary  
Board of Regents

The motion was seconded by Mr. Seaton and unanimously approved.

**QUARTERLY FINANCIAL  
REPORT**

**RECOMMENDATION:** That the Board accept the quarterly financial report with information as of December 31, 1987.

(Report attached to these Minutes and marked VII-B-1)

Judge Aker asked if it were too early in the year to tell how things might go for the 1988 Fall Semester in terms of enrollment and interest in the University.

President Grote said that there were a whole series of indicators. Every single indicator is up-- many are up as much as 30 and 40 percent. He said that a 6.6 percent increase in enrollment is projected

on the conservative side, but it could be closer to 8 percent. There is no question but what the University is going to grow. Housing projections over the next 4-5 years indicate that Fields Hall will need to be renovated and operational by '89 and Thompson Hall renovated and available for '90. By the fall of '90, every bit of the University's housing capacity will have been utilized.

**ENROLLMENT**

Dr. Grote noted that the University's fall headcount was 6,490. Historically, the University experiences a 9 percent drop between fall and spring. The spring enrollment headcount reflects the largest headcount that MSU has had since 1984 in undergraduate enrollment which is 6,101, and this is not a final figure.

**RETENTION PROGRAM**

Chairman Nunn asked about progress being made on the retention program. Acting Vice President Taylor indicated that a report on their plans would be ready by the May meeting.

MOTION: Mr. Wheeler moved, seconded by Mr. Seaton, that the Quarterly Financial Status Report be accepted.

VOTE: The motion unanimously carried.

**PERSONNEL ACTIONS**

RECOMMENDATION: That the Personnel Actions for the period of October 10, 1987, thru January 1, 1988, be approved.

(Personnel Actions attached to these Minutes and marked VII-B-2)

MOTION: Mr. Seaton moved, seconded by Ms. Curry, that the Personnel Actions be approved.

VOTE: The motion unanimously carried.

**GUIDELINES ON UNRELATED  
BUSINESS INCOME**

RECOMMENDATION: That the Board approve the guidelines regarding unrelated business income:

The primary mission of Morehead State University is the creation and dissemination of knowledge. To carry out this mission, it is often desirable for the institution and its affiliated units to charge fees for providing goods and services that enhance, promote, or support its instructional, research, public service, and all other educational and support functions in order to meet the needs of the students, faculty, staff and members of the public participating in institutional events.

Educational business activities shall be established and carried on only when pursuant to, and in accordance with, an authorization and statement of purpose approved by the institution's chief executive officer.

It shall be the policy of Morehead State University that each educational business activity be established and conducted in accordance with the following conditions:

- ° The activity is deemed to be an integral part in the fulfillment of the institution's educational, research, public service, and campus support functions, and other educational and support activities, without regard to profit.
- ° The activity is needed to provide integral goods or services at a reasonable price, on reasonable terms, and at a convenient location and time.
- ° The activity is carried out for the primary benefit of the campus community but with sensitivity to the total community.
- ° If any business activity should result in revenues found by the Internal Revenue Service to be unrelated business income, the University will comply with all applicable laws and regulations pertaining to such income.

(Additional Background Information attached to these Minutes and marked VII-B-3)

Vice President Dailey indicated that most institutions in the state are adopting parameters of this type as endorsed by the National Association of College Business Officers.

Mr. Wheeler said that we are stating our position up front and the guidelines are real good.

MOTION: Mr. Wheeler moved, seconded by Mr. Seaton, that the Guidelines be approved.

VOTE: The motion unanimously carried.

**STAFF CLASSIFICATION  
AND COMPENSATION PLAN**

RECOMMENDATION: That the Board of Regents authorize the implementation of the Classification, Compensation and Job Evaluation Plan effective July 1, 1988, and that the specific personnel policies necessary to administer and maintain the Plan be developed and presented to the Board for final approval at the next regularly scheduled meeting of the Board.

It is further recommended that the Board of Regents authorize the adjustment of salaries of those 35 employees whose salaries, within the Classification and Compensation Plan as approved, are below the minimum of their respective grade levels effective April 1, 1988. The cost of this fourth quarter FY 88 compensation adjustment is \$17,709.

(Additional Background Information attached to these Minutes and marked VII-B-4)

MOTION: Mr. Seaton moved, seconded by Mr. Breathitt, that the President's recommendation be approved.

Dr. Grote said that in the process of dealing with some 650 employees, one employee's position was not included. Further, there were a couple of positions that needed to be reconsidered. He said that an appeals process would be set up to hear complaints of any individual who feels he/she may be improperly classified. What we want you to do is endorse the program and then we will come back at the next regular meeting of the Board with additional details of the work that is yet to be done.

VOTE: The motion unanimously carried.

**ACQUISITION OF REAL  
PROPERTIES**

RECOMMENDATION: That the Board of Regents authorize the President to request review and approval of the proposed acquisition by the Council on Higher Education staff and appraisals by the FAC. After completion of the appraisals, that the FAC be further authorized to enter into negotiations with the respective property owners for the purpose of acquiring tracts one and two only for the use and benefit of Morehead State University within an estimated acquisition cap of \$140,000. Funds are available for the acquisition from the unexpended capital construction land acquisition account and the University's unallotted year end balance.

(Additional Background Information attached to these Minutes and marked VII-B-5)

Governor Nunn suggested that in future acquisitions of property that the University not advise the maximum that it would consider. "Let's have it appraised and see what other action is necessary and enter into negotiations, and then when it is appraised, bring it back to the Board with your recommendations. The Board can then either reject it or approve it."

MOTION: Mr. Seaton moved, seconded by Mr. Carr, that the Board approve the President's recommendation.

VOTE: The motion unanimously carried.

REVISION OF PAC 1

RECOMMENDATION: That the Board of Regents approve the revised personnel policy, PAC 1, entitled "Definition of Academic Titles" in VII-C-1 (underlined portion is revised section).

MOTION: Mr. Seaton moved, seconded by Mr. Wheeler, that the recommendation be approved.

VOTE: The motion unanimously carried.

RECOGNITION OF RIGHTS  
OF ACADEMIC FREEDOM  
AND DUE PROCESS

RECOMMENDATION: That the Board of Regents extend the same rights of Academic Freedom and Due Process as a tenured faculty member to the faculty who have been employed, with the primary responsibility of teaching, by Morehead State University, for seven or more consecutive years. Following are the faculty who are in this category:

<u>Name</u>	<u>Year Employed</u>	<u>Rank</u>
Adkins, Palmer Ray	1979	Assistant Professor
Blair, Suanne	1966	Assistant Professor
Oddis, Frank Alan	1977	Assistant Professor
Osborne, Mary P.	1979	Assistant Professor
Scott, Thomas E.	1975	Assistant Professor
Whiting, Joyce E.	1975	Assistant Professor
Yancy, Thomas L.	1977	Assistant Professor
Beane, Anne T.	1972	Instructor
Bailey, Bonnie Hay	1979	Instructor
Carswell, Gene	1978	Instructor
Caudill, C. Dale	1980	Instructor
Darling, Jacklynn K.	1979	Instructor
Graham, Nancy K.	1975	Instructor
Luchtefeld, Sheryl L.	1979	Instructor
McMillan, Tamara G.	1979	Instructor
Pack, Ted M.	1980	Instructor

(Additional Background Information attached to these Minutes and marked VII-C-2)

USDE PLANNING GRANT  
REPORT

MOTION: Mr. Seaton moved, seconded by Dr. Wheeler, that the recommendation be approved.

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board of Regents approve the following major goal statements resulting from the USDE Planning Grant and authorize the administration to review and establish specific objectives relating to each goal.

- a. The University adheres to strategic planning as an on-going process and as an essential component to management.
- b. The University provides quality programs for students as sound preparation for their future.
- c. The University promotes access through its marketing efforts and enhances retention with an array of student support services.
- d. The University employment practices attracts and retains quality employees, insures accountability and provides benefits and rewards that contribute to a sense of community.
- e. The University supports outreach programs and services that are responsive to the needs of the region.
- f. The University strives to provide adequate equipment and facilities and a safe and secure environment.
- g. The University promotes effective communication with internal and external constituents.

(Additional Background Information attached to these Minutes and marked VII-C-3)

Dr. Grote indicated that the project that is before the Board today accepts, at least for the time being, the mission statement and the purpose statement. At the appropriate time, we will want to revise the mission statement and the purpose statement, but that was not the focus of the study. The purpose was to extend the mission statement and the purpose statement

previously adopted by the Board and to identify some short term goals that this University should focus on. It is a requirement of the grant that these goals be forwarded to you for your review.

It is also extraordinarily timely since the University is in its baseline year for NCATE and is coming upon its baseline year for SACS. They have a major criterion that commits the institution to strategic long-range planning. It is timely for the Board to review and approve these goals which will put in place what needs to happen for NCATE and SACS.

Following discussion, Governor Nunn and others expressed concerns that the current statements of purpose and mission may unnecessarily restrict MSU's specific educational role to the twenty-two county region.

Vice President Dailey noted that on the evening of the Governor's budget message, briefing documents were handed out which contained directives for the Council on Higher Education to re-look at the Mission Statements of the universities in Kentucky.

MOTION: Mr. Seaton moved, seconded by Mr. Aker, that the Board approve the President's recommendation.

VOTE: The motion unanimously carried.

President Grote reported the following:

(Additional Information attached to these Minutes and marked VIII-A thru VIII-C)

**PRIVATE GIVING REPORT**

- That during the first six months ending December 31, 1987, private giving showed a 47 percent increase which is \$48,452.47 over the corresponding period of 1986.

Mr. Terry Jacobs, President of the MSU Foundation, Inc., indicated that they were delighted with the increase in giving, but feel that we can do a lot better and intend to do a lot better. Chairman Nunn offered his assistance or that of the other Board members on any special project undertaken by the Foundation.

**WMKY RADIO ANTENNA  
REPORT**

- That upon completion of an engineering study, MSU will request proposals for the design and installation of a new antenna for WMKY Radio. The project would be targeted for completion in the spring of 1989 at an estimated cost of \$60,000.

**1988-90 CHE BUDGET  
RECOMMENDATIONS  
REPORT**

- That as a part of the operating and capital budget review process, the Council on Higher Education approved tuition increases for the 1988-89 year of \$20 per semester and for the 1989-90 year of \$10 per semester.

**SALE OF ATLAS HAYES  
PROPERTY REPORT**

- That on December 19, 1987, eight of ten tracts of land on North Wilson Avenue, known as the Atlas Hayes Property, were sold at public auction. Funds totaling \$22,700 will be deposited in the Land Acquisition Account to be used in future acquisitions. The remaining two tracts not bringing the appraised value were not sold, and the Finance and Administration Cabinet has been asked to advise the University on the possibility of disposing of the remaining two tracts by sealed bid.

**NCATE STATUS REPORT**

- That the University is preparing for a visit from the National Council for the Accreditation of Teacher Education (NCATE) in November 1988. A number of steps have been taken to enhance the University's chance of reaffirmation by NCATE which include: (a) restructuring of the Department of Education into a School of Education; (b) hiring an Associate Dean for Education; (c) hiring two NCATE consultants to work with faculty; (d) assigning a faculty member to coordinate evaluations for the School of Education; (e) conducting a discrepancy analysis; (f) hiring consultants to work with knowledge base standards; (g) filling of four new positions in the School of Education and making numerous changes in committee structure and practices related to the standards; and (h) defining exceptional expertise for faculty who are without terminal degrees and establishing individual faculty development programs utilizing Foundation funds.

**SACS STATUS REPORT**

- That the University is preparing for its next reaffirmation of accreditation visit by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) in 1990. A preliminary report addressing MSU's current planning and evaluation processes, as well as plans for future development, was submitted to SACS on January 15, 1988. This spring, a SACS representative will visit the campus to discuss institutional effectiveness.

**REVISION OF FIFTH YEAR  
AND MASTERS DEGREE  
PROGRAMS IN EARLY  
CHILDHOOD EDUCATION**

- That MSU's fifth year and masters degree programs in Early Childhood/Elementary Education have been revised to insure quality and effectiveness of the graduate degree programs. Included in the revised degree program will be an option for a program in middle school training. Such a program is expected to be required by the State Department of Education in the future.

**MSU SPOTLIGHT**

Following a 10-minute recess, a program highlighting the activities and programs within the Department of Sociology, Social Work and Corrections was presented. This presentation was the first of a series of programs which will be on the agenda of each Board meeting spotlighting a particular department/program of the University.

(Report of Department attached to these Minutes and marked IX)

The Board members expressed their appreciation for the presentation and how informational it had been.

There being no further business to conduct, the meeting adjourned at 12:40 p.m. on motion by Mr. Carr, seconded by Mr. Wheeler, and unanimously carried.

  
Chairman

  
Secretary

## SELECTION OF AUDITING FIRM FY 88

### Background

KRS 164A.570 requires an annual audit to be conducted for all universities in the state system. The Statute further states:

The governing board of any university...shall engage a qualified firm of certified public accountants experienced in the auditing of institutions to conduct an annual examination of the institution's financial statements....

Auditing firms are engaged by executing a personal service contract under guidelines contained in KRS 45A, the Model Procurement Code. The Code requires that the auditing firm be selected by a request for proposal process.

On January 11, 1988, the University requested proposals from qualified public accounting firms, by both direct solicitation and public advertisement, to conduct the required annual audits for the 1987-88 fiscal year. The proposal contained options to renew the contract for two additional one-year periods. As a result of this request for proposal process, the University received responses from seven public accounting firms. Those firms were:

Arthur Andersen & Co.	Louisville, KY
Coopers & Lybrand	Lexington, KY
Ernst & Whinney	Lexington, KY
Kelley, Galloway & Co.	Ashland, KY
Peat, Marwick, Main & Co.	Lexington, KY
Smith, Goolsby, Artis & Reams	Ashland, KY
Touche Ross & Co.	Louisville, KY

On January 15, 1988, the President and Vice President for Administrative and Fiscal Services met with three members of the Board to discuss the staff's analysis of the proposals. The analysis was provided for the purpose of assisting the Board to fulfill its statutory obligation to select an auditing firm.

## RESOLUTION RECOGNIZING NATIONAL CHEERLEADING CHAMPIONS

### Background

The Morehead State University Varsity Cheerleading Squad entered the Universal Cheerleaders Association Collegiate Championships in November and was chosen as one of five finalists from the more than 200 entering squads. The MSU squad competed against the four other finalists (James Madison University, George Mason University, Furman University, and Appalachian State) on January 9, 1988, in San Diego, California, and was chosen the Division I national cheerleading champions.

### Recommendation

That the Board adopt the resolution to recognize the MSU Varsity Cheerleading Squad as the Division I national champions.

**R E S O L U T I O N**

**WHEREAS**, the varsity cheerleading squad of Morehead State is comprised of 14 energetic and talented student athletes; and

**WHEREAS**, the members of the squad are Margaret Blackwell, Angela Brown, Melissa Collins, Scott Cooke, Robert Eskridge, Sandra Everman, Darold Giles, Terri Goss, Jill Irvin, Michael McBeath, Eddie Petry, Ronald Pies, Leigh Clay Richardson and Barry Wolford; and

**WHEREAS**, the squad is advised and coached by Myron Doan, a dedicated staff member of the University; and

**WHEREAS**, the varsity cheerleading squad recently brought increased visibility to the University by winning the National Cheerleading Championship in Division I during competition in San Diego, California; and

**WHEREAS**, the squad's championship performance will be nationally telecast on the ESPN Network, bringing further recognition to the University; and

**WHEREAS**, the members of the varsity cheerleading squad have proven themselves to be outstanding ambassadors of the student body of the University;

**THEREFORE, BE IT RESOLVED** by the Board of Regents of Morehead State University that the varsity cheerleading squad be and hereby is commended for its achievements which have brought added prestige and pride to the University;

**BE IT FURTHER RESOLVED** that members of the squad shall receive individually signed copies of this resolution upon its adoption by the Board of Regents.

**ADOPTED** this 29th day of January, 1988.

\_\_\_\_\_  
Chairman, Board of Regents

ATTEST: \_\_\_\_\_  
Secretary, Board of Regents

## **QUARTERLY FINANCIAL STATUS REPORT**

### **Background**

KRS 164.420 provides that a financial report shall be issued to the Board of Regents on at least a quarterly basis. In accordance with that statute, financial statements have been prepared with information as of December 31, 1987.

### **Analysis**

As previously reported, the enrollment increase experienced in the fall semester resulted in the realization of revenues in excess of original budget projections. After taking those changes into consideration, the remaining revenue and expenditure categories reflect balances that are in accordance with budget projections.

### **Recommendation**

That the Board accept the quarterly financial report as presented.



BUSINESS SERVICES

207 HOWELL-MCDOWELL AD. BLDG.  
MOREHEAD, KENTUCKY 40351  
TELEPHONE 606-783-2115

January 20, 1988

Dr. C. Nelson Grote, President  
Members of the Board of Regents  
Morehead State University  
Morehead, Kentucky 40351

Dear Dr. Grote and Members of the Board:

I am submitting to you the December 31, 1987, Balance Sheets for Morehead State University and the related Statement of Current Fund Revenues and Expenditures for the six months then ended.

These statements have been prepared on the accrual basis and present fairly the financial position of Morehead State University at December 31, 1987, and the current fund revenues and expenditures for the six months then ended.

Respectfully submitted,

Ray M. Pinner, CPA  
Controller

RMP:cb

Enclosures

## Statement of Current Fund Revenues and Expenditures

Page: 001

## Morehead State University

For the 6 months ending 12/31/87

	Unrestricted	Restricted	Total
<b>REVENUES</b>			
Tuition and Fees	4,488,748.75	0.00	4,488,748.75
Gov't Appropriations	11,769,720.52	0.00	11,769,720.52
Private Gifts	0.00	0.00	0.00
Indirect Cost Reimb.	6,953.41	0.00	6,953.41
S&S of Ed. Activities	304,051.95	0.00	304,051.95
Other Sources	619,457.00	0.00	619,457.00
Auxiliary Enterprise	3,930,449.75	0.00	3,930,449.75
Restricted Current	0.00	3,148,658.74	3,148,658.74
<b>Total CURRENT REVENUES</b>	<b>21,119,381.38</b>	<b>3,148,658.74</b>	<b>24,268,040.12</b>
<b>EXPENDITURES AND MANDATORY TRANSFERS</b>			
<b>EDUCATION AND GENERAL</b>			
INSTRUCTION	5,993,523.59	413,001.30	6,406,524.89
RESEARCH	1,800.70	7,150.26	8,950.96
PUBLIC SERVICE	373,904.34	493,082.78	866,987.12
LIBRARY	731,040.30	24,397.50	755,437.80
ACADEMIC SUPPORT	759,880.05	11,783.73	771,663.78
STUDENT SERVICES	1,663,323.82	116,806.51	1,780,130.33
INSTITUTIONAL SUPPORT	3,210,704.81	42,177.02	3,252,881.83
OPERATIONS AND MAINTENANCE OF PLANT	2,240,473.45	2,688.39	2,243,161.84
STUDENT FINANCIAL AID PROGRAM	876,915.73	1,859,941.98	2,736,857.71
<b>Sub-Total EDUCATION AND GENERAL</b>	<b>15,851,566.79</b>	<b>2,971,029.47</b>	<b>18,822,596.26</b>
<b>MANDATORY TRANSFERS</b>	<b>944,339.44</b>	<b>0.00</b>	<b>944,339.44</b>
<b>Total EDUCATION AND GENERAL</b>	<b>16,795,906.23</b>	<b>2,971,029.47</b>	<b>19,766,935.70</b>
<b>AUXILIARY ENTERPRISES</b>			
EXPENDITURES	3,099,828.42	131,573.77	3,231,402.19
MANDATORY TRANSFERS	587,447.55	0.00	587,447.55
<b>Total AUXILIARY ENTERPRISES</b>	<b>3,687,275.97</b>	<b>131,573.77</b>	<b>3,818,849.74</b>
<b>Total EXPENDITURES AND MANDATORY TRANSFERS</b>	<b>20,483,182.20</b>	<b>3,102,603.24</b>	<b>23,585,785.44</b>

MOREHEAD STATE UNIVERSITY  
FY 1987-88 BALANCE SHEET  
DEC. 31, 1987

PAGE: 001

1 Current Funds	ASSETS CURRENT YEAR -----
10 Unrestricted	
101 Cash	4,061,215.35
102 Receivables, Invest	1,286,961.06
103 Inventories	1,343,989.86
	-----
TOTAL Unrestricted	6,692,166.27
	-----
11 Restricted Current	
101 Cash	172,606.04
102 Receivables, Invest	400,799.14
	-----
TOTAL Restricted Current	573,405.18
	-----
TOTAL Current Funds	7,265,571.45
	=====

	LIABILITIES & FUND BALANCE CURRENT YEAR -----
10 Unrestricted	
201 Accounts Payable	57,872.11
202 Accrued P/R W/H	245,236.05
205 Due To Other Funds	140,999.09
206 Other Accruals	0.00
209 Contingent Liability	651,863.10
	-----
TOTAL LIABILITIES	1,095,970.35
301 Fund Balance	5,596,195.92
	-----
TOTAL Unrestricted	6,692,166.27
	-----
11 Restricted Current	
201 Accounts Payable	115,866.87
202 Accrued P/R W/H	0.00
203 Unearned Revenues	336,500.76
205 Due To Other Funds	0.00
206 Other Accruals	0.00
	-----
TOTAL LIABILITIES	452,367.63
303 Rest. Fund Balance	121,037.55
	-----
TOTAL Restricted Current	573,405.18
	-----
TOTAL Current Funds	7,265,571.45
	-----

MOREHEAD STATE UNIVERSITY  
 FY 1987-88 BALANCE SHEET  
 DEC. 31, 1987

PAGE: 002

2 Loan Funds	ASSETS CURRENT YEAR
20 NDSL	
101 Cash	547,827.18
102 Receivables, Invest	2,382,564.27
	-----
TOTAL NDSL	2,930,391.45
	-----
21 Nursing Loans	
101 Cash	30,530.64
102 Receivables, Invest	57,604.20
	-----
TOTAL Nursing Loans	88,134.84
	-----
TOTAL Loan Funds	3,018,526.29
	=====

	LIABILITIES & FUND BALANCE CURRENT YEAR
	-----
20 NDSL	
201 Accounts Payable	4,850.00
205 Due To Other Funds	0.00
	-----
TOTAL LIABILITIES	4,850.00
	-----
302 Loan Fund Balance	2,925,541.45
	-----
TOTAL NDSL	2,930,391.45
-----	-----
21 Nursing Loans	
201 Accounts Payable	0.00
	-----
TOTAL LIABILITIES	0.00
	-----
302 Loan Fund Balance	88,134.84
	-----
TOTAL Nursing Loans	88,134.84
-----	-----
TOTAL Loan Funds	3,018,526.29
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MOREHEAD STATE UNIVERSITY  
FY 1987-88 BALANCE SHEET  
DEC. 31, 1987

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		ASSETS		LIABILITIES & FUND BALANCE	
3 Endowment Funds		CURRENT YEAR		CURRENT YEAR	
		-----		-----	
30 Endowment			30 Endowment		
101 Cash	1,855.07		301 Fund Balance	2,557.65	
102 Receivables, Invest	702.58			-----	
	-----				
TOTAL Endowment	2,557.65		TOTAL Endowment	2,557.65	
	-----			-----	
31 Fund for Excellence			31 Fund for Excellence		
101 Cash	14,584.34		301 Fund Balance	129,584.34	
102 Receivables, Invest	115,000.00			-----	
	-----				
TOTAL Fund for Excellence	129,584.34		TOTAL Fund for Excellence	129,584.34	
	-----			-----	
TOTAL Endowment Funds		132,141.99	TOTAL Endowment Funds		132,141.99
		=====			=====

MOREHEAD STATE UNIVERSITY  
FY 1987-88 BALANCE SHEET  
DEC. 31, 1987

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5 Agency Funds	ASSETS CURRENT YEAR
50 Club Accounts	
101 Cash	23,064.91
	-----
TOTAL Club Accounts	23,064.91
	-----
51 Scholarship Account	
101 Cash	86,564.03
102 Receivables, Invest	0.00
	-----
TOTAL Scholarship Account	86,564.03
	-----
52 Deposit Account	
101 Cash	200,105.79
102 Receivables, Invest	0.00
	-----
TOTAL Deposit Account	200,105.79
	-----
53 Consolidated Agency	
101 Cash	447,815.00
102 Receivables, Invest	390,350.00
	-----
TOTAL Consolidated Agency	838,165.00
	-----
54 Federal Programs	
101 Cash	0.00
	-----
TOTAL Federal Programs	0.00
	-----
TOTAL Agency Funds	1,147,899.73
	=====

	LIABILITIES & FUND BALANCE CURRENT YEAR
50 Club Accounts	
201 Accounts Payable	1,234.29
204 Deposits Held/Others	21,830.62
205 Due To Other Funds	0.00
	-----
TOTAL LIABILITIES	23,064.91
	-----
TOTAL Club Accounts	23,064.91
	-----
51 Scholarship Account	
201 Accounts Payable	7,383.00
204 Deposits Held/Others	79,181.03
	-----
TOTAL LIABILITIES	86,564.03
	-----
TOTAL Scholarship Account	86,564.03
	-----
52 Deposit Account	
201 Accounts Payable	25,272.20
204 Deposits Held/Others	174,833.59
	-----
TOTAL LIABILITIES	200,105.79
	-----
TOTAL Deposit Account	200,105.79
	-----
53 Consolidated Agency	
201 Accounts Payable	26,971.70
204 Deposits Held/Others	763,608.38
205 Due To Other Funds	47,584.92
	-----
TOTAL LIABILITIES	838,165.00
	-----
TOTAL Consolidated Agency	838,165.00
	-----
54 Federal Programs	
204 Deposits Held/Others	0.00
	-----
TOTAL LIABILITIES	0.00
	-----
TOTAL Federal Programs	0.00
	-----
TOTAL Agency Funds	1,147,899.73
	-----

MOREHEAD STATE UNIVERSITY  
 FY 1987-88 BALANCE SHEET  
 DEC. 31, 1987

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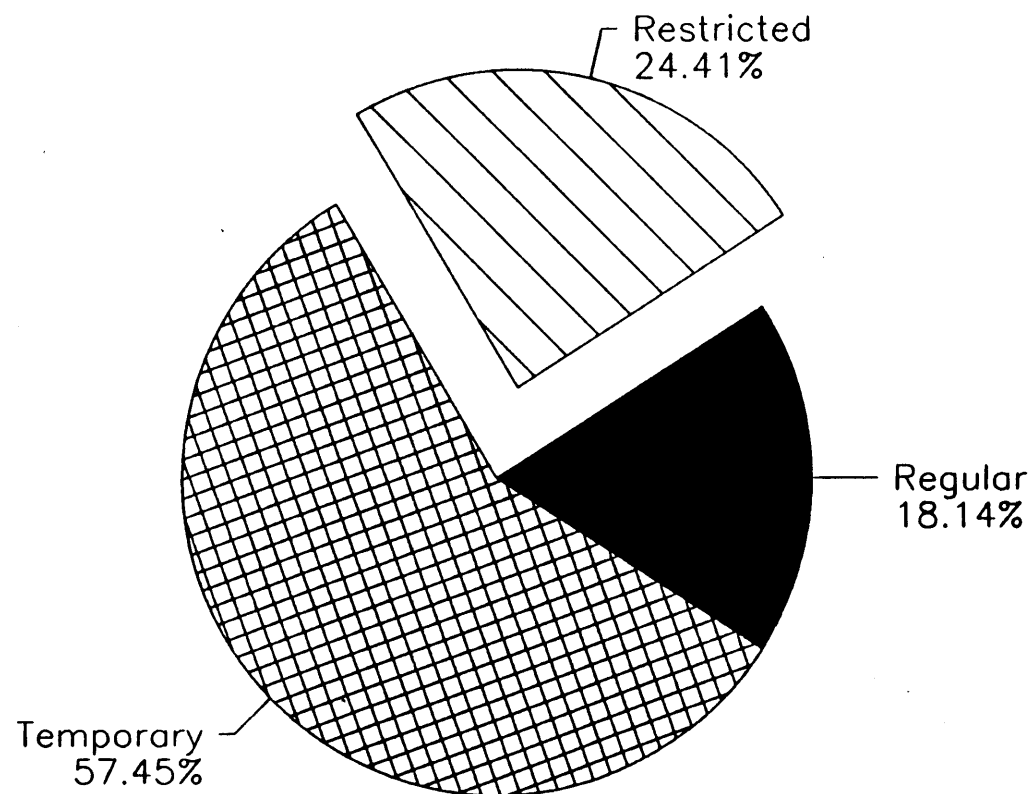
4 Plant Funds	ASSETS CURRENT YEAR		LIABILITIES & FUND BALANCE CURRENT YEAR
40 Unexpended		40 Unexpended	
101 Cash	2,838,575.81	201 Accounts Payable	0.00
102 Receivables, Invest	0.00		
		TOTAL LIABILITIES	0.00
		304 Plant Fund Balance	2,838,575.81
TOTAL Unexpended	2,838,575.81	TOTAL Unexpended	2,838,575.81
41 Renewal/Replacement		41 Renewal/Replacement	
101 Cash	514,035.18	304 Plant Fund Balance	605,340.13
102 Receivables, Invest	91,304.95		
		TOTAL Renewal/Replacement	605,340.13
TOTAL Renewal/Replacement	605,340.13	42 Ret. of Indebtedness	
42 Ret. of Indebtedness		304 Plant Fund Balance	2,896,311.35
101 Cash	277,226.96		
102 Receivables, Invest	2,619,084.39	TOTAL Ret. of Indebtedness	2,896,311.35
		43 Investment In Plant	
TOTAL Ret. of Indebtedness	2,896,311.35	208 Long Term Liabilites	26,300,000.00
43 Investment In Plant			
109 Fixed Assets	94,558,573.63	TOTAL LIABILITIES	26,300,000.00
		304 Plant Fund Balance	68,258,573.63
TOTAL Investment In Plant	94,558,573.63	TOTAL Investment In Plant	94,558,573.63
TOTAL Plant Funds	100,898,800.92	TOTAL Plant Funds	100,898,800.92

**PERSONNEL ACTIONS**

**Recommendation:**

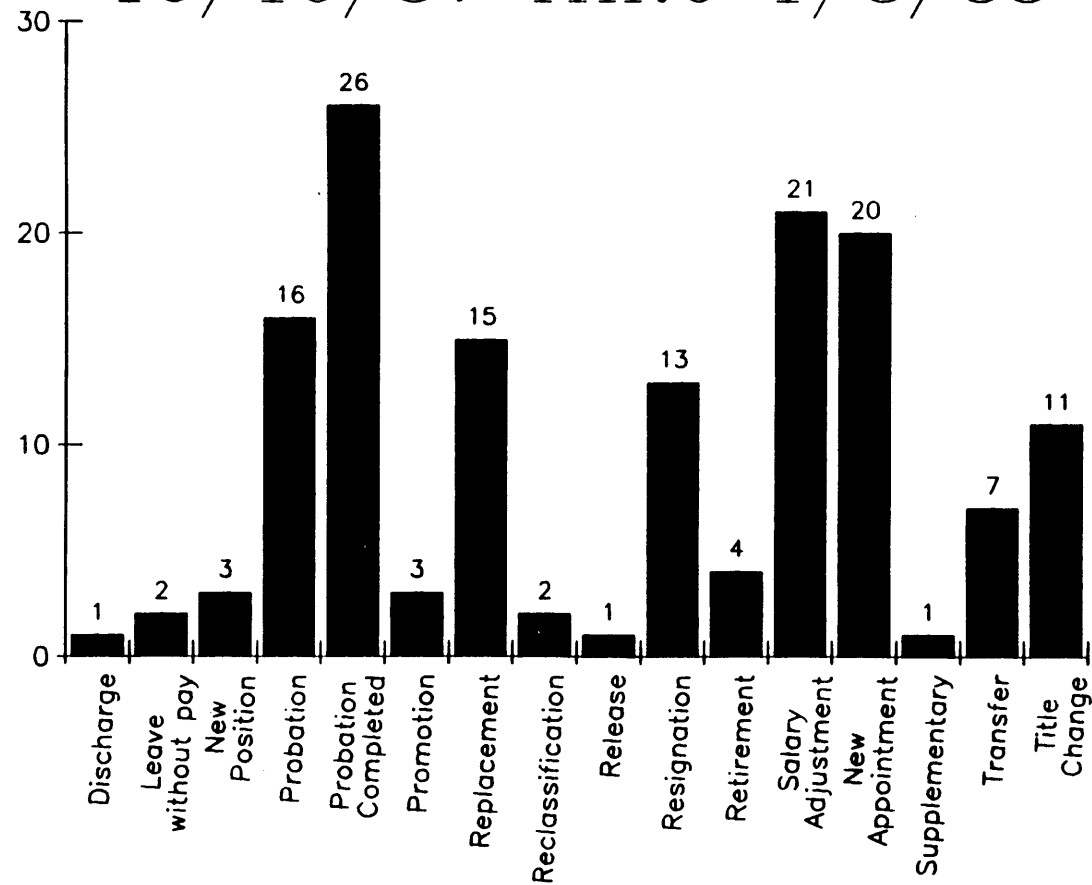
That the Personnel Actions for the period of October 10, 1987, thru January 1, 1988, be approved.

# PERSONNEL ACTION REQUESTS 10/10/87 THRU 1/8/88



*Total Number of PAR's = 463*

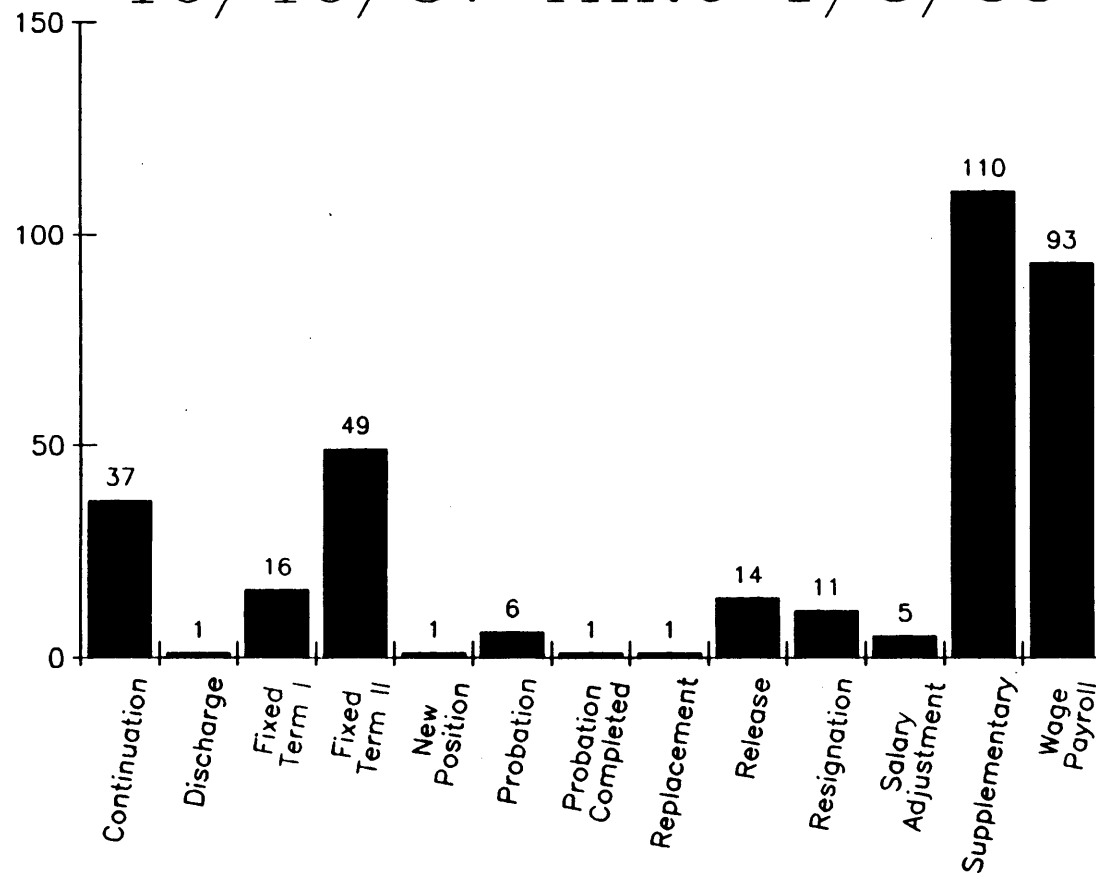
PERSONNEL ACTIONS FOR  
REGULAR POSITIONS  
10/10/87 THRU 1/8/88



*Total Number of PAR's = 84*

*Total Number of Actions = 146*

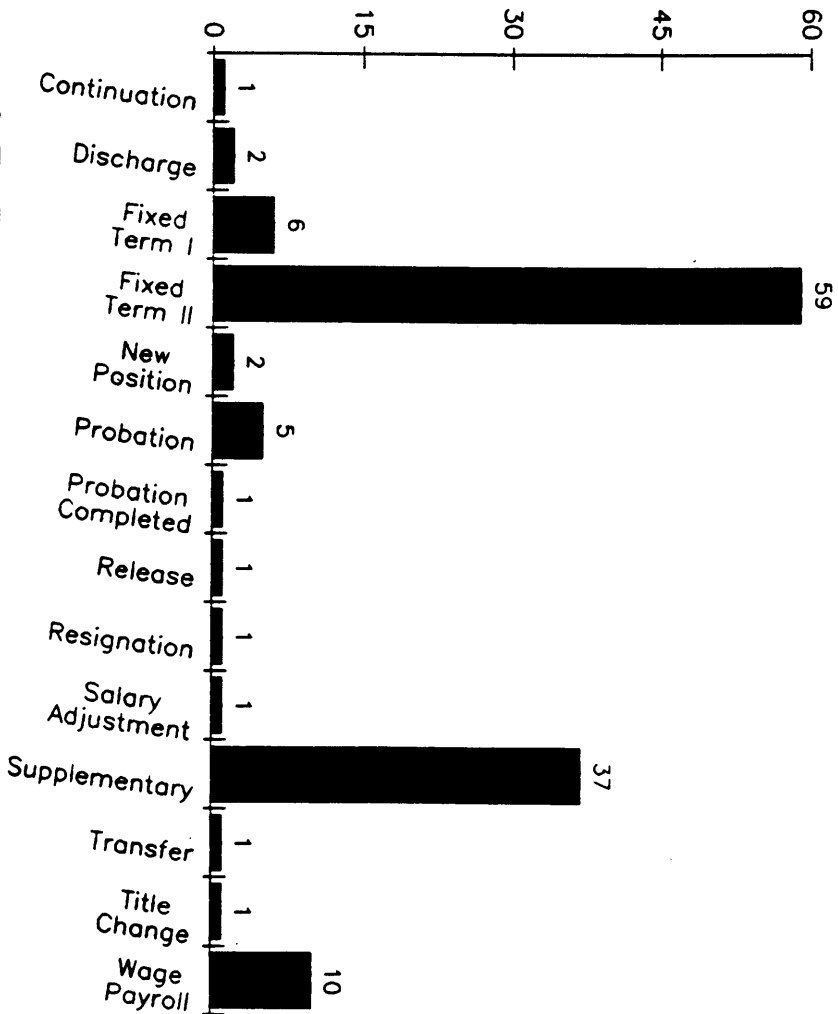
# PERSONNEL ACTIONS FOR TEMPORARY POSITIONS 10/10/87 THRU 1/8/88



*Total Number of PAR's = 266*

*Total Number of Actions = 345*

# PERSONNEL ACTIONS FOR RESTRICTED POSITIONS 10/10/87 THRU 1/8/88



Total Number of PAR's = 113

Total Number of Actions = 128

01/15/88

## MOREHEAD STATE UNIVERSITY

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## POSITIONS SUMMARY

01/08/88

DEPARTMENT NAME	JULY 1 AUTHORIZED POSITIONS	CURRENT AUTHORIZED POSITIONS	+/- POSITION ADJUSTMENTS	CURRENT POSITION STRENGTH	% OF CURRENT STRENGTH
OFFICE OF THE PRESIDENT	8	7	-1	7	100.00
UNIVERSITY RELATIONS	19	19	0	17	89.47
ATHLETICS	31	32	1	28	87.50
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	104	107	3	100	93.46
PHYSICAL PLANT	129	129	0	128	99.22
DIVISION OF STUDENT DEVELOPMENT	87	89	2	86	96.63
DIVISION OF ACADEMIC AFFAIRS	47	46	-1	46	100.00
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	6	5	-1	5	100.00
COLLEGE OF ARTS AND SCIENCES	154	155	1	147	94.84
COLLEGE OF PROFESSIONAL STUDIES	140	144	4	132	91.67
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	82	82	0	74	90.24
ACADEMIC SUPPORT SERVICES	30	32	2	32	100.00
UNDISTRIBUTED INSTITUTIONAL SUPPORT	12	12	0	0	0.00
AUXILIARY SERVICES	67	66	-1	60	90.91

01/15/88

MOREHEAD STATE UNIVERSITY

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POSITIONS SUMMARY

01/08/88

<u>DEPARTMENT NAME</u>	<u>JULY 1 AUTHORIZED POSITIONS</u>	<u>CURRENT AUTHORIZED POSITIONS</u>	<u>+/- POSITION ADJUSTMENTS</u>	<u>CURRENT POSITION STRENGTH</u>	<u>% OF CURRENT STRENGTH</u>
FEDERAL PROGRAMS	52	57	5	44	77.19
OBSOLETE DEPARTMENTS	0	0	0	0	0.00

## DEFINITIONS OF ACTIONS

<b>Standing I</b>	Appointment to full-time faculty, administrative, or staff (exempt or non-exempt) position. Employed through permanent budget funds with benefits fully covered. Regular status.* No ending date.
<b>Standing II</b>	Appointment to part-time administrative or staff (exempt or non-exempt) position. Employed through permanent budget funds with no benefits. Non-Regular status.*** No ending date.
<b>Fixed Term I</b>	Appointment to full-time faculty or staff (exempt) position for more than six (6) months but less than one (1) year. May be employed through Soft Money** with benefits fully covered. Regular status.* Terminable after one year.
<b>Fixed Term II</b>	Appointment to full-time or part-time (up to (1) year) faculty position or special project for less than six (6) months. May be employed through Soft Money** or available permanent budget funds, with no benefits. Non-Regular status.*** Terminable after one (1) year, if part-time; after six (6) months, if full-time.
<b>Supplementary</b>	Additional contract obligation in supplement to original agreement (adds calendar time) for faculty or staff (exempt or non-exempt) currently Standing I or II appointments. For example, Summer I & II appointments or 9-month appointment extended to 10, 11, or 12 month appointment. Regular status* with benefits fully covered. <u>OR</u> Additional contract obligation in supplement to Standing I, II or Fixed Term I appointment (same contractual period). For example, administrators teaching night classes or on-the-road payment. Should not handle overtime. Regular status* with benefits fully covered.
<b>Visiting Appointment</b>	Faculty with "visiting" as part of title. Can be full or part-time. Limited to one year. Employed through Soft Money** with no benefits. Non-Regular status.
<b>Wage Payroll</b>	Temporary assignment for staff (exempt or non-exempt) position or special project. Full-time up to 6 months or part-time up to 1 year. Terminable after specified time. May be employed through Soft Money.** Non-Regular status with no benefits. Specified ending date.

\* Regular status is a faculty or staff member who is appointed to a full-time position that will exist for more than six consecutive calendar months with the expectation of continuance.

\*\* Soft Money is defined as nonrecurring funds from University or external funds.

\*\*\* Non-Regular status is a faculty or staff member who works less than full-time or who works full-time but is not appointed to a position that will last more than six consecutive months.

01/19/88

## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Martiki Research Project</u>				
COLLINS, BILLIE JO	Wage Payroll Discharge	Laborer	11/12/87	\$3.70/hr.
COLLINS, BILLIE JO	Wage Payroll	Laborer	11/2/87 - 2/26/88	\$3.70/hr.
COLLINS, ELIJAH LEE	Wage Payroll	Laborer	10/8/87 - 1/8/88	\$3.70/hr.
COLLINS, ELIJAH LEE	Wage Payroll Discharge	Laborer	11/11/87	\$3.70/hr.
PHILLIPS, MICHAEL T	Wage Payroll Release	Laborer	10/22/87	\$3.70/hr.
ROWLAND, LAURA LEE	Wage Payroll	Swine Laborer	12/21/87 - 3/18/88	\$4.00/hr.
WETZEL, CHARLES FREDERICK	Wage Payroll	Laborer	12/12/87 - 1/10/88	\$3.35/hr.

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Federal -- Restricted Program</b>				
<u>KEDC</u>				
WHITT, GLEN S	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
WILSON, ELAINE N	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	12/9/87 - 6/30/88	\$600.00 (3 interns)
WITTEN, ROSEMARY	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
WITTEN, ROSEMARY	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/8/87 - 6/30/88	\$1,000.00 (5 interns)
YOUNG, STEPHEN S	Supplementary	Associate Professor of Education (In-Service Jackson Co.)	12/11/87 - 12/11/87	\$150.00
<u>Adult Basic Educ./Morgan Co.</u>				
BOYD, MICHELLE	Supplementary	Secretary I (Micro computer support)	11/2/87 - 12/22/87	\$100.00
COX, TAMMY	Wage Payroll	Custodian (Will work 100 hours or less per month)	11/16/87 - 6/30/88	\$5.00/hr.
HAMILTON, CAROLYN S	Supplementary	Word Processor Coordinator (Micro computer support)	11/2/87 - 12/22/87	\$200.00
MALONEY, DEBORAH SHANE	Fixed Term I Probation New Position	General Office Worker	10/16/87 - 6/30/88	\$4.67/hr.
MARSHALL, TED A	Supplementary	Associate Professor of Social Work (Project Director)	9/1/87 - 2/29/88	\$2,081.00

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
STEPHENS, EDWARD	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
TILLER, WARREN PARKER	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
TRIPLETT, BILLY R	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
TRIPLETT, BILLY R	Fixed Term II	FPMS Regional Trainer (Conduct 2 day training session in Knott Co.)	8/3/87 - 8/4/87	\$300.00
VANHOOSE, JOHN S	Supplementary	Assistant Professor of Industrial Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)
VANHOOSE, JOHN S	Supplementary	Assistant Professor of Woods (Field Base Teacher Education)	7/6/87 - 8/13/87	\$2,740.00
WELCH, FRANK T	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
WELLS, RANDALL L	Supplementary	Coord., School Relations (Monitor 2 day workshop)	8/3/87 - 8/4/87	\$300.00
WELLS, RANDALL L	Supplementary	Coordinator of School Relations (Monitor FPMS Workshop in Breathitt Co.)	7/28/87 - 7/30/87	\$300.00
WELLS, RANDALL L	Supplementary	Coordinator of School Relations (Monitor 3-day workshop in Breathitt Co.)	7/14/87 - 7/16/87	\$450.00
WELLS, SUE S	Supplementary	Assistant Professor of Education (Initial Certification Workshop)	7/14/87 - 7/30/87	\$600.00
WELLS, SUE S	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$800.00 (4 interns)
WELLS, SUE S	Supplementary	Assistant Professor of Education (In-Service Paul Blazer High School)	12/2/87 - 12/2/87	\$50.00

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
PHELPS, MARGANNA C	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
PITTS, JOHN K	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,000.00 (5 interns)
PITTS, JOHN K	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
POLING, JUNIOR FRANKLIN	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
REEDER, MAURICE GRIMES	Fixed Term II	Teacher Educator (Conduct FPMS updates)	7/30/87 - 10/30/87	\$300.00 (2 sessions)
REEVES, EDWARD B.	Supplementary	Assistant Professor of Sociology (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)
RIEDEL, GLENN ALBERT	Fixed Term II	FPMS Regional Trainer (Conduct FPMS updates)	9/15/87 - 9/30/87	\$300.00 (2 sessions)
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$2,200.00 (11 interns)
SAXON, JOYCE FAYE	Supplementary	Assistant Professor of Math (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
SCOTT, THOMAS ELIHU	Supplementary	Assistant Professor of Speech (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$2,000.00 (10 interns)
SLONE, OGIE HEADE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)
SLONE, WILLIAM RAY	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$3,200.00 (16 interns)
SMITH, HELEN B	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/2/87 - 6/30/88	\$800.00 (4 interns)
STAMM, VONDA KAY	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
STEPHENS, EDWARD	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
JOHNSON, MAXINE	Fixed Term II	FPMS Regional Trainer (Conduct Initial Certification Workshop)	7/14/87 - 7/17/87	\$600.00
JOHNSON, MAXINE	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
JONES, ELMER	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,000.00 (5 interns)
JONES, PAUL R	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,000.00 (5 interns)
JONES, PAUL R	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
KEENAN, TIM	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
KEESEE, DANNA GAIL	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)
LAMBERT, BILLY DUANE	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
MATNEY, BOBBY GENE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
MCGHEE, PAUL RALPH	Supplementary	Coordinator of Elementary Reading & Secondary Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
MCPEEK, STEWART	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)
MORELLA, WAYNE ANTHONY	Supplementary	Associate Professor of Industrial Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,400.00 (7 interns)
NETHERTON, MARY JO	Supplementary	Associate Professor of English (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)
PAYNE, JOHN WILEY	Supplementary	Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$800.00 (4 interns)

01/19/88

## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
FRYMAN, JOHNNIE G	Supplementary	Associate Professor of Math (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)
GEORGES, CAROL ANN	Supplementary	Assistant Professor of Education (In-Service Paul Blazer High School)	12/2/87 - 12/2/87	\$50.00
GRIESINGER, LAWRENCE E	Supplementary	Professor of Education (In-Service Paul Blazer High School)	12/2/87 - 12/2/87	\$50.00
HALCOMB, TRUMAN	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
HANEY, JOHN A	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
HENSLEY, ANN M	Wage Payroll Continuation	Secretary I (Work 4 hrs. daily)	1/4/88 - 6/30/88	\$5.00/hr.
HILTON, PATRICIA	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$800.00 (4 interns)
HOLSINGER, CHARLES P	Fixed Term II	Teacher Educator (Conduct regional FPMS update)	7/30/87 - 10/30/87	\$300.00 (2 sessions)
HORNE, ULYSUS CAROL	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/13/87 - 6/30/88	\$1,000.00 (5 interns)
HOWELL, BERNICE DELOISE	Supplementary	Instructor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)
HUNT, CAROL LOUISE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/24/87 - 6/30/88	\$600.00 (3 interns)
ISON, LARRY C	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,200.00 (6 interns)
JOHNSON, JAMES	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/2/87 - 6/30/88	\$600.00 (3 interns)
JOHNSON, MAXINE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
DUVALL, DALE	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
DUVALL, DALE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/22/87 - 6/30/88	\$400.00 (2 interns)
DYE, ROBERT	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,400.00 (7 interns)
ELDRIDGE, PATTY V	Supplementary	Coordinator of Testing Program (Administer one component of FPMS Certification Test)	11/17/87 - 11/17/87	\$50.00
ELLINGTON, JANE COOK	Supplementary	Assistant Professor of Home Economics (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)
FISCHER, WILLIAM	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/24/87 - 6/30/88	\$1,000.00 (5 interns)
FRANCIS, JAMES F	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,400.00 (7 interns)
FRANKLIN, JERRY RUDOLPH	Supplementary	Assistant Professor of Education (Conduct FPMS updates)	7/1/87 - 8/21/87	\$450.00 (3 sessions)
FRANKLIN, JERRY RUDOLPH	Supplementary	Assistant Professor of Education (Administer FPMS test and conduct FPMS assessment for Rowan Co. Initial Certification Workshop)	10/12/87 - 10/29/87	\$200.00
FRANKLIN, JERRY RUDOLPH	Supplementary	Assistant Professor of Education (Conduct FPMS update)	9/24/87 - 9/24/87	\$150.00 (1 session)
FRANKLIN, JERRY RUDOLPH	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)
FREELAND, KENT E	Supplementary	Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)

01/19/88

## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
BAKER, CAROL TACKETT	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/24/87 - 6/30/88	\$1,000.00 (5 interns)
BARNETT, MYRON DAVID	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)
BARNETT, MYRON DAVID	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
BENDIXEN, JOE F	Supplementary	Professor of Agriculture (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)
BERNARDI, RALPH	Supplementary	Professor of Business (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$200.00 (1 intern)
BINGHAM, BENNIE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	11/2/87 - 6/30/88	\$1,000.00 (5 interns)
BLAIR, SHIRLEY S	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
BROWN, PHILLIP	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$800.00 (4 interns)
BURTON, JOYCE ANN	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$800.00 (4 interns)
BURTON, JOYCE ANN	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
CAUDILL, BILLY F	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
COLLINS, EFFIE CHARLENE	Fixed Term II	Teacher Educator (Conduct FPMS updates)	5/30/87 - 8/30/87	\$300.00 (2 sessions)
DAVIDSON, ROBERTA W	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,000.00 (5 interns)
DAY, JIM	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$600.00 (3 interns)
DOBLER, G. RONALD	Supplementary	Professor of English (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$400.00 (2 interns)
DOWDY, ELIZABETH	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	10/1/87 - 6/30/88	\$1,400.00 (7 interns)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Head Start</u>				
HAMM, JOYCE ANN	Fixed Term I	Head Start Teacher Aide	10/29/87 - 7/1/88	\$2,961.40
<u>Est. Ky Hlth Science Inst. Hst</u>				
ISON, BETTY S	Fixed Term I Probation	Librarian I (Coordinator of EKHSIN)	10/1/87 - 9/30/88	\$19,604.00
<u>Adult Learning Center</u>				
BRADLEY, RUTH CLARK	Wage Payroll Resignation	Literacy Coordinator	8/24/87 - 10/15/87	\$9.23/hr.
<u>Job Training Part 1/2/3/4/5</u>				
HOWARD, SARAH JANE	Fixed Term II	Lecturer (CPR Seminar)	11/24/87 - 11/24/87	\$60.00
<u>Small Business Dev. Ctr. Hst.</u>				
BEGLEY, ERNEST R	Probation Completed	General Management Consultant	10/27/87	\$22,715.00
MAYNARD, FAYETTA M	Fixed Term I Probation New Position	Secretary I	12/14/87 - 9/29/88	\$4.23/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Talent Search</u>				
COX, WANDA KATHERIN	Supplementary	Secretary I (For work on Talent Search Proposal)	11/16/87 - 12/7/87	\$200.00
<u>Upward Bound</u>				
CALLAHAN, ROBERT ERVIN	Fixed Term II	Lecturer	12/12/87 - 12/12/87	\$40.00
KIBBEY, CONNIE LYNN	Fixed Term I Transfer Salary Adjustment Title Change Probation	Upward Bound Counselor (Replacing Paula Dailey, \$21,186.00)	1/15/88 - 5/31/88	\$19,900.00/annual (\$3,305.00 Inc.)
<u>Job Training Partnership Plan</u>				
SWIM, STEVE LORRI	Fixed Term I Probation	Trainer	12/1/87 - 6/16/88	\$14,544.00/annual
<u>Upward Bound - IIID</u>				
CALLAHAN, ROBERT ERVIN	Fixed Term II	Lecturer (Serve as lecturer for Upward Bound)	10/24/87 - 10/24/87	\$100.00
HILTEBRAND, ANGELA C	Supplementary	Instructor, English (Serve as lecturer for Upward Bound)	10/24/87 - 10/24/87	\$100.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
EVANS, GREGORY LEE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
FULTZ, HAROLD STEPHEN	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
KISSINGER, PAMMY LOU	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
LAKE, DEBRA SUE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
MAYNARD, ROBERT LEE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
MILLER, CARL E	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
MILLER, MICHAEL DEAN	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
MUSE, MARY M	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
PLUMMER, DARIN JAMES	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
REYNOLDS, BERIHA FAYE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
ROYSE, PHYLLIS	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
WOODROW, INA	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Housing Office</u>				
BAYS, KEITH DOUGLAS	Wage Payroll	Custodian (Will work 100 hours or less per month)	11/1/87 - 5/30/88	\$3.35/hr.
SAMMONS, DALLAS FAY	Probation Completed	Assistant Director of Housing	11/16/87	\$19,321.00
SWIM, STEVE LOREN	Wage Payroll Resignation	Laborer	11/25/87	\$7.00/hr.
<u>Custodial Personnel Services</u>				
BEAMON, MYRTLE KATHY	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
BEGLEY, LOUVENIA	Wage Payroll	Custodian (Will work 100 hours or less per month)	11/30/87 - 5/30/88	\$3.35/hr.
BIGGS, VELDA JEWELL	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
BUTLER, DONA DIANE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
CANTRELL, RONALD DEAN	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
CARTER, ETTA J.	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
CLARK, DEBBIE MAE	Wage Payroll Continuation	Custodian (Will work 100 hours or less per month)	10/12/87 - 5/30/88	\$3.35/hr.
DEHART, JIMMY ELLIS	Probation Completed	Custodian	12/1/87	\$5.19/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Adm. and Fiscal Services - Auxiliary</b>				
<b>Office of Food Services</b>				
TEMPLEMAN, JERRY L	Title Change	From Food Store Supervisor to Acting Food Service Manager	10/1/87 - 12/31/87	\$5.66/hr.
WARREN, TAMMY SUE	Wage Payroll Release	General Cafeteria Worker	11/5/87	\$3.35/hr.
WELLS, BESSIE ANN	Wage Payroll Resignation	General Cafeteria Worker	11/3/87	\$3.35/hr.
WELLS, CELIA JO	Wage Payroll Release	Concession Worker	10/8/87	\$3.35/hr.
WHITE, RONALD	Wage Payroll	General Cafeteria Worker (Will work 100 hours or less per month)	10/19/87 - 2/4/88	\$3.35/hr.
WILSON, GORDIA LEE	Wage Payroll Resignation	General Cafeteria Worker	11/5/87	\$3.35/hr.
YOUNG, JERRY L	Wage Payroll Release	Concessions Worker	1/4/88	\$3.35/hr.
<b>University Store</b>				
HUNT, SANDRA LINDA	Wage Payroll	Cashier	12/7/87 - 12/11/87	\$3.35/hr.
SANDERS, ZACK ALAN	Standing 1 Probation Replacement	Inventory Clerk (Replacing Scott Walls, \$4.95/hr.)	10/8/87	\$4.92/hr.
<b>Golf Shop</b>				
HOWARD, STEVEN EDWARD	Wage Payroll	Golf Shop Clerk	12/14/87 - 12/18/87	\$3.35/hr.
PERRY, RICHARD WAYNE	Standing 1 Probation Replacement	Greenskeeper (Replacing Jeff Evans, \$4.79/hr.)	10/16/87	\$4.10/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
JOHNSON, DARRELL SHARE	Wage Payroll	Concession Worker (Work 100 hours or less per month)	10/9/87 - 5/14/88	\$3.35/hr.
JONES, TABATHA LYNN	Wage Payroll Resignation	General Cafeteria Worker	11/6/87	\$3.35/hr.
MARKWELL, CLETA	Wage Payroll Continuation	General Cafeteria Worker (Will work 37.5 hrs. per week)	11/11/87 - 2/11/88	\$3.35/hr.
MARPLE, GLENDA R	Wage Payroll Continuation	General Cafeteria Worker (Will work 37.5 hours per week)	10/11/87 - 2/4/88	\$3.75/hr.
MARPLE, GLENDA R	Standing I Probation	Head Waitress/Catering	12/1/87	\$4.41/hr.
MAYS, CLYDE DOUGLAS	Wage Payroll Continuation	General Cafeteria Worker (Will work 100 hrs. or less per month)	10/2/87 - 2/4/88	\$3.35/hr.
PERRY, LORI DELL	Wage Payroll Discharge	General Cafeteria Worker	11/5/87	\$3.35/hr.
RAYBURN, WOODROW	Wage Payroll Release	General Cafeteria Worker	12/1/87	\$3.35/hr.
RIDDLE, CHARLES MICHAEL	Fixed Term I Probation	Food Service Supervisor	1/4/88 - 1/3/89	\$15,000.00
RILEY, MELISSA DAPHNE	Wage Payroll Release	Concession Worker	10/8/87	\$3.35/hr.
ROGERS, STEVEN R	Wage Payroll	General Cafeteria Worker (Will work 100 hours or less per month)	11/12/87 - 2/4/88	\$3.35/hr.
SKAGGS, I PAULINE	Title Change	From General Cafeteria Worker to Head Waitress/ Catering	11/17/87	\$4.83/hr.
SMITH, RHONDA E	Salary Adjustment Title Change	General Cafeteria Worker (From Room Supervisor to General Cafeteria Worker)	11/1/87	\$4.69/hr. (\$ .97 Dec.)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
BLAIR, JOANNE	Wage Payroll Resignation	General Cafeteria Worker	12/11/88	\$3.35/hr.
BOYD, BETTY JEAN	Wage Payroll	General Cafeteria Worker (Will work less than 100 hours per month)	10/22/87 - 2/4/88	\$3.35/hr.
BROWN, DAINY I	Wage Payroll	Concession Worker (Will work 100 hours or less per month)	11/3/87 - 5/14/88	\$3.35/hr.
BURNETT, MISSY	Discharge	General Cafeteria Worker	10/27/87	\$3.35/hr.
CAUDILL, TAMMY SUE	Wage Payroll	Concession Worker (Will work 100 hours or less per month)	10/14/87 - 5/14/88	\$3.35/hr.
CURTIS, LINDA MICHELLE	Wage Payroll Resignation	General Cafeteria Worker	10/13/87	\$3.35/hr.
DAVIS, CHRISTOPHER ROBERT	Wage Payroll Release	Concession Worker	10/8/87	\$3.35/hr.
FANNIN, RUBY JEAN	Wage Payroll Release	Concession Worker	12/11/87	\$3.35/hr.
FOSTER, EDITH GREGORY	Wage Payroll Release	General Cafeteria Worker	11/10/87	\$3.35/hr.
GILLIAM, MICHAEL LEE	Wage Payroll Resignation	Concession Worker	10/1/87	\$3.35/hr.
GLASSER, DEIDRE M	Wage Payroll Resignation	General Cafeteria Worker	11/7/87	\$3.35/hr.
HAMM, EMERSON C	Wage Payroll Resignation	General Cafeteria Worker	12/9/87	\$3.35/hr.
HAMM, LISA S	Wage Payroll Release	Concession Worker	10/8/87	\$3.35/hr.
HANSHEL, HELEN MARIE	Wage Payroll Release	General Cafeteria Worker	12/11/87	\$3.35/hr.
ISON, TIMOTHY DONALD	Wage Payroll	Concession Worker (Work 100 hours or less per month)	10/15/87 - 5/14/88	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Physical Plant Administration</b>				
<u>Build Maint. Carpenter</u>				
WHITE, DONALD WAYNE	Wage Payroll Release	Carpenter	11/13/87	\$5.00/hr.
WINKLE, WENDELL LEE	Fixed Term I Continuation Salary Adjustment	Carpenter	1/1/88 - 6/30/88	\$5.50/hr. (\$ .15/hr. Inc.)
<u>Landscaping &amp; Grounds Maint.</u>				
KEGLEY, TIMOTHY WAYNE	Wage Payroll Continuation	Groundsman	11/1/87 - 2/12/88	\$3.35/hr.
KEGLEY, TIMOTHY WAYNE	Wage Payroll Resignation	Groundsman	11/13/87	\$3.35/hr.
<b>Adm. and Fiscal Services - Auxiliary</b>				
<u>Office of Food Services</u>				
ADAMS, TIMOTHY	Wage Payroll	Concession Worker (Work 100 hours or less per month)	10/5/87 - 2/4/88	\$3.35/hr.
BACK, CAROLYN SUE	Wage Payroll	Concession Worker (Will work 100 hours or less per month)	10/15/87 - 5/14/88	\$3.35/hr.
BACK, CAROLYN SUE	Fixed Term I Salary Adjustment Probation	General Cafeteria Worker	1/5/88 - 1/4/89	\$4.00/hr. (\$ .65/hr. Inc.)
BLACK, KELLY DENISE	Wage Payroll Release	Concession Worker	12/18/87	\$3.35/hr.
BLACK, SHERRY LYNN	Wage Payroll Release	General Cafeteria Worker	1/10/88	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Physical Plant Administration</b>				
<u>Build Maint - Mechanical Shop</u>				
BARNETT, MARK ANTHONY	Wage Payroll Continuation	Electrician Helper	1/4/88 - 6/30/88	\$4.00/hr.
CONN, JAMES EDWARD	Wage Payroll Continuation	Electrician	10/14/87 - 12/11/87	\$4.50/hr.
CONN, JAMES EDWARD	Wage Payroll Continuation	Electrician Helper	1/4/88 - 6/30/88	\$4.00/hr.
JENNINGS, WILBURN	Standing I Probation Replacement	Night Maintenance Assistant (Replacing Charles Prather, \$6.38/hr.)	1/11/88	\$6.25/hr.
MAHANEY, JOHN BRISTOW	Salary Adjustment	Preventive Maintenance Technician	1/1/88	\$6.16/hr. (\$ .15/hr. Inc.)
PORTER, KENNETH R	Retirement	Senior Electrician	2/29/88	\$10.21/hr.
PRATHER, CHARLES WENDELL	Resignation	Electrician	10/19/87	\$6.38/hr.
SMITH, GARY PHILLIP	Salary Adjustment	Environmental Control Technician	1/1/88	\$6.40/hr. (\$ .15/hr. Inc.)
WHITT, CHARLES L	Standing I Probation Replacement	Preventive Maintenance Technician (Replacing Eddie Horton, \$6.75/hr.)	1/4/88	\$6.16/hr.
<u>Build Maint - Carpenters</u>				
ELLIOTT, AVERY D	Fixed Term I Continuation Salary Adjustment	Carpenter	1/1/88 - 6/30/88	\$5.70/hr. (\$ .35/hr. Inc.)
HOWARD, HAROLD DEAN	Salary Adjustment	Painter	1/1/88	\$5.97/hr. (\$ .15/hr. Inc.)
JOHNSON, HOWARD RARDY	Fixed Term I Continuation Salary Adjustment	Carpenter	1/1/88 - 6/30/88	\$5.50/hr. (\$ .15/hr. Inc.)
SLONE, IVAN	Wage Payroll Continuation	Painter	10/28/87 - 10/30/87	\$4.50/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Academic Support Services</b>				
<u>Office Regional Dev. Services</u>				
SIMPSON, MICHAEL LYNN	Wage Payroll	Laborer (Will work 10 hrs at Christmas Arts & Crafts Market)	11/6/87 - 11/9/87	\$5.00/hr.
WOJAHN, MARI DEAN	Fixed Term II	Staff Assistant	1/15/88 - 7/15/88	\$6.15/hr.
 <b>Off. Library &amp; Instruc. Serv.</b>				
<u>Off. Library &amp; Instruc. Serv.</u>				
CASKEY, LISA LUCILLE	Probation Completed	Library Assistant I	11/3/87	\$5.00/hr.
KEYES, CLARA BARTON	Probation Completed	Librarian I	12/1/87	\$20,321.00
 <b>Physical Plant Administration</b>				
<u>Physical Plant Administration</u>				
BAIR, MARGENIA LYNN	Wage Payroll	General Office Worker	12/1/87 - 4/30/88	\$4.00/hr.
BURTON, EDNA	Wage Payroll Release	Custodian	11/13/87	\$5.00/hr.
MAZE, ANITA JO	Probation Completed	Clerk/Typist II	1/1/88	\$4.90/hr.
MCCARTY, LINDA F	Probation Completed	Work Control Specialist	12/1/87	\$5.87/hr.
WRIGHT, SUSAN ELAINE	Probation Completed	Secretary I	12/1/87	\$5.40/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Academic Support Services</b>				
<u>Academic Services Center</u>				
THOMAS, LESLIE KARAN	Standing I Probation New Position Transfer Salary Adjustment Title change	Freshman/General Studies Advisor	1/4/88	\$16,500.00 (\$3,500.00 Inc.)
<u>Office of Admissions</u>				
BALDWIN, RHONDA LOUISE	Probation Completed	Coord., Recruiting	11/24/87	\$21,000.00
MCKEE, JULIE CRAIG	Probation Completed	Secretary I	11/24/87	\$5.14/hr.
<u>Office Regional Dev. Services</u>				
BEGLEY, ERNEST R	Supplementary	General Management Consultant (Play Santa Claus at the Christmas Arts & Crafts Market)	11/6/87 - 11/7/87	\$50.00
MORELLA, THERESA CAROLE	Supplementary	Director of Research, Grants & Contracts (Acting Director of Office of Regional Development Services)	10/1/87 - 12/31/87	\$250.00/mo.
RICHARDSON, PHILLIP LEE	Wage Payroll	Laborer (Will work 10 hrs. at Christmas Arts & Crafts Market)	11/6/87 - 11/9/87	\$5.00/hr.
ROBINSON, LILLIAN S	Wage Payroll	Laborer (Play "Mo the Clown" at the Christmas Arts & Crafts Market)	11/6/87 - 11/7/87	\$5.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Academic Support Services</u>				
<u>Off Extended Campus Programs</u>				
HAMILTON, CAROLYN S.	Supplementary	Word Processing Coordinator (Computer programming assistance)	10/19/87 - 10/30/87	\$5.00/hr.
MCCORMICK, BEVERLY JOYCE	Supplementary	Assistant Professor of Real Estate (Rewriting correspondence study for MNQT 362)	1/1/88 - 1/15/88	\$400.00
OSBORNE, JOHN W	Supplementary	Assistant Professor of Accounting (Six hours preparation time for Community Ed. class)	12/2/87 - 12/3/87	\$60.00
PATRICK, W. CHARLES	Supplementary	Coordinator, Mining Technology (Four hours of work prior to the can- cellation of the Community Ed. class)	9/23/87 - 9/30/87	\$40.00
<u>Academic Services Center</u>				
ARNOLD, TERRY B.	Resignation	Coord of Freshman Advising & General Studies	1/6/88	\$26,841.00
CALVERT, SHARON GAYLE	Wage Payroll	Data Entry Specialist	11/5/87 - 12/1/87	\$6.40/hr.
CALVERT, SHARON GAYLE	Wage Payroll Continuation	Data Entry Specialist	12/2/87 - 12/15/87	\$6.40/hr.
CALVERT, SHARON GAYLE	Standing 1 Probation Replacement	Data Entry Specialist	12/16/87	\$6.40/hr.
DAILEY, PAULA BETH	Transfer Probation Salary Adjustment Title Change Replacement	Coordinator of Freshman Advising and General Studies (Replacing Terry Arnold, \$26,841.00)	1/7/88	\$24,000.00 (\$2,814.00 Inc.)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Academic Support Services</u>				
<u>Academic Assessment</u>				
ELDRIDGE, PATTY V.	Supplementary	Coordinator of Testing (Saturday Testing)	11/21/87 - 11/21/87	\$200.00
ELDRIDGE, PATTY V	Supplementary	Coord., Testing Programs (Special Saturday GED Testing)	11/7/87 - 11/7/87	\$200.00
HALL, PEGGY LEE	Supplementary	Clerk Typist II (Special Saturday GED Testing)	11/7/87 - 11/7/87	\$90.00
STIVERS, SAUNDRA LOUISE	Fixed Term II	Testing Specialist (GED Saturday Testing)	11/21/87 - 11/21/87	\$80.00
 <u>Office of the Registrar</u>				
LYKINS, LORETTA BANKS	Probation Completed	Associate Registrar	1/6/88	\$25,000.00
 <u>Off. Extended Campus Programs</u>				
BURRELL, BONNIE CAROLYN	Supplementary	Coord., Adult Learning Center (Conduct two workshops for Vista volunteers)	11/17/87 - 12/15/87	\$140.00
GIFFORD, JAMES M	Supplementary	Executive Director of Jessee Stuart Foundation (Provision of instruction during February Elder- hostels)	2/7/88 - 2/26/88	\$400.00
GRIER, WILSON C	Supplementary	Director of Small Business Development (Completion of new Correspondence Study program course MNGT 160)	9/15/87 - 11/15/87	\$400.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. &amp; Tec</u>				
<u>Ind. Educ. &amp; Technology</u>				
TAYLOR, III, WALTER STEWART	Fixed Term II	Lecturer	1/18/88 - 5/13/88	\$1,200.00
TUCKER, RONALD F	Supplementary	Professor of IET (Over the road pay - VOC 640 at Prestonsburg)	8/19/87 - 12/11/87	\$790.00
<u>Nursing &amp; Allied Health</u>				
CALDWELL, HEDY	Supplementary	Assistant Professor of Nursing (Over the road pay - NUR 150 at Ashland)	8/17/87 - 12/12/87	\$662.00
GROSS, JANET J	Supplementary	Assistant Professor of Nursing, BSN Coordinator (Continuing Education Workshop)	12/10/87 - 12/10/87	\$30.00
KILBURN, FRED A	Supplementary	Assistant Professor of Nursing (Over the road pay - NUR 150 at Pres- tonsburg)	8/17/87 - 12/12/87	\$790.00
LUCHTEFELD, SHERYL LYNN	Supplementary	Instructor of Nursing (Continuing Education Workshop)	12/10/87 - 12/10/87	\$30.00
<u>Nur. &amp; All. Hlth. -Rad. Tech.</u>				
CALDWELL, HEDY	Release	Assistant Professor of Nursing	5/27/88	\$23,812.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. &amp; Tec.</u>				
<u>Aq./Nat. Resources-Mining Dept.</u>				
DARLING, KENNETH EUGENE	Fixed Term II	Lecturer (Teach FIN 252-001)	9/3/87 - 12/14/87	\$1,200.00
GALLIMORE, JAMES L.	Supplementary	Asst. Professor of Mining (Over the road pay - MIN 402 at Prestonsburg)	8/17/87 - 12/12/87	\$790.00
<u>Home Economics</u>				
BROWNFIELD, JANE	Fixed Term II	Lecturer (Replacing Deborah Patton Spring, 1988, partial replace- ment)	1/11/88 - 5/14/88	\$5,500.00
COLLINS, BARBARA A.	Probation Completed	Laboratory Assistant	10/13/87	\$5.10/hr.
PATTON, DEBORAH C.	Resignation	Assistant Professor of Home Economics	12/11/87	\$23,597.00
TIERNEY, LELANA GRAVES	Fixed Term II	Lecturer (Replacing Deborah Patton 1/2 time and teach two (2) graduate courses)	1/11/88 - 5/14/88	\$11,500.00
<u>Ind. Educ. &amp; Technology</u>				
BRYAN, TERI L.	Usage Payroll	Word Processor Assistant	11/30/87 - 12/18/87	\$4.00/hr.
COLLETT, TERRY	Fixed Term II	Lecturer (Teaching EET 140 & 140L and EET 341 & EET 341L)	1/18/88 - 5/13/88	\$2,512.00
MARTIN, ROBERT LAWRENCE	Fixed Term II	Lecturer (Teach WEL 386 & WEL 386L)	1/18/88 - 5/13/88	\$1,256.00
MURRAY, JIMMY MARK	Fixed Term II	Lecturer (Teach ROB 170)	1/18/88 - 5/13/88	\$1,200.00

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. &amp; Tec</u>				
MEADE, JOYCE ANN	Promotion Probation Transfer Salary Adjustment Title Change Replacement	From Data Entry Spec., Acad. Svc. Ctr. to Admin. Sec., Office of the Dean, AS&T (Replacing Nancy Norman, \$7.92/hr.)	11/1/87	\$7.27/hr. (\$8.87/hr. Inc.)
NORMAN, NANCY T	Standing I Transfer Salary Adjustment Reclassification Title Change	From Administrative Secretary to Secretary I (Replacing Barbara Stewart, \$6.10/hr.)	10/31/87	\$6.10/hr. \$1.82/hr. Dec.

Ag-Nat Resources-Agriculture

JOHNSON, DEBBY ANN	Standing I Replacement	Assistant Professor of Agriculture (Replacing Martha Norris, \$24,251.00)	1/4/88	\$27,500.00/
PETERSON, GLENN A	Standing I Replacement	Assistant Professor of Agriculture	1/1/88	\$28,500.00
PETERSON, GLENN A	Fixed Term II	Assistant Professor of Agriculture	12/1/87 - 12/23/87	\$1,962.00
SCHWEICKART, FREDERICK VON	Standing I Probation Replacement	Farm Laborer (Replacing David Delph, \$5.06/hr.)	12/7/87	\$5.05/hr.

Ag./Nat Resources-Farm

DELPH, DAVID ALAN	Resignation	Farm Labor - General	10/15/87	\$5.06/hr.
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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<b>Off. of Dean, Prof. Studies</b>				
<u>Sociology, Soc. Work &amp; Corr.</u>				
WHITSON, PATSY R.	Supplementary	Associate Professor of Sociology (Serve as a social work consultant and member of Dialysis Health Team)	11/18/87 - 11/15/88	\$9,500.00
WHITSON, S. MONT	Supplementary	Professor of Sociology (Over the road pay - SOC 599 at Prestonsburg)	8/16/87 - 12/11/87	\$790.00
 <u>Psychology</u>				
BILLS, LEE JUNE	Fixed Term II	Testing Specialist	11/1/87 - 12/15/87	\$80.00/testing date
BROOKS, KAREN LEIGH	Resignation	Staff Psychologist	12/18/87	\$16,500.00
CLOUGH, L. BRADLEY	Supplementary	Professor of Psychology (Over the road pay - Pikeville)	8/27/87 - 12/11/87	\$1,022.00
COMBS, SANDRA KAYE	Fixed Term II	Testing Specialist	11/1/87 - 12/15/87	\$80.00/testing date
MATTINGLY, BRUCE A	Supplementary	Professor of Psychology (Over the road pay at Ashland)	8/17/87 - 12/11/87	\$662.00

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## P E R S O N N E L   A C T I O N S

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Prof. Studies</u>				
<u>Health/P.E./Recreation</u>				
CHANEY, REX	Supplementary	Assoc. Professor of HPER (Over the road pay - REC 625 at Jackson)	8/24/87 - 12/11/87	\$910.00
FITZGERALD, LYNNE ELIZABETH	Supplementary	Asst. Professor of HPER (Over the road pay - PHED 604 at Pikeville)	8/24/87 - 12/11/87	\$1,022.00
NESBITT, HOWARD C	Supplementary	Professor of HPER (Over the road pay - REC 625 at Whitesburg)	8/24/87 - 12/11/87	\$1,446.00
OSBORNE, GRETTA G	Supplementary	Asst. Professor of HPER (Over the road pay - HLTH 518 at Maysville)	8/24/87 - 12/11/87	\$490.00
RAINES, PAUL A	Supplementary	Professor of HPER (Over the road pay - HLTH 500 at Ashland)	8/24/87 - 12/11/87	\$662.00
SWEENEY, HARRY FRANK IS	Supplementary	Assoc. Professor of HPER (Over the road pay - HLTH 518 at Pikeville)	8/24/87 - 12/11/87	\$1,022.00
THOMPSON, CHARLES D	Supplementary	Professor of HPER (Over the road pay - HLTH 518 at Prestonsburg)	8/24/87 - 12/11/87	\$790.00
<u>Sociology, Soc. Work &amp; Crim.</u>				
MARSHALL, TED A	Supplementary	Assoc. Professor of Social Work (Over the road pay - SWK 399 at West Liberty)	8/16/87 - 12/11/87	\$410.00
WHEELER, ALBAN LEMIS	Supplementary	Professor of Sociology (Over the road pay - SOC/SWK 545 at Maysville)	8/19/87 - 12/11/87	\$490.00

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Prof. Studies</u>				
<u>Off. of Inserv. Teacher Educ.</u>				
BALDWIN, YVONNE HONEYCUTT	Supplementary	Director, Academy of Arts (In-service for Boyd Co.)	11/10/87 - 11/24/87	\$150.00
BALDWIN, YVONNE HONEYCUTT	Supplementary	Director of Academy of Arts (In-service in Nicholas Co.)	11/22/87 - 11/22/87	\$50.00
FASKO, DANIEL	Supplementary	Assistant Professor of Education (Inservice to Morgan Co. teachers)	11/30/87 - 11/30/87	\$75.00
HUNTER, JEWELL FAY	Supplementary	Secretary II (Provide secretarial and computer assistance to In-Service Education)	11/22/87 - 2/28/88	\$100.00
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (In-service to Bath Co. teachers)	10/27/87 - 11/17/87	\$150.00
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (In-service at Morgan Co.)	11/13/87 - 11/13/87	\$75.00
YOUNG, STEPHEN S	Supplementary	Professor of Education (In-service for Jackson Co.)	11/13/87 - 11/13/87	\$150.00
<u>Health/P.E./Recreation</u>				
BENTLEY, EARL J	Supplementary	Department Chair of Health, P.E. and Recreation (New class development)	10/1/87 - 11/16/87	\$800.00
BENTLEY, EARL J	Supplementary	Dept. Chair of HPER (Over the road pay - PHED 606 at Whitesburg)	8/24/87 - 12/11/87	\$1,446.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
THOMAS, DAN S	Supplementary	Professor of Education (Over the road pay - EDGC 665-090 at Prestonsburg)	8/17/87 - 12/31/87	\$790.00
THOMAS, DAN S	Supplementary	Professor of Education (Consultant - Para- professional Conference)	11/13/87 - 11/13/87	\$100.00
TILLER, WARREN PARKER	Fixed Term II	Lecturer	8/17/87 - 12/15/87	\$1,200.00
VENCILL, SUE	Wage Payroll	Secretary I (Will work 20 hours a week)	10/12/87 - 10/16/87	\$4.43/hr.
VENCILL, SUE	Wage Payroll	Secretary I (Will work 37.5 hours per week)	10/19/87 - 10/30/87	\$4.43/hr.
VENCILL, SUE	Fixed Term I	Secretary I	11/2/87 - 6/30/88	\$4.80/hr.
WEIKEL, WILLIAM JOSEPH	Supplementary	Professor of Education (Over the road pay - EDGC 656-092 at Pikeville)	8/17/87 - 12/31/87	\$1,022.00
WELLS, RANDALL L	Supplementary	Professor of Education (Over the road pay - EDSE 634-091 at Whitesburg)	8/17/87 - 12/31/87	\$1,446.00
WHORDLEY, DEREK	Standing I New Position	Director of Educational Services Unit and Professor of Education	1/4/88	\$36,000.00
WILSON, ALEDA JEAN	Supplementary	Coord., Leadership and Sec Ed (Over the road pay - EDGC 656-091 at Maysville)	8/17/87 - 12/31/87	\$490.00
WILSON, JERRY L	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/16/87 - 12/2/87	\$600.00
WRIGHT, GENE C	Fixed Term II	Lecturer (Teach EDF 610-001 and EDF 610-002)	10/20/87 - 12/31/87	\$2,400.00

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Education</u>				
POWELL, JAMES H	Fixed Term II	Lecturer (Replacing Diane Ris to teach EDUC 582-090 at Whitesburg)	9/21/87 - 12/15/87	\$1,100.00
POWELL, JAMES H	Fixed Term II	Lecturer (Assist in teaching EDEL 630-001)	10/29/87 - 12/15/87	NO CHARGE
POWELL, MARY N	Fixed Term II	Lecturer (Teach the remainder of the semester of EDEL 630-001 during Dr. Horsky's absence)	10/29/87 - 12/15/87	\$1,100.00
PRICKETT, ROBERT L	Supplementary	Asst. Professor of Education (Over the road pay - EDAD 645-091 at Prestonsburg)	8/17/87 - 12/31/87	\$790.00
RIS, DIANE L	Supplementary	Professor of Education (Over the road pay - EDUC 582-090 at Whitesburg (Shared Time))	8/17/87 - 12/15/87	\$300.00
ROBERTSON, SANDRA D	Fixed Term I	Lecturer	8/17/87 - 12/15/87	\$1,200.00
ROSE, N HAROLD	Supplementary	Professor of Education (Over the road pay - EDAH 650-090 at Prestonsburg)	8/17/87 - 12/31/87	\$790.00
ROSE, N HAROLD	Supplementary	Coordinator of Leadership and Secondary Education (Consulting at Para-professional Conference)	10/15/87 - 12/30/87	\$2,000.00
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (Over the road pay - EDSP 551-090 at Prestonsburg)	8/17/87 - 12/15/87	\$790.00
TAYLOR, STEPHEN S	Supplementary	Acting Vice President for Academic Affairs (Consultant - Para-professional Conference)	11/12/87 - 11/12/87	\$100.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
HURLEY, TONY	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/9/87 - 11/11/87	\$300.00
KEY, VIRGINIA L	Probation Completed	Secretary I	10/1/87	\$5.69/hr.
LARUE, GENTRY C	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/17/87 - 11/19/87	\$300.00
MANGRUM, FRANKLIN B	Supplementary	Professor of Philosophy (Over the road pay - EDEL 680-090 at Jackson)	8/17/87 - 12/15/87	\$910.00
MAYNARD, LISA KENEL	Wage Progress	Staff Assistant (Not to exceed 25 hours of work)	10/12/87 - 12/15/87	\$3.35/hr.
MCGHEE, PAUL RALPH	Supplementary	Professor of Education (Over the road pay - EDEL 632-090 at Prestonsburg)	8/17/87 - 12/15/87	\$790.00
MILLER, RODNEY D	Supplementary	Professor of Education (Teach classes during Greg Horsky's leave of absence without pay)	10/12/87 - 10/20/87	\$80.00
NEEDHAM, ROBERT C	Supplementary	Professor of Education (Over the road pay - EDAD 684-090 at Prestonsburg)	8/17/87 - 12/31/87	\$790.00
OSBORNE, JAMES W	Supplementary	Asst. Professor of HPER (Over the road pay - HLTH 518 at Ashland)	8/24/87 - 12/11/87	\$662.00
OWEN, DEAN WALLACE	Supplementary	Professor of Education (Over the road pay - EDF 610-091 at Whitesburg)	8/17/87 - 12/31/87	\$1,446.00
PAYNE, DARLENE L	Retirement	Secretary I	1/29/88	\$8.00/hr.
PAYNE, JOHN WILEY	Supplementary	Coordinator of Professional Lab. Exp. (Over the road pay - EDEL 630-090 at Ashland)	8/17/87 - 12/15/87	\$662.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
GOTSICK, JAMES E	Supplementary	Dean, Graduate and Special Academic Programs (Over the road pay - EDF 610 at Inez)	8/17/87 - 12/12/87	\$950.00
GRACE, DANIEL P	Supplementary	Asst. Professor of Education (Over the road pay - EDSP 601-090 at Jackson)	8/17/87 - 12/15/87	\$910.00
GRINDSTAFF, COLLETA Y	Supplementary	Assistant Professor of Education (Over the road pay - EDEL 627-090 at Pikeville)	8/17/87 - 12/15/87	\$1,022.00
HACKWORTH, NANCY MARSHALL	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/30/87 - 12/2/87	\$300.00
HANEY, MARLENE S	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/9/87 - 11/11/87	\$300.00
HEATHERLY, JEANNIE	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/30/87 - 12/2/87	\$300.00
HENNINGER, LUX E	Fixed Term I Supplementary	Asst. Professor of Education (Over the road pay - EDSE 633-090 at Prestonsburg)	8/17/87 - 12/31/87	\$790.00
HERZOG, KATHARINE D	Supplementary	Associate Professor of Education (Over the road pay - EDEL 627-091 at Whitesburg)	8/17/87 - 12/15/87	\$1,446.00
HORSKY, GREGORY A	Leave without pay	Asst. Professor of Education (Medical leave of absence without pay)	10/12/87 - 10/20/87	\$24,014.00
HORSKY, GREGORY A	Supplementary	Asst. Professor of Education (Over the road pay - EDEL 632-091 at Whitesburg)	8/17/87 - 12/15/87	\$1,446.00

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
DANIEL, RICHARD W.	Supplementary	Professor of Education (Evaluate adult education program in Pike County and Ashland)	11/12/87 - 11/19/87	\$600.00
DINGMAN, JANET SIMPSON	Fixed Term II	Lecturer (Over the road pay from Huntington plus meals - teach EDGC 656- 090 at Ashland)	11/3/87 - 12/31/87	\$1,200.00
DUNCAN, JENNY LOU	Fixed Term I Probation New Position	Secretary I	10/19/87 - 6/24/88	\$4.43/hr.
DUNCAN, JOHN R	Supplementary	Professor of Education (Over the road pay - EDAD 687-090 at Pikeville)	8/17/87 - 12/31/87	\$1,022.00
FASKO, DANIEL	Supplementary	Assistant Professor of Education (Over the road pay - EDF 610-092 at Pikeville)	8/17/87 - 12/31/87	\$1,022.00
FLINT, WILLIAM WALLACE	Supplementary	Assistant Professor of Education (Over the road pay - EDGC 619-090 at Pikeville)	8/17/87 - 12/31/87	\$1,022.00
FREELAND, KENT E	Supplementary	Professor of Education (Over the road pay - EDEL 322-090 at Ashland)	8/17/87 - 12/15/87	\$662.00
FRYMAN, JOHNNIE G	Supplementary	Associate Professor of Math (Consultant Paraprofessional Conference)	11/11/87 - 11/19/87	\$300.00
GIFFORD, JAMES M	Supplementary	Exec. Director, Jesse Stuart Foundation (Teach EDSE 683-090 at Ashland)	8/17/87 - 12/31/87	\$1,200.00
GORDON, CARL	Fixed Term II	Lecturer (Teach EDF 610-094 in Ashland)	11/3/87 - 12/31/87	\$1,200.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
ANDERSON, ELIZABETH C	Fixed Term II	Lecturer (Teach classes during Dr. Horsky's medical leave of absence)	10/25/87 - 10/31/87	\$40.00/class
ANDERSON, ELIZABETH C	Fixed Term II	Lecturer (Teach EDEL 323-001 for remainder of the semester)	11/2/87 - 12/15/87	\$560.00
BACK, REEDUS	Supplementary	Professor of Education (Over the road pay - EDAD 691-090 at Jackson)	8/17/87 - 12/31/87	\$910.00
BARNETT, MYRON DAVID	Fixed Term II	Lecturer	8/17/87 - 12/31/87	\$1,200.00
BEMBRY, DEBORAH ELAINE	Supplementary	Asst. Professor of Education (Teach classes during Greg Horsky's leave of absence without pay)	10/12/87 - 10/20/87	\$80.00
BEMBRY, DEBORAH ELAINE	Supplementary	Asst. Professor of Education (Over the road pay - EDEL 630-091 at Jackson)	8/17/87 - 12/15/87	\$910.00
BRADEN, BILL	Fixed Term II	Lecturer (Teach EDAD 678-001, EDAD 678-002 and Internship)	8/17/87 - 12/31/87	\$3,000.00
BROOKS, ROBERTA D.	Fixed Term II	Lecturer (Teach EDF 610- 090 at Ashland)	11/3/87 - 12/31/87	\$1,200.00
BURKEEN, EMMETT	Fixed Term II	Consultant (Paraprofessional Conference)	11/20/87 - 11/20/87	\$100.00
COLLINS, OWEN	Fixed Term II	Consultant (Conduct ABE Program Evaluation)	11/30/87 - 12/2/87	\$300.00
DANIEL, RICHARD W	Supplementary	Professor of Education (Over the road pay - EDF 600 at Jackson)	8/17/87 - 12/31/87	\$910.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Business and Economics</u>				
MAYSE, MYRA JANE	Probation Reclassification Title change Salary Adjustment	Secretary II (Reclassification from Secretary I to Secretary II)	1/1/88	\$5.40/hr. (\$ .20 Inc.)
MCGLONE, TERESA ANN	Supplementary	Asst. Professor of Marketing (Over the road pay - MNCT 620-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
OSBORNE, JOHN W	Supplementary	Asst. Professor of Accounting (Over the road pay ACCT 587-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
PEAVLER, ROSEMARY CARLSON	Supplementary	Asst. Professor of Finance (Over the road pay - FIN 660-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
PETERS, JACK W. R.	Supplementary	Assoc. Professor of Management (Over the road pay - MNCT 619-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
RODGERS, WILLIAM A	Supplementary	Professor of Data Proc. (Over the road pay - DATA 600-090 at Prestons- burg)	8/17/87 - 12/11/87	\$790.00
WILLIAMS, HELEN SANDRA	Supplementary	Librarian IV (Teach OADM 321-005)	8/17/87 - 12/15/87	\$1,200.00
<u>Education</u>				
ANDERSON, ELIZABETH C	Fixed Term II	Lecturer (Teach classes during Greg Horsky's leave of absence without pay)	10/12/87 - 10/20/87	\$80.00

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Prof. Studies</u>				
FERGUSON, JOAN MORELAND	Wage Payroll	Secretary II	11/4/87 - 11/30/87	\$6.27/hr.
FERGUSON, JOAN MORELAND	Wage Payroll Continuation	Secretary II	12/1/87 - 12/23/87	\$6.27/hr.
FERGUSON, JOAN MORELAND	Wage Payroll Continuation	Secretary II	1/4/88 - 1/31/88	\$6.27/hr.
<u>Business and Economics</u>				
ALCORN, JOHN M	Supplementary	Associate Professor of Accounting (Over the road pay - ACCT 600-090 at Ashland)	8/17/87 - 12/15/87	\$662.00
ALDERMAN, CHERYL L.	Probation Completed	Secretary I	10/13/87	\$4.67/hr.
BERNARDI, RAY D.	Supplementary	Professor of Bus. Ed. (Over the road pay - BSED 600-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
CALLAHAN, ROBERT ERVIN	Fixed Term II	Lecturer (Teaching DATA 201-008 DATA 201-011 DATA 202-003 DATA 203-001)	1/11/88 - 5/16/88	\$9,000.00
CAUDILL, C DALE	Supplementary	Instructor (Over the road pay - MNGT 310-090 at Maysville)	8/17/87 - 12/11/87	\$490.00
DAVIS, BERNARD	Supplementary	Kilpatrick Professor of Banking (Over the road pay - ECON 661-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
HANDLANG, ALICE MAY	Supplementary	Asst. Professor of Accounting (Over the road pay - ACCT 483-090 at Ashland)	8/17/87 - 12/11/87	\$662.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Academy of Arts</u>				
BIGHAM JR, WILLIAM MARVIN	Supplementary	Professor of Music (Private instruction)	11/11/87 - 5/30/88	\$10/half hr.
BOOTH, TIMOTHY WAYNE	Fixed Term II	Lecturer	10/7/87 - 6/30/88	\$4.00/half hr.
DURBIN, TIMOTHY T	Fixed Term I Supplementary	Asst. Professor of Music (Private Instruction)	10/13/87 - 6/30/88	\$10.00/hr.
GRAFF, ROBERT ORIN	Fixed Term II	Lecturer (Private instruction)	11/25/87 - 6/30/88	\$4.00/half hr.
HOPPER, REBECCA JOAN	Fixed Term II	Lecturer	10/5/87 - 6/30/88	\$8.00/half hr.
KEENAN, LARRY W	Supplementary	Professor of Music (Private Instruction)	10/12/87 - 6/30/88	\$10.00/half hr.
RAY, BRENDA CAROLE	Fixed Term II	Lecturer	10/6/87 - 6/30/88	\$10.00/hr.
REIGHLEY, CHRISTOPHER LEE	Fixed Term II	Lecturer (Private instruction)	11/30/87 - 6/30/88	\$4.00/half hr.
STETLER, JOHN K	Supplementary	Associate Professor of Music (Private instruc- tion)	11/11/87 - 5/30/88	\$10/half hr.
SWAIN, ADRIAN	Supplementary	Curator (Group Instruction)	12/7/87 - 6/30/88	\$20.00/hr.
Off. of Dean, Prof. Studies				
<u>Off. of Dean, Prof. Studies</u>				
BLACK, ANITA FRANCIS	Resignation	Administrative Secretary	11/13/87	\$6.26/hr.
BRADT, NORITTA JANE	Replacement Probation Transfer Salary Adjustment Promotion	Administrative Secretary (Replacing Anita Black, \$6.26/hr.)	11/20/87	\$6.27/hr. (\$6.58/hr. Inc.)
FERGUSON, JOAN MORELAND	Wage Payroll Continuation	Secretary I	10/12/87 - 10/14/87	\$5.69/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&amp;Scienc</u>				
<u>Music</u>				
HENSON, CHARLES	Fixed Term II	Auxillary Choreographer	10/5/87 - 12/1/87	\$1,000.00
MILES, MELANIE	Wage Payroll	Staff Assistant (Will work 15 hours per week)	10/6/87 - 6/30/88	\$4.00/hr.
STETLER, JOHN K	Retirement	Associate Professor of Music	5/14/88	\$31,764.00
<u>Physical Sciences</u>				
FIEL, RONALD L	Supplementary	Professor of Science (Over the road pay - SCI 690 at Pikeville)	8/17/87 - 12/12/87	\$1,022.00
RAMEY, C. VICTOR	Supplementary	Associate Director of Research, Grants & Contracts (Over the road pay - SCI 490 at Prestonsburg)	8/17/87 - 12/12/87	\$790.00
SHOEMAKER, JON PHILLIP	Fixed Term II	Lecturer (Teach Science 490-090 at Ashland Community College)	8/17/87 - 12/12/87	\$1,200.00
<u>Office of TV Production</u>				
YOUNG, TIMOTHY W	Supplementary	Television Producer (Desegregation funds)	12/1/87 - 6/30/88	\$1,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>English, Foreign Lang. &amp; Phil.</u>				
HUBBARD, KEITH MACDONALD	Fixed Term II	Lecturer (Teach remainder of the semester during Essie Payne's absence)	11/3/87 - 12/12/87	\$2,880.00
STROIK, THOMAS S	Salary Adjustment	Assistant Professor of English (For completion of Ph.D. as originally negotiated)	10/5/87	\$24,500.00 (\$1,000.00 Inc.)
TERRY, MYRA D.	Fixed Term II	Lecturer	8/19/87 - 12/12/87	\$1,200.00
<u>Geog., Govt., History</u>				
BLAHA, THOMAS J.	Fixed Term II	Lecturer	8/17/87 - 12/12/87	\$1,200.00
BURNS, ROLAND LOUIS	Supplementary	Professor of Geography (Over the road pay - GEO 505-090 at Ashland)	8/17/87 - 12/12/87	\$662.00
CONKLIN, PEGGY LYNN	Fixed Term II	Lecturer (KET COURSE - HIS 141)	11/18/87 - 11/28/87	\$840.00
WELLS, GEORGE KEITH	Fixed Term II	Lecturer	8/17/87 - 12/12/87	\$1,200.00
<u>Mathematics</u>				
FLORA, BEN V	Supplementary	Professor of Mathematics (Over the road pay - MATH 575-090 at Ashland)	8/19/87 - 12/11/87	\$662.00
MANN, JAMES D	Supplementary	Associate Professor of Mathematics (Over the road pay - MATH 131-090 at Morgan County)	8/19/87 - 12/11/87	\$410.00

01/19/88

## PERSONNEL ACTIONS

Page: 009

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Biological &amp; Env. Sciences</u>				
BUSROE, FRED M	Supplementary	Assoc. Professor of Biology (Over the road pay - BIOL 535-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
HOWELL JR, JERRY F	Supplementary	Professor of Biology (Over the road pay - BIOL 553-090 at Prestonsburg)	8/17/87 - 12/11/87	\$790.00
SAXON, DAVID J	Supplementary	Professor of Biology (Over the road pay - BIOL 336-090 at Ashland)	8/17/87 - 12/11/87	\$662.00
<u>Communications</u>				
KAPPES, KEITH R	Supplementary	Director of Univ. Rel. (Over the road pay - JOUR 382-090 at Ashland)	8/18/87 - 12/12/87	\$662.00
SCOTT, THOMAS ELIHU	Supplementary	Assistant Professor of Speech (Over the road pay - SPCH 370-090 at Ashland)	8/17/87 - 12/15/87	\$662.00
<u>English, Foreign Lang. &amp; Phil.</u>				
BAILEY, REBECCA LYNN	Fixed Term II	Lecturer	8/19/87 - 12/12/87	\$2,400.00
CLARKE, BETTY MELOY	Retirement	Assistant Professor of English	2/11/88	\$27,811.00
GLASSER, MARC D	Supplementary	Professor of English (Over the road pay - ENG 570 at Prestonsburg)	8/24/87 - 12/12/87	\$790.00
HOLT, CAROL E	Fixed Term II	Lecturer	8/19/87 - 12/12/87	\$1,200.00

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## PERSONNEL ACTIONS

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10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off., VP Academic Affairs				
<u>Off., VP Academic Affairs</u>				
ROGERS, JUDY R	Supplementary	Professor of English (Serve as Assistant to the Vice President for Academic Affairs)	10/7/87 - 12/12/87	\$225.00/mo
Off. Dean, Grad. & Spec. Acad.				
<u>Off. Dean, Grad. &amp; Spec. Acad.</u>				
BLANKENBECKLER, DIXIE L.	Probation Completed	Administrative Secretary	11/17/87	\$6.59/hr.
<u>MSU-Ashland Center</u>				
STEPHENS, DENA R	Probation Completed	Secretary I	11/17/87	\$6.30/hr.
<u>Morgan Co. Adult Literacy</u>				
BROWN, BRENDA SUE	Probation Completed	Secretary II	12/23/87	\$5.69/hr.

01/19/88

## PERSONNEL ACTIONS

Page: 007

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. VP, Student Development				
<u>Office of Residence Education</u>				
EBRIGHT, MICHAEL PAUL	Supplementary	Student Assistant (Additional responsibilities as Residence Hall Director until the end of the Fall semester)	11/1/87 - 12/23/87	\$600.00
POTEET, AMY JO	Probation Completed	Residence Hall Director	12/18/87	\$13,500.00
REYNOLDS, DONNA GAY	Probation Completed Replacement	Residence Hall Director (Replacing Hugh Brown, \$13,500.00)	1/4/88 - 8/4/88	\$13,500.00
SAUBER, STEVEN EUGENE	Probation Completed	Residence Hall Director	12/18/87	\$13,500.00
STEGBAUER, REBECCA SUE	Wage Payroll Continuation	Student Assistant	1/4/88 - 5/31/88	\$5.51/hr.
THOMAS, LESLIE KARAN	Supplementary	Residence Hall Director (Additional responsibilities of supervision of Thompson Hall for Spring semester)	1/4/88 - 5/31/88	\$500.00
THOMAS, LESLIE KARAN	Supplementary	Freshman/General Studies Advisor (Extra duties as Residence Hall Director outside regular office hours)	1/4/88 - 5/28/88	\$3,500.00
<u>Office of Admissions</u>				
CORNETT, DELZIE DANIEL	Probation Completed	Assistant Director of Admissions	11/2/87	\$23,321.00

01/19/88

## P E R S O N N E L   A C T I O N S

Page: 006

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm., Fiscal Services				
<u>Office of Safety and Security</u>				
BOWMAN, PENNY ARNETTA	Probation Completed	Traffic Control Specialist	11/14/87	\$7.10/hr.
HALL, DONNIE RAY	Leave without pay	Security Officer	10/1/87 - 10/31/87	\$7.37/hr.
JAYNES, BRENT A.	Wage Payroll	Student Cadet	12/15/87 - 1/5/88	\$3.35/hr.
SERGEANT, JAMES K	Wage Payroll Continuation	Communications Dispatcher	12/15/87 - 2/15/88	\$4.00/hr.
 <u>Office of Communication Serv</u>				
FYFFE, RONALD LEE	Wage Payroll	Electronic Technician	10/12/87 - 11/6/87	\$7.00/hr.
SLOAN, ROBERT	Wage Payroll	Audiovisual Technician	12/14/87 - 12/23/87	\$9.00/hr.
STEVENS, OSCAR WAYNE	Standing I Probation Replacement	Electronic Technician I (Replacing Robert Sloan, \$6.56/hr.)	12/21/87	\$6.67/hr.
 Off. VP, Student Development				
<u>Off Student Health Services</u>				
JACKSON, CHARLENE R.	Resignation	Medical Secretary	1/5/88	\$6.27/hr.
 <u>Office of Residence Education</u>				
BROWN, HUGH H.	Fixed Term I Resignation	Residence Hall Director	10/31/87	\$13,500.00

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## PERSONNEL ACTIONS

Page: 005

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm., Fiscal Services				
<u>Office of Personnel Services</u>				
MUSSER, ANITA R	Standing I Promotion Probation New Position Transfer Salary Adjustment	From Employee Benefits Counselor to Recruitment and Employment Manager	12/1/87	\$16,000.00 (\$3,679.00 Inc.)
RILEY, WILLIAM J.	Salary Adjustment	Assistant Director of Personnel (Additional responsibilities for professional development functions)	12/1/87	\$24,940.00 (\$1,411.00 inc.)
WINTERBERGER, LISA ANN	Resignation	Secretary II	1/8/88	\$5.45/hr.
<u>Office of WMKY Radio</u>				
ADAMS, JAMES M	Supplementary	Security Officer (Board operator/production assistant during holidays)	12/27/87 - 1/2/88	\$45.00
ANGEL, MICHAEL PATRICK	Fixed Term II	Acting News & Public Affairs Director	1/11/88 - 3/5/88	\$1,600.00
FARMER, DAVID A.	Resignation	Director of News & Public Affairs	1/8/88	\$18,379.00
HANSEN, JOSEPH LAWRENCE	Wage Payroll	Laborer	12/14/87 - 1/9/88	\$4.50/hr.
HITCHCOCK, PAUL WILSON	Wage Payroll	Laborer (20 hrs per week)	12/13/87 - 1/9/88	\$4.41/hr.
RDE, ROBERT EUGENE	Wage Payroll	Laborer	5/16/88 - 8/19/88	\$3.35/hr.

01/19/88

## P E R S O N N E L   A C T I O N S

Page: 004

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm., Fiscal Services				
<u>Office of Business Services</u>				
CORNETT, KIMBERLY STARR	Wage Payroll	General Office Worker	12/14/87 - 12/23/87	\$3.35/hr.
JONES, RONALD DEAN	Salary Adjustment	Property Accounting Officer (Expanded duties and responsibilities)	1/1/88	\$23,680.00 (\$1,800.00 Inc.)
PINNER, RAY M.	Probation Completed	Controller	11/16/87	\$36,100.00
RIDDLE, DELENE ANN	Standing I Probation Replacement	Cashier (Replacing Joanna Niece, \$5.49/hr.)	10/12/87	\$5.25/hr.
<u>Office of Computing Services</u>				
BLEVINS, BRIGITTE ANN	Wage Payroll Continuation	Receptionist/Typist	11/2/87 - 11/18/87	\$4.67/hr.
CABLE, DWAYNE P	Standing I Probation Replacement	Director of Computing Services (Replacing Deborah Atkinson, \$39,867.00)	12/16/87	\$41,000.00
<u>Office of Personnel Services</u>				
DEHART, PHYLLIS JEAN	Salary Adjustment	Personnel Assistant (Additional records management and supervisory responsibilities)	12/1/87	\$7.76/hr. (\$ .44/hr. inc.)
LAWSON, M. DIANE	Standing I Transfer Replacement Salary Adjustment Title Change	Secretary II (Replacing Lisa Winterberger, \$5.45/hr.)	1/11/88	\$5.40/hr. (\$ .10/hr. Inc.)

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## PERSONNEL ACTIONS

Page: 003

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off of Director, Athletics				
<u>Football</u>				
MARIANI, FRED P.	Resignation	Assistant Football Coach	12/31/87	\$27,910.00
MONOS, MICHAEL ROBERT	Probation Completed	Assistant Football Coach	11/1/87	\$17,840.00
MONOS, MICHAEL ROBERT	Standing I Salary Adjustment Title Change	Defensive Coordinator	1/1/88	\$24,250.00 (\$6,410.00 Inc.)
MONOS, MICHAEL ROBERT	Resignation	Defensive Coordinator	2/1/88	\$24,250.00
MORROW, JEFF W	Standing I Salary Adjustment Title Change	Offensive Coordinator	1/1/88	\$24,250.00 (\$1,869.00 Inc.)
ZACHARIAS, PHILIP KEITH	Standing I Salary Adjustment	Assistant Football Coach (Special Team Coach, Weight Coach, Coach Defensive Line)	1/1/88	\$22,500.00 (\$2,312.00 Inc.)
<u>Womens Tennis</u>				
HOPE, PAUL ADRIAN	Resignation	Women's Tennis Coach	12/31/87	\$3,442.00 (Part-time)
Off VP, Adm, Fiscal Services				
<u>Off Budget &amp; Mgt Info Serv</u>				
LOO, CHIH YIH	Fixed Term I Probation	Research Assistant	12/14/87 - 6/30/88	\$5,281.25
STANLEY, MARK OTTO	Salary Adjustment	Budget/Policy Analyst	11/1/87	\$26,574.00 (\$1,500.00 Inc.)

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## PERSONNEL ACTIONS

Page: 002

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of University Relations</u>				
<u>Office of Alumni Relations</u>				
MILLER, AMY KILE	Wage Payroll	Receptionist/Typist	12/1/87 - 12/23/87	\$4.32/hr.
 <u>Off of Director, Athletics</u>				
<u>Off of Director, Athletics</u>				
BALLARD, DOUGLAS MATTHEW	Designation	Assistant Football Coach	12/31/87	\$23,498.00
 <u>Baseball</u>				
SPANIOL, FRANK JONATHAN	Fixed Term I Probation	Assistant Baseball Coach	1/1/88 - 7/30/88	\$11,667.00
 <u>Basketball</u>				
HOWARD, TERESA LYNN	Probation Completed	Secretary I	12/2/87	\$4.43/hr.
MUSE, WILLIAM MILLER	Fixed Term I Probation Completed	Assistant Basketball Coach	10/15/87	\$23,000.00
 <u>Football</u>				
BALDRIDGE, BILL JAMES	Salary Adjustment	Head Football Coach	1/1/88	\$42,500.00 (\$2,587.00 Inc.)
CHIN, TERRY JAY	Fixed Term I Salary Adjustment	Assistant Football Coach (Coaching Running Backs- Equipment Manager)	1/1/88 - 12/31/88	\$20,000.00 (\$8,000.00 Inc.)

01/19/88

## PERSONNEL ACTIONS

Page: 001

10/10/87 thru 01/08/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of University Relations</u>				
<u>Office of University Relations</u>				
GREER, DALE DENTON	Supplementary	Assistant Professor of R/TV (Writing and produc- ing R/TV announcements for student recruitment)	9/16/87 - 12/10/87	\$1,125.00
PLANCK, JANE ANN	Supplementary	Telephone Operator/ Receptionist (Coordinate activities for Red, White & Blue and Apple Festival Parades)	10/3/87 - 10/17/87	\$250.00
SERGEANT, JOYCE ANNA	Wage Payroll Continuation	Clerk/Typist	12/14/87 - 1/9/88	\$5.00/hr.
SIMPSON, LINDA SUE	Probation Completed	Administrative Secretary	12/2/87	\$7.09/hr.
YOUNG, EUGENE D.	Supplementary	Associate Professor of English (Writing and editing portions of two student recruitment publications)	7/1/87 - 8/1/87	\$500.00
<u>Office of Public Information</u>				
RIGDON, PATRICIA ANN	Probation Completed	Secretary I	12/28/87	\$5.40/hr.
<u>Office of Alumni Relations</u>				
JONES, TAMI BETH	Probation Completed	Assistant Director of Alumni Relations	11/2/87	\$18,489.00
MILLER, AMY KILE	Wage Payroll	Receptionist/Typist (Will work 25 hours per week)	10/12/87 - 11/30/87	\$4.32/hr.
MILLER, AMY KILE	Wage Payroll	Receptionist/Typist (Additional hours worked during Homecoming '87)	10/16/87 - 10/17/87	\$4.32/hr.

## **GUIDELINES ON UNRELATED BUSINESS INCOME**

### **Background**

Nationwide, higher education institutions have recently come under close scrutiny from federal and state lawmakers because of "unrelated business income activities" administered by tax exempt private and public higher education institutions. Legislation has been introduced at the Federal level to further define the unrelated business income that higher education institutions generate from these activities. Hearings are also being held and legislation being considered at the state level to restrict the competition of higher education activities with private entities. The focus has been on those primarily campus-related services, such as food services, bookstore, and convenience stores which institutions have expanded or established in response to student demand. The concern of the private business sector is that the not-for-profit institutions have an unfair business advantage because of their tax exempt status.

The National Association of College and University Business Officers (NACUBO) has drafted position papers in response to the proposed restricting legislation. NACUBO has suggested that higher education institutions review their present practices and services to insure that they are not unnecessarily competing with private business concerns or duplicating services which might be interpreted by the private sector as unrelated to the primary mission of the institution.

### **Analysis**

Morehead State University has traditionally provided goods and services through a university bookstore and campus food service facilities. The University Store provides classroom supplies and MSU-related memorabilia in addition to textbooks. Food services are offered through cafeteria and grill operations, concessions at athletic and other events, and the catering of special functions on campus. These goods and services are provided to residential and commuting students, faculty, staff, and visitors to the campus as part of the institution's mission as an undergraduate, graduate degree granting residential university.

Morehead State University will continue to provide, and enhance when necessary, these goods and services in response to demand from students, faculty, and staff. All activities will be conducted within the recommended guidelines regarding unrelated business income.

**Recommendation**

That the Board of Regents approve the following guidelines regarding unrelated business income:

The primary mission of Morehead State University is the creation and dissemination of knowledge. To carry out this mission, it is often desirable for the institution and its affiliated units to charge fees for providing goods and services that enhance, promote, or support its instructional, research, public service, and all other educational and support functions in order to meet the needs of the students, faculty, staff and members of the public participating in institutional events.

Educational business activities shall be established and carried on only when pursuant to, and in accordance with, an authorization and statement of purpose approved by the institution's chief executive officer.

It shall be the policy of Morehead State University that each educational business activity be established and conducted in accordance with the following conditions:

- The activity is deemed to be an integral part in the fulfillment of the institution's educational, research, public service, and campus support functions, and other educational and support activities, without regard to profit.
- The activity is needed to provide integral goods or services at a reasonable price, on reasonable terms, and at a convenient location and time.
- The activity is carried out for the primary benefit of the campus community but with sensitivity to the total community.
- If any business activity should result in revenues found by the Internal Revenue Service to be unrelated business income, the University will comply with all applicable laws and regulations pertaining to such income.

## **STAFF CLASSIFICATION AND COMPENSATION PLAN**

### **Background**

On February 20, 1987, the Board of Regents directed the University to develop a Staff Job Classification and Compensation Plan for implementation on July 1, 1988. The Board also directed the use of external consultants to assist with the development of the Plan and the accompanying administrative policies for administering and maintaining the Plan. The objectives of the Plan were to: establish a formal job classification and grade structure; develop an equitable, competitive compensation plan for both the exempt and nonexempt staff; and develop guidelines which will support the maintenance and administration of the Plan.

On August 28, 1987, the Board of Regents was provided with a status report on the Plan. As projected in the August status report to the Board, the consultants and steering committee completed the Plan in December, 1987.

### **Analysis**

Cresap, McCormick and Paget has recommended a Classification, Compensation and Job Evaluation Plan that provides the institution with an objective system for the evaluation of all staff positions in the university. The steering committee that worked with CMP in developing the final Plan is now trained in the evaluation techniques used by the management consultants to measure job content and place a job within each of the two plans (exempt, non-exempt).

A total of 270 staff positions have been evaluated and classified. A wage and salary schedule that permits individual movement and growth is recommended based on "going market" salary surveys of selected benchmark positions. The university will be able to establish specific salary objectives for its employees using the four quartile salary and wage schedule in the Plan. Thirty-five positions which have a wage or salary below the schedule have been identified and will require a pay adjustment by the institution.

Guidelines that define the institution's annual objective in regard to salary increases for employees can now be developed based on objective criteria. A performance based compensation

## Staff Classification and Compensation Plan

Page Two

component will be considered as a second phase of implementation of the compensation plan. The university will also address the issue of salary equity for current employees performing at satisfactory levels but whose pay rate is below the mid-point of the wage or salary schedule.

A copy of the Plan has been made available to all supervisors. Multiple copies are available in some offices in order to insure employee access to the Plan. The steering committee met with the Fiscal Affairs Committee and the Personnel Policies Committee of the Staff Congress on December 22, to discuss the Plan. Each committee member was given a copy in advance of the meeting. Multiple copies of the Plan have also been placed in the Library, the Personnel Office, and the Office of the Chairperson of the Staff Congress. The steering committee is holding meetings with all campus supervisors to answer questions, or concerns about the Plan. Briefings with employees will also be held to insure an understanding of the evaluative process and the classification and compensation plan.

Implementation will necessitate that the 35 employees below the salary or wage rate of their particular grade have their salaries increased to the minimum level of their grade. The cost is \$70,836.

Implementation of the Plan will require that the Board of Regents accept the Plan as presented to include:

**The Evaluation System - Section II and Appendix A**  
**The Salary Grades- Exhibit II-4 and II-5**  
**The Compensation Schedules- Exhibit III - 3 & III -4**  
**The Administration and Maintenance Guidelines -**  
**Section IV**

### Recommendation:

That the Board of Regents authorize the implementation of the Classification, Compensation and Job Evaluation Plan effective July 1, 1988, and that the specific personnel policies necessary to administer and maintain the Plan be developed and presented to the Board for final approval at the next regular scheduled meeting of the Board.

It is further recommended that the Board of Regents authorize the adjustment of salaries of those 35 employees whose salaries, within the Classification and Compensation Plan as approved, are below the minimum of their respective grade levels effective April 1, 1988. The cost of this fourth quarter FY 88 compensation adjustment is \$17,709.

## ACQUISITION OF REAL PROPERTIES

### Background

KRS 164.410 and 164A.575 authorize the Board of Regents to acquire real property for the use and benefit of the University after determination of need is made. Council on Higher Education staff review and approval are required on all single acquisitions up to \$200,000. (Legislative approval is required in advance on individual acquisitions of \$200,000 or greater.) After the Council on Higher Education staff review, the Finance and Administration Cabinet (FAC) will obtain appraisals and enter into negotiations with the respective property owners. The FAC handles all negotiations. The University may not pay more than the appraised price for the property.

The University's Comprehensive Facilities and Land Use Planning Committee has favorably reviewed the proposals. All land owners have offered their respective properties to the University.

### Description of Property to Purchase and Intended Use

TRACT ONE - A tract of land approximately 89' x 229' with two dwellings that runs from University Street to Second Street and fronts on Normal Avenue. The dwellings would be razed for the purpose of providing additional central campus parking. It is estimated that 75 parking spaces can be provided on this tract located beside the University Student Center. Approval for appraisal and acquisition is sought.

TRACT TWO - A tract of land approximately 60' x 190' with dwelling fronting on Second Street. The dwelling will be razed for the purpose of providing additional central campus parking. It is estimated that 25 to 30 parking spaces can be provided on the tract. This tract is located between a lot currently leased by the University for parking and a similar size tract that approval for acquisition was granted by the Board on October 30, 1987. Approval for appraisal and acquisition is sought.

TRACT THREE - A tract of land approximately 167' x 161' with dwelling and small wooden structure. The dwelling would be used as general usage office space. Additional parking spaces convenient to the main campus would also be available. The tract fronts on one of the main entrances to the campus. Approval for appraisal only is sought.

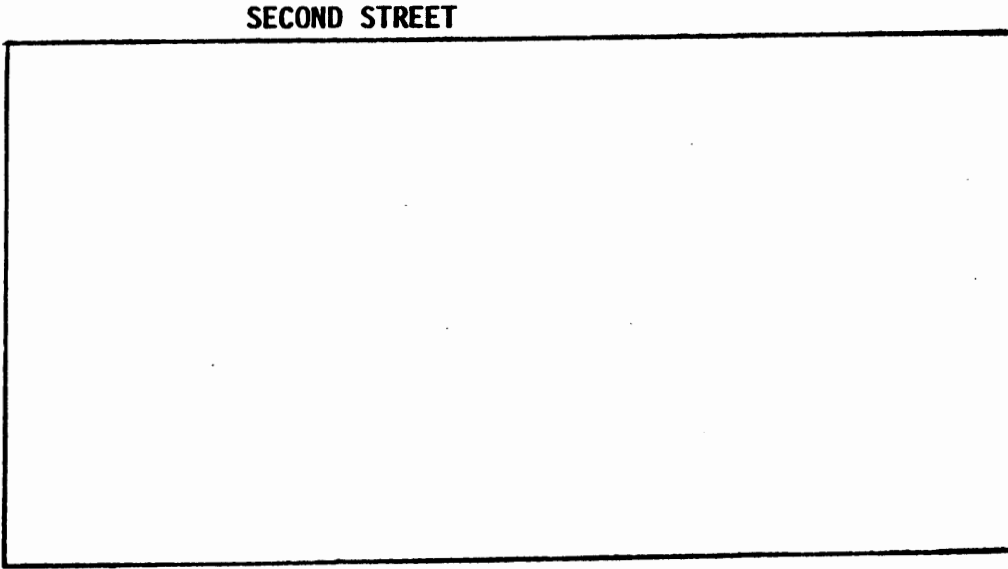
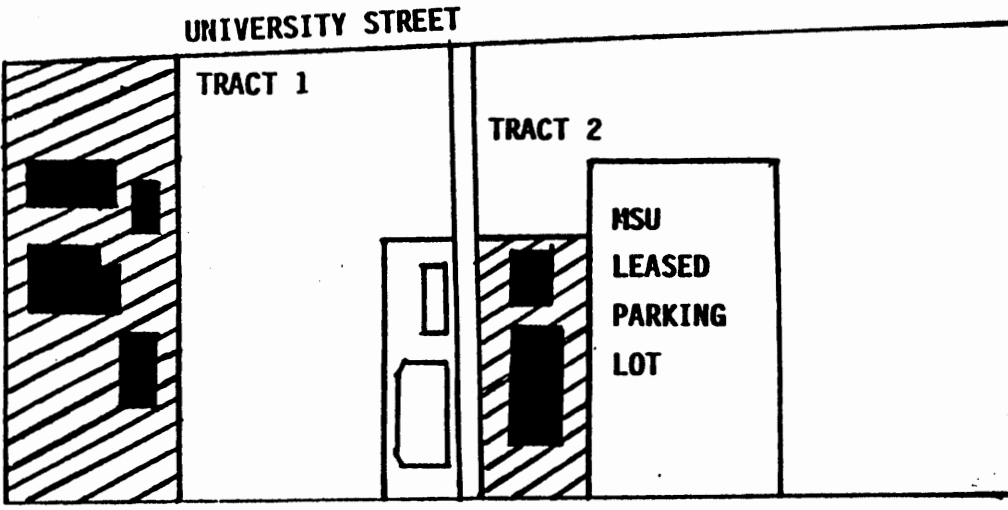
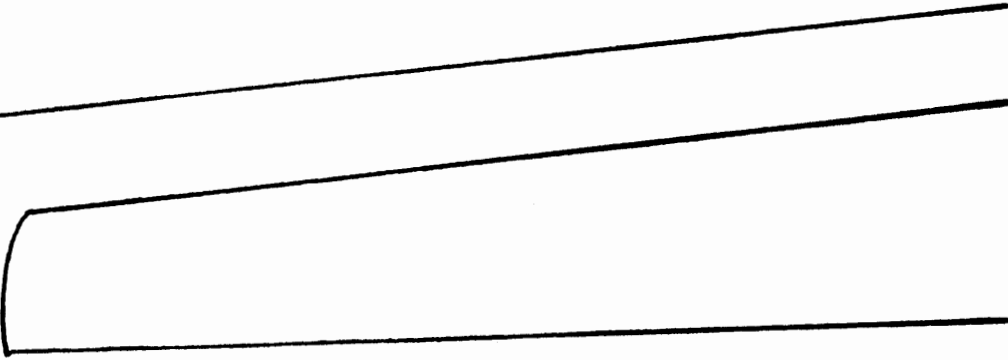
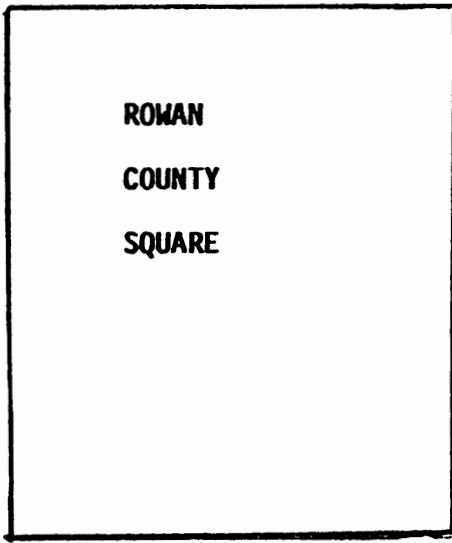
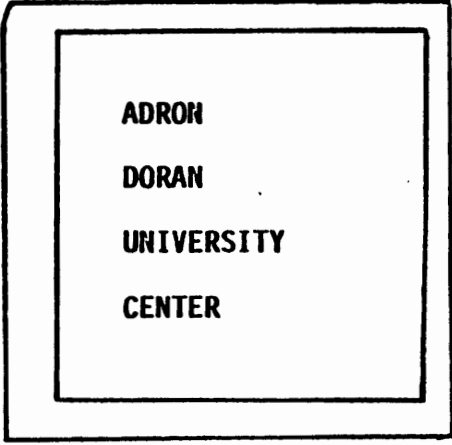
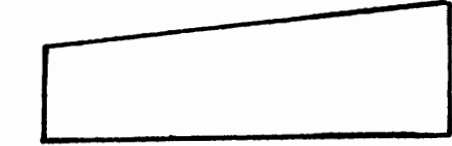
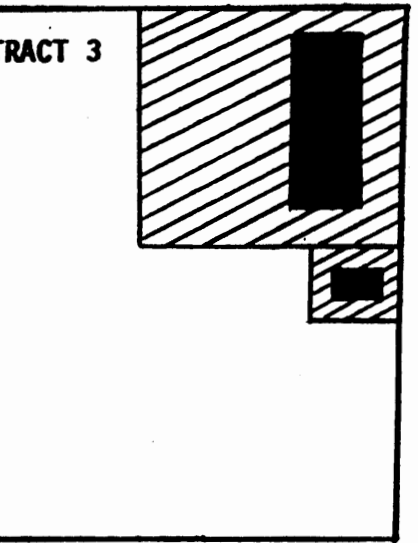
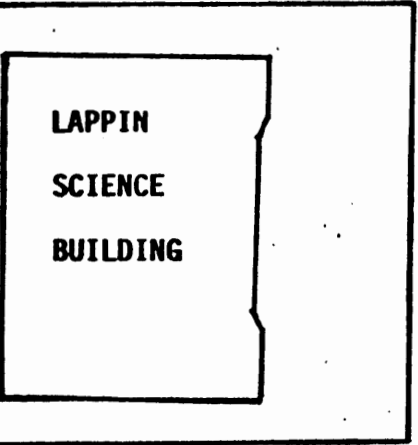
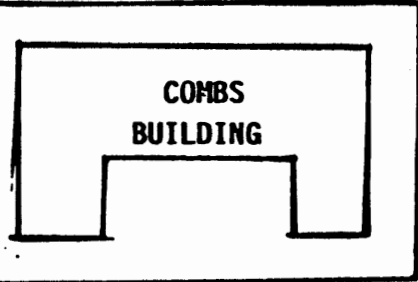
Acquisition of Real Properties  
Page Two

**Analysis:**

It is estimated that tracts one and two can be acquired for approximately \$140,000.

**Recommendation:**

That the Board of Regents authorize the President to request review and approval of the proposed acquisition by the Council on Higher Education staff and appraisals by the FAC. After completion of the appraisals, that the FAC be further authorized to enter into negotiations with the respective property owners for the purpose of acquiring tracts one and two only for the use and benefit of Morehead State University within an estimated acquisition cap of \$140,000. Funds are available for the acquisition from the unexpended capital construction land acquisition account and the University's unallotted year end balance.



UNIVERSITY BOULEVARD

NORMAL AVENUE

SECOND STREET

EAST MAIN STREET (US 60)

REVISION of PAc 1  
DEFINITION OF ACADEMIC TITLES

Background

The University Promotion and Tenure Committee and the Academic Council requested the Faculty Senate to develop a definition for a terminal degree. The request was based upon the need to assist with promotion and tenure decisions and to comply fully with revised accreditation standards and criteria.

Analysis

The initial draft of the revised PAc 1 was submitted to the full faculty body for input. The Professional Policies Committee of the Faculty Senate, after review of comments received from the faculty, moved that the attached definition be recommended to the President for review and consideration.

Recommendation

That the Board of Regents approve the attached revised personnel policy, PAc 1, entitled "Definition of Academic Titles."

**Subject:** Definition of  
Academic Titles

**Section Number:** PAC - 1

**Approval Date:** 7/1/85

**Revision Date:**

**PURPOSE:**

To describe the types of ranks and the qualifications necessary for appointment or promotion to them.

**EARNED DEGREES:**

In assessing candidates' credentials for personnel actions, the University will accept only those degrees earned at institutions in the United States that have been accredited by regional higher education accrediting associations and professional accrediting associations in disciplines in which such accrediting takes place or foreign degrees that have been earned at institutions recognized by their respective governments. Degrees from qualified institutions (per above) are the only ones that the University will acknowledge for appointment, determination of rank, or subsequent personnel decisions. Further, misrepresentation of such information by an individual can be cause for termination of employment.

**TERMINAL DEGREE:**

The terminal degree will be considered an earned doctorate from an accredited institution (per above) in the individual's teaching area, unless the national professional organization representing the individual's teaching area recognizes an alternate degree. In those situations where the national professional organization does not define the term terminal degree, the faculty of the department in question will be responsible for identifying and providing evidence to the Vice President for Academic Affairs to reflect common national practice in that teaching area which supports the acceptance of the alternate degree as the terminal degree.

Subject: Definition of  
Academic Titles

Section Number: PAC - 1

Approval Date: 7/1/85

Revision Date:

**GENERAL ACADEMIC  
RANKS:**

These ranks are applicable to individuals classified in the academic category, to Deans of the colleges, and Academic Department Chairs and to individuals in the administrative category if specifically approved by the President.

1. Lecturer--This title is used for appointments of nonregular faculty members who teach on a temporary or casual basis or if on a continuing basis for less than full-time. A master's degree or equivalent experience is required.
2. Instructor--An individual whose primary responsibility is teaching and who does not meet the criteria for assistant professor will hold this faculty rank. The master's degree in the teaching field is considered the minimal level of education for those holding this rank.
3. Assistant Professor--The terminal degree in the specific field or evidence of an equivalent level of achievement through professional growth usually is considered the minimal level of education for this rank.
4. Associate Professor--The Associate Professor shall possess the same basic requirements as the Assistant Professor, and in addition if the rank is granted upon appointment, there must be evidence of an established reputation in scholarly, artistic, or professional achievement. When considered for promotion to this rank, in addition

Subject: Definition of  
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Revision Date:

to meeting the above requirements, a faculty member must have held the rank of Assistant Professor for a minimum of four years, three of which must have been at Morehead State University.

5. Professor--The terminal degree in his/her specific field is required, and in addition if the rank is granted upon appointment, there must be evidence of an outstanding established reputation in scholarly, artistic, or professional achievement. This rank should be reserved for persons of proven stature in their fields. When considered for promotion to this rank, in addition to meeting the above requirements, a faculty member must have held the rank of Associate Professor for five years, three of which must have been at Morehead State University, and must show evidence of outstanding teaching, professional achievement, and service to the University during that period.

REGARDING THE  
CRITERIA FOR  
RANKS:

The minimal criteria set forth for these ranks should not be interpreted as an exclusive set of conditions to be met or so rigidly applied as to prevent the appointment or promotion of an individual with outstanding professional experiences and accomplishments whose application is accompanied by tangible supporting evidence. These criteria may be supplemented by departmental and/or college requirements agreed upon by the faculty of the department and colleges. Deans and/or Department Chairs must inform faculty members and the University Faculty Promotion Committee of all supplemental requirements for promotion.

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**Revision Date:**

**EXCEPTIONS  
TO MINIMAL  
REQUIREMENTS:**

It is expected that the minimal requirements will be used in determining rank of regular faculty members. Requests for exceptions must be submitted to the President through the Tenure and Promotion Committee, Department Chair, the Dean, and the Vice President for Academic Affairs with the recommendations from each recommending party.

**CLINICAL FACULTY  
APPOINTMENTS:**

A Clinical Faculty Appointment is used for supervisor-instructors in such programs as Medical Technology, Nursing, and Radiologic Technology. Such individuals normally are professional staff employees of the off-campus clinical affiliates associated with such programs. They are not paid by the University; however, the title may be used to identify their role with University programs.

**VISITING  
APPOINTMENTS:**

Visiting appointment titles (see Types of Appointments PG - 3) are used to designate individuals from other institutions or employees who teach either full-time or part-time for a limited period of time (usually no more than a year). Titles used may be Visiting Professor, Visiting Associate Professor, or Visiting Assistant Professor.

PAC 26  
RECOGNITION OF RIGHTS OF ACADEMIC FREEDOM  
AND DUE PROCESS

Background

During the 1986-87 academic year a concentrated effort was made to remove Morehead State University from the administrative censure list compiled and published by the American Association of University Professors. Included in the efforts made by the University was the drafting of PAC 26 entitled, "Termination of Faculty for Cause, Financial Exigency, and Discontinuance of Program."

Analysis

An analysis of PAC 26, approved by the Board of Regents in May of 1987, reveals the following statement:

Faculty members, who have been employed full-time at Morehead State University for seven or more consecutive years and are untenured, shall be afforded the same rights of Academic Freedom and Due Process as a tenured faculty member, upon recommendation of the President and approval of the Board of Regents. (Page 3 of 20)

Faculty members are defined in PG 2 as, "those individuals whose primary responsibility is teaching and who are qualified for the titles of Professor, Associate Professor, Assistant Professor, or Instructor. Designation in this category is the responsibility of the Vice President for Academic Affairs."

Faculty members were identified for this category if they met the above criteria. An invitation was extended to the total faculty to attend an open meeting to determine their eligibility. The meeting was held on October 21, 1987, at 4:00 o'clock p.m. in East Room A of the Adron Doran University Center.

Recommendation

That the Board of Regents extend the same rights of Academic Freedom and Due Process as a tenured faculty member to the faculty who have been employed, with the primary responsibility of teaching, by Morehead State University, for seven or more consecutive years. A list of those faculty who are in this category is attached.

<u>Name</u>	<u>Year Employed</u>	<u>Rank</u>
Adkins, Palmer Ray	1979	Assistant Professor
Blair, Suanne	1966	Assistant Professor
Oddis, Frank Alan	1977	Assistant Professor
Osborne, Mary P.	1979	Assistant Professor
Scott, Thomas E.	1975	Assistant Professor
Whiting, Joyce E.	1975	Assistant Professor
Yancy, Thomas L.	1977	Assistant Professor
Beane, Anne T.	1972	Instructor
Bailey, Bonnie Hay	1979	Instructor
Carswell, Gene	1978	Instructor
Caudill, C. Dale	1980	Instructor
Darling, Jacklynn K.	1979	Instructor
Graham, Nancy K.	1975	Instructor
Luchtefeld, Sheryl L.	1979	Instructor
McMillan, Tamara G.	1979	Instructor
Pack, Ted M.	1980	Instructor

## USDE PLANNING GRANT REPORT

### Background

Morehead State University is guided by a regulatory mission statement developed by the Council on Higher Education and a set of purpose statements developed by the university and approved by the Board of Regents. The purpose statements give operational meaning to the mission statement. The purpose statements were thoroughly reviewed and modified at the time of the last institutional self-study in 1980 and will be reviewed again during the upcoming institutional self-study program for the Southern Association of Colleges and Schools. Neither the mission statement nor the purpose statements is changed or modified by the recommendation contained within this report. Rather, the goal statements derived from the planning grant lend direction within the scope of the mission and purpose. Planning is critical for the maximum utilization of resources within the university.

### Analysis

During the 1985-86 academic year a United States Department of Education grant was funded to Morehead State University in the amount of \$25,000 for the purpose of developing an institutional plan. The implementation of the grant began in 1986.

An ad hoc committee was appointed, as approved by the Board of Regents, to oversee the implementation and to monitor the progress of the planning grant. A questionnaire was developed by the long range planning committee and mailed to faculty, administrators, staff, students, alumni and service region business leaders. A second questionnaire was mailed and the results of that questionnaire were analyzed to produce the second draft of the USDE report.

The second draft was shared at an administrative retreat on December 16, 1987, with the President, Vice Presidents and Academic Deans. It was also shared with the Faculty Senate and department chairs for comments and input. A second administrative retreat was held on January 20, 1988 for final goal statement input. Additional meetings will be scheduled to address specific measurable objectives designed for each goal statement.

After submitting the final report to the United States Department of Education, Morehead State University will be in a position to apply for additional federal planning assistance.

### Recommendation

That the Board of Regents approve the following major goal statements resulting from the USDE Planning Grant and authorize the administration to review and establish specific objectives relating to each goal.

- a. The University adheres to strategic planning as an on-going process and as an essential component to management.
- b. The University provides quality programs for students as sound preparation for their future.
- c. The University promotes access through its marketing efforts and enhances retention with an array of student support services.
- d. The University employment practices attracts and retains quality employees, insures accountability and provides benefits and rewards that contribute to a sense of community.
- e. The University supports outreach programs and services that are responsive to the needs of the region.
- f. The University strives to provide adequate equipment and facilities and a safe and secure environment.
- g. The University promotes effective communication with internal and external constituents.

## Mission Statement

### MOREHEAD STATE UNIVERSITY

Morehead State University shall serve as a residential, regional university providing a broad range of educational programs to the people of northern and eastern Kentucky. Recognizing the needs of its region, the University should offer programs at the associate and baccalaureate degree levels which emphasize the traditional collegiate and liberal studies. Carefully selected two-year technical programs should be offered as well.

Subject to demonstrated need, selected master's degree programs as well as the specialist programs in education should be offered. A retrenchment or elimination of duplicative or nonproductive programs is desirable while development of new programs compatible with this mission is appropriate.

The University should continue to meet the needs of teacher education in its primary service region and should continue to develop programs to enhance the economic growth in Appalachia. The University should provide applied research, service, and continuing education programs directly related to the needs of the primary service region.

Because of the University's proximity to other higher education and postsecondary institutions, it should foster close working relationships and develop articulation agreements with those institutions.

## MOREHEAD STATE UNIVERSITY PURPOSE STATEMENTS

Purpose 1. The University should be a community of students, teachers, administrators, and staff where all pursue intellectual, creative, and technical development.

Purpose 2. The University should foster an environment in which knowledge may be discovered, integrated, and disseminated for concerns of social significance or for the excitement of research or free inquiry.

Purpose 3. The University should provide opportunity for students to recognize their potentialities and to acquire the discipline necessary for self-realization.

Purpose 4. The University should be a place where the interaction of students and teachers committed to excellence creates an atmosphere in which both will be stimulated to accept the challenges of the universe.

Purpose 5. The University should promote the development of those qualities of leadership necessary to meet the diverse needs of the state, nation, and world.

Purpose 6. The University should develop programs to fulfill its specific mission of serving the economic, educational, social, and cultural needs of northern and eastern Kentucky.

Purpose 7. The University should respond to the demands of the present by utilizing the achievements and values of the past and by exploring the possibilities of the future.

## REPORT ON PRIVATE GIVING

We are pleased to report good news on the status on this year's private giving efforts and on the progress we have made in meeting the first year goal of the Albright Challenge from the Ashland Oil Foundation.

In terms of the Albright Challenge, we have exceeded the base year figure and, as of January 20, had qualified for at least \$46,000 of the \$50,000 maximum matching gift to be calculated March 1, 1988. We have five weeks remaining in which to raise the remaining funds.

As for private giving in the current fiscal year, we have recorded a 47 percent increase in annual giving during the first six months ending December 31, 1987. Our capital giving totals are not comparable, of course, because of last year's extraordinary gift of the artificial turf. However, we have received a \$100,000 scholarship bequest.

The increase in annual giving amounts to \$48,452.47 over the corresponding period of 1986. The increase is particularly important to us because the Albright Challenge is based on annual giving, rather than total giving.

The Report of Private Giving for the period July 1-December 31, 1987, is as follows:

### MOREHEAD STATE UNIVERSITY REPORT OF PRIVATE GIVING

July 1, 1987 --- December 31, 1987

1986-87			1986-87	
<u>Annual</u>	<u>Capital</u>	<u>Category</u>	<u>Annual</u>	<u>Capital</u>
\$ 43,782.62	\$681,878.41	Eagle Athletic Fund	\$ 71,209.26	\$ -0-
12,233.34	-0-	Fund for Progress	23,558.04	-0-
525.00	-0-	Parents Fund	556.00	-0-
29,610.34	5,800.00	Scholarship & Endowment	30,592.50	100,000.00
5,276.28	-0-	Colleges & Departments	12,917.16	-0-
10,351.46	12,430.00	Gifts-In-Kind	11,398.55	4,318.91
<hr/>	<hr/>		<hr/>	<hr/>
\$101,779.04	\$700,108.41	TOTALS	\$150,231.51	\$104,318.91

## WMKY RADIO ANTENNA PROJECTS

### Information

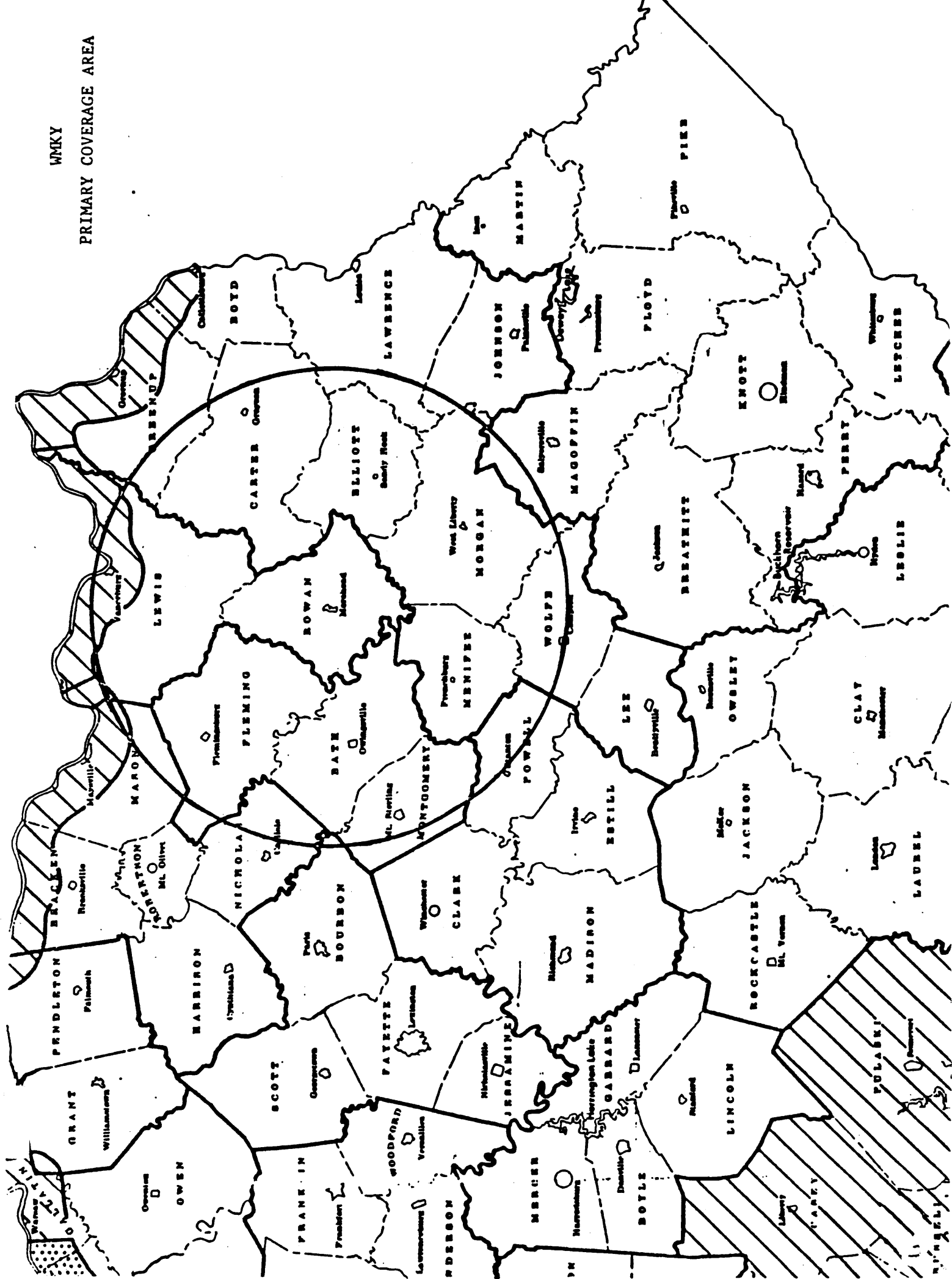
Morehead State University has secured the services of Louis A. Williams, Jr. and Associates to determine interference contours and the final allowable antenna pattern for a replacement antenna for WMKY Radio. A replacement antenna was authorized by the Board of Regents in 1986 to enhance the signal power of the radio station. The new antenna is to be mounted at the 500 foot level on the KET Tower on Triangle Hill in Morehead. Its higher elevation on the tower will permit WMKY to enhance its coverage area and also meet new standards regarding human exposure to radio frequency (RF) radiation. These standards have recently been established by the American National Standards Institute and WMKY must be in compliance prior to its next license renewal in 1989. The development of these standards, along with problems with earlier proposals regarding the new antennas, design and construction have resulted in considerable delay of the project.

Upon completion of the engineering study, Morehead State University will again request proposals for the design and installation of the antenna. The estimated cost is approximately \$60,000 with a targeted completion of Spring 1989.

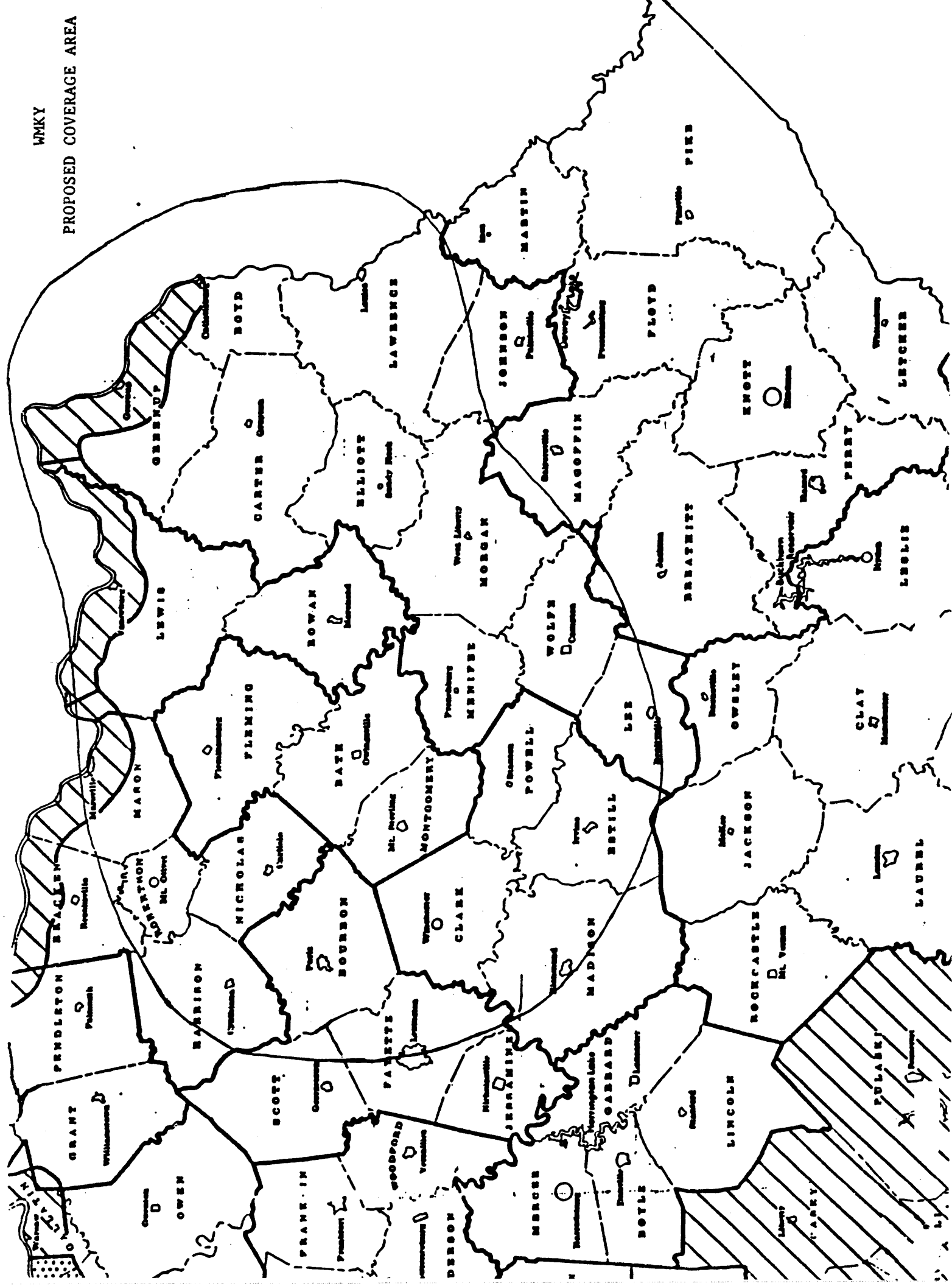
Mr. Williams is also gathering data for the purpose of filing an application for a booster station. A site on the Johnson-Martin County line is being considered and the study is underway. This does not obligate funds at this time but filing an application with the FCC would reserve the site and signal pattern if expansion by the University is desired. Depending upon the power available and other technical considerations, the cost for such a facility would be approximately \$80,000. The engineering data needed for the application should be available by mid-February.

### Attachments

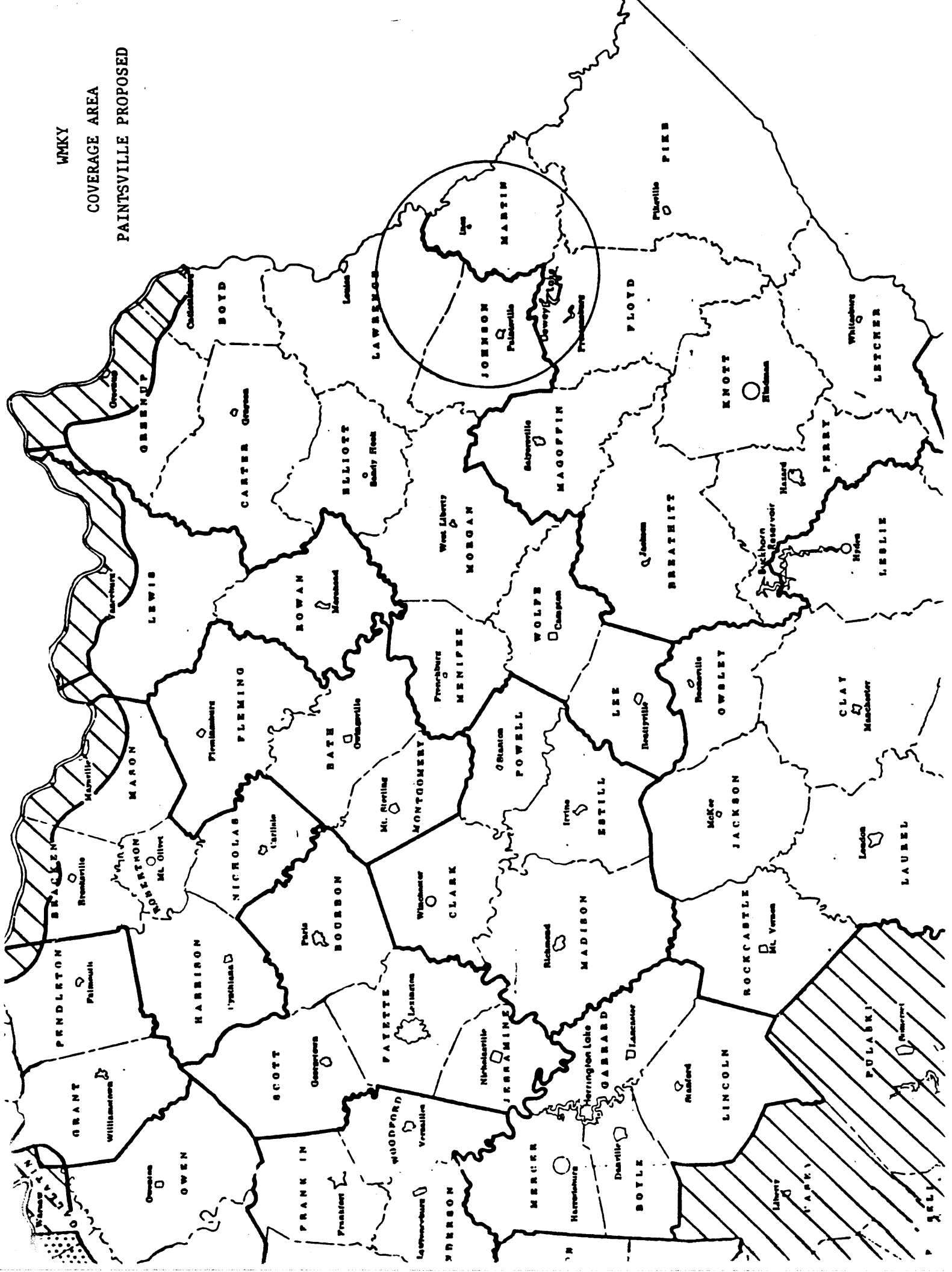
## PRIMARY COVERAGE AREA



### PROPOSED COVERAGE AREA



**WMKY**



## 1988-90 CHE BUDGET RECOMMENDATIONS

### Information

The Morehead State University 1988-90 Operating and Capital Budget Request was acted upon November 5, 1987, by the Council on Higher Education (CHE). As part of the operating and capital budget request review process, the CHE also approved tuition rates for the 1988-89 and 1989-90 academic years.

### Analysis - Operating Budget

Higher education is funded at 88% of the appropriation formula in 1987-88. This means that the 1987-88 state general fund appropriation of \$520 million to the eight four year institutions, and the community college system, is only 88% of what the appropriation formula projects the systems general fund need to be in comparison with the overage funding factors of the formula's benchmark objectives. The CHE's approach to full funding of the formula was to recommend full funding by the second year of the biennium. MSU's request was for full funding in the first year of the biennium, thus one of the major differences between our request and the CHE recommendation.

Though the system is funded at only 88% of the formula in the current year, MSU's general fund appropriation as a percentage of the formula's projected need for the institution in 1987-88 is at 95%. This compares to Western Kentucky University's 93.7%; Murray State University's 99.3%; Northern Kentucky University's 95.7% and Kentucky State University's 96.9%. The University of Kentucky and the University of Louisville are in the 85% funding range while the University of Kentucky Community College System is at 73%.

The CHE's recommendation for 94% funding of the system in 1988-89 would require an additional state appropriation to higher education of \$72 million. Full funding (100%) in 1989-90 would require an additional \$78 million.

The CHE recommended limited "add-on" funding items for new programs or initiatives above the formula recommendation; stressing full funding of the systems more basic and essential funding needs as expressed through the formula. However "add-on"

## 1988-90 CHE BUDGET RECOMMENDATIONS

Page Two

recommendations were made for economic development initiatives, faculty salary incentives, and desegregation activities. The MSU Morgan County Prison Project was one of three economic development initiatives recommended by the CHE for funding in 1988-90 by the Governor and General Assembly.

### CHE Tuition Recommendations

- No mid year increase
- Undergraduate tuition rate increases for  
in-state students
  - 1988-89 - \$20/semester, 4%
  - 1989-90 - \$10/semester, 1.9%

1988-90 CHE BUDGET RECOMMENDATIONS

Page Three

**Operating Budget Summary Comparison**  
**Morehead State University - Council on Higher Education**

	<u>MoSU Requested</u>	<u>CHE Recommended</u>	<u>Fiscal Year</u>
<u>Formula Funding Percentage</u>	100%	94%	1988-90
	100%	100%	1989-90
<u>Formula Appropriation</u>	\$3.9 million	\$2.5 million	1988-89
<u>Dollars</u>	\$2.7 million	\$3.8 million	1989-90
<u>Salary Increase Percentage</u>	31.7%	10.8%	1988-89
	15.1%	14.9%	1989-90
<u>Dollar Increase Above Formula</u>			
•Morgan County Prison	\$ 140,900	\$140,000	1988-89
Project	(\$ 39,400)	(\$ 39,400)	1989-90
•Faculty Incentive Funds		\$137,000	1988-89
		\$274,000	1989-90
•Desegregation Funds	\$ 115,600	\$ 99,500	1988-89
	\$ 9,300	\$ 4,400	1989-90
•Other	\$4,364,600	-0-	1988-89
	\$2,539,800	-0-	1989-90

**Analysis - Capital Budget**

The CHE's emphasis was placed on Life/Safety Projects and Protection of Plant Investment. The MSU Utility and Electrical Distribution System and PCB Replacement project was identified by the consultant employed by the CHE to review the higher education capital request as the number one higher education Life/Safety Capital project to be addressed by the state in 1988-90. Of the \$7.5 million utility project, CHE recommended that \$5 million be appropriated this biennium for the initial phases of the project. The project will span two biennia.

Other Life/Safety and Protection of Plant Investment projects were recommended by the CHE for funding with state general fund appropriations. The CHE also recommended the renovation of Fields and Thompson Halls through the sale of Housing and Dining Bonds. Should the legislature authorize these two issues, Board authorization would be sought in order to proceed with the issuance of the bonds.

Perhaps the major disappointment of the CHE recommendation was the absence of a state appropriation funding recommendation for the Lappin Science Hall. Lappin was the institution's highest academic facility priority. The CHE did recognize the need for the project by authorizing the expenditure of \$2,780,000 in agency funds. However, given current university discretionary fund balance reserves, agency funds will not be available for the project in 1988-90. The university will continue to appeal to the appropriate executive and legislative leadership for funding of the Lappin Science project with a state general fund appropriation. The CHE also excluded a recommendation for equipment replacement and acquisition.

A summary and comparison of the recommendation follows. The information was extracted from a briefing document used by the President in December before two legislative committees reviewing the institutions capital request.

## MOREHEAD STATE UNIVERSITY

1988-90 Capital Budget Request  
Detail

<u>Project Title</u>	<u>MoSU Requested</u>	<u>Requested Fund Source</u>	<u>CHE Recommended</u>	<u>Recommended Fund Source</u>
Utility & Electrical Distribution*	\$7,524,000	GF	\$4,989,000	GF
Life, Safety	2,400,000	GF	678,000	GF
Protect Investment In Plant	6,290,000	GF	4,976,000	GF
Fields Hall Renovation	3,080,000	GF	3,080,000	Bonds
Thompson Hall Renovation	3,080,000	GF	3,080,000	Bonds
New Parking Garage	5,000,000	GF	5,000,000	Bonds
Lappin Hall Renov.	<u>3,920,000</u>	GF	<u>3,780,000</u>	Agency
<b>Subtotal</b>	<b>\$31,294,000</b>		<b>\$25,583,000</b>	
Other Major Renovation/ Expansion**	\$12,215,000		-0-	
Minor Renovation/ Expansion***	2,634,000		-0-	
New Construction	<u>700,000</u>	GF	<u>-0-</u>	
<b>Subtotal</b>	<b>\$15,549,000</b>		<b>-0-</b>	
Equipment	<u>3,708,400</u>	GF	<u>-0-</u>	
<b>Subtotal</b>	<b>\$ 3,708,400</b>	GF	<b>-0-</b>	
<b>Total</b>	<b><u>\$50,551,400</u></b>		<b><u>\$25,583,000</u></b>	

\* 3 to 4 Year Construction Period

\*\* Projects \$1 Million or Greater

\*\*\* Projects \$1 Million or Less

**Summary****1988-90 Capital Budget Request**

<u>Project Type</u>	<u>MoSU Requested</u>	<u>CHE Recommended</u>
Utility System, Life, Safety, Protection of Plant and New Construction	\$46,843,000	\$25,583,000
Equipment	<u>3,708,400</u>	<u>-0-</u>
<b>Total</b>	<b><u>\$50,551,400</u></b>	<b><u>\$25,583,000</u></b>
<b>Source of Funds Recommended</b>		
State General Funds		\$10,643,000
Bond Funds*		11,160,000
Agency Funds		<u>3,780,000</u>
<b>Total Recommendation</b>		<b><u>\$25,583,000</u></b>

\*Will require approximately \$1,000,000 of university operating funds for amortization.

SALE OF ATLAS HAYES PROPERTY

Information

It was reported to the Board of Regents on October 30, 1987, the pending sale of ten tracts of land on North Wilson Avenue in Morehead, owned by the Commonwealth on behalf of the University. On December 19, 1987, a public auction was held at the site and bids were received on eight of the ten tracts that equaled or exceeded the value as established by appraisal.

The Finance and Administration Cabinet has been so advised of our desire to accept the bids on the eight tracts bringing the appraised value.

<u>Tract</u>	<u>Appraisal</u>	<u>Bid</u>	<u>Acceptance</u>
1,2*	\$ 1,900	\$ 1,900	Yes
3	3,100	2,500	No
4,5,6,7*	14,500	14,600	Yes
8	7,500	1,000	No
9,10*	<u>6,200</u>	6,200	Yes
	\$33,200		

\*Bid as one tract.

The two tracts not bringing the appraised value will not be sold at this time. We have asked the Finance and Administration Cabinet to advise us on the prospect of disposing of the remaining two tracts by sealed bid.

Funds totaling \$22,700 from the accepted bids will be deposited in the Land Acquisition Account to be used in the acquisition of other land approved by the Board.

## NCATE STATUS REPORT

### Background

The National Council for the Accreditation of Teacher Education (NCATE) is the national professional agency responsible for accrediting teacher education programs. Morehead State University has held this accreditation continuously since 1961. During 1986 and 1987 the university began preparation for the next NCATE visitation which will occur during the fall of 1988. At the same time the university is being reviewed by NCATE, the State Department will be reviewing the teacher education program for state accreditation. The NCATE Standards to be used in the 1988 evaluation are new. In fact, the university will be one of the first nonpilot institutions evaluated. This makes the task of preparation more difficult since there is no track record of the visiting team's interpretation of the standards or how rigorously they will be applied.

### Information

The most recent complete NCATE visitation occurred in 1980. This process gave full accreditation to all undergraduate teacher education programs as well as masters degree programs. However, at that time, the Council listed a number of weaknesses involving governance, teaching overload, productivity of faculty, recruitment of faculty and need for students from diverse ethnic and racial populations, and evaluation and follow-up. The institution was accredited for a seven-year rather than a ten-year period with an interim visit scheduled for 1985. Normally, interim visits allow the institution to extend the accreditation for an additional five years. Although the interim team recommended extending the accreditation period, the National Council overturned the recommendation and are requiring a full study in 1987-88 with a visit in November of 1988. The reasons cited for not extending accreditation were insufficient progress on student evaluation and the instability of the governance structure.

The present committee structure includes a steering committee and separate faculty committees for each standard. The membership of the steering committee includes the Dean of the College of Professional Studies, the Associate Dean for Education, the coordinators of the school's programs and the chairs of the KSDE/NCATE studies. The responsibility of this group is to oversee both the self study and the report. All

members of the school's faculty have been assigned to standard committees. These standard committees have completed a comprehensive discrepancy analysis, made recommendations for alterations in programs and practices and are now in the process of submitting a rough draft of their individual standard report.

During the past year a number of positive steps have been taken that should enhance the university's chance of reaffirmation by NCATE. These include:

- a. Restructuring the Department of Education into a School of Education
- b. Hiring an Associate Dean for Education
- c. Hiring two NCATE consultants to work with faculty
- d. Assigning a faculty member to coordinate evaluations for the School of Education
- e. Conducting a discrepancy analysis
- f. Hiring consultants to work with knowledge base standards
- g. Filling of four new positions in the School of Education and making numerous changes in committee structure and practices related to the standards.
- h. Defining exceptional expertise for faculty who are without terminal degrees and establishing individual faculty development programs utilizing Foundation funds.

## SACS STATUS REPORT

### Background

The Commission on Colleges of the Southern Association of Colleges and Schools (SACS) is the regional professional agency responsible for accrediting all university educational programs, services and support areas. Morehead State University's affiliation with the Southern Association spans more than 50 years, back to the decade of the 30's when Morehead State Normal School became Morehead State Teacher's College. It is a critical professional affiliation.

Morehead State University last hosted a reaffirmation visit in 1980. Since 1980, first, second and fifth year reports have been submitted to the Southern Association as required by established guidelines. However, the Commission on Colleges of SACS has adopted a new set of Criteria to replace the Standards that were addressed and adhered to as late as 1985. The new Criteria places a greater emphasis on institutional effectiveness than did the earlier Standards.

### Information

Although our next reaffirmation visit is not until 1990, the institution must begin preparation for that visit because of the adoption and implementation of the new set of Criteria. A preliminary report, required by SACS, was submitted on January 15, 1988. That report addressed the institution's current planning and evaluation processes as well as plans for future development with special emphasis on institutional goals and their relationship to institutional purpose. This spring the institution will host a preliminary conference with a SACS representative to discuss the criterion on institutional effectiveness. The 1988-89 academic year will serve as the data base year for the SACS institutional self study. During this year committees made up of faculty, staff and students will examine all the data collected, write reports and make recommendations about strengths and weaknesses in the university's programs, procedures, and services.

The USDE Planning Grant has enabled Morehead State University to submit to the Commission on Colleges a set of goal statements and a commitment to an on-going strategic planning process. The institution must position itself to continually address effectiveness and accountability.

REVISION OF FIFTH YEAR AND MASTERS DEGREE PROGRAMS  
IN EARLY CHILDHOOD/ELEMENTARY EDUCATION

Background

In order to insure the quality and effectiveness of its graduate degree programs, the faculty of the School of Education has gone through an extensive process of revision of all graduate programs in the elementary education area. This process has provided an opportunity for updating of all graduate degree programs in the area. Within the framework of the revised degree program, an option for a program in middle school training will be available. The state department of education is expected to require such a program in the near future.

Information

Beginning in 1984, a faculty committee was established within the School of Education which was charged with revising all graduate programs in the elementary education area and developing a middle school education program. This committee gathered information from sister institutions, the state department of education, NCATE standards, the professional literature, and a survey of MSU graduates. This information was used to revise current programs. Curricular changes involved in this process have now been reviewed and approved by all the necessary faculty committees and administrative offices.

The revisions provide for a broader choice of programs available to the student. Within each of these programs, there is an increase in subject matter courses; increased information about the "nature and needs" of children; more relevant curriculum design and implementation; opportunity for appropriate electives designed to complement classroom instruction, and the opportunity for in-depth specialization within the academic program.