

M I N U T E S

BOARD OF REGENTS MOREHEAD STATE UNIVERSITY May 13, 1988

The Board of Regents of Morehead State University met in the Riggle Room of the Adron Doran University Center on Friday, May 13, 1988, at 2 p.m., in Morehead, Kentucky. Chairman Louie B. Nunn presided.

CALL TO ORDER AND INVOCATION

Chairman Nunn called the meeting to order and Regent Charles Wheeler delivered the invocation.

ROLL CALL

On roll call, the following members were present: Mr. Aker, Mr. Carr, Ms. Curry, Dr. Lansing, Chairman Nunn, Mr. Ramey, Dr. Wheeler and Mr. Wheeler. Mr. Breathitt and Mr. Seaton were absent. Mr. Terry Jacobs, President of the MSU Foundation, Inc., and Mr. Robert Chenoweth, Legal Counsel, were also present.

Chairman Nunn announced that a quorum was present and proceeded with the business at hand.

APPROVAL OF MINUTES

Ms. Curry moved, seconded by Dr. Lansing, that the minutes of the meeting held on Thursday, March 31, 1988, be approved as distributed. Motion unanimously carried.

Dr. Grote introduced the following guests:

SPECIAL GUESTS

Mr. Sheridan Martin, Student Regent for 1988-89;

Mr. James Andrew "Andy" Parker, President of the Student Government Association for 1988-89; and

Dr. James Quisenberry, Chair of the Faculty Senate for 1988-89.

CREATION OF OFFICE OF INSTITUTIONAL RESEARCH PLANNING AND EVALUATION

RECOMMENDATION: That the Board of Regents approve the creation of the Office of Institutional Research, Planning and Evaluation.

(Additional Background Information attached to these Minutes and marked V-A-1)

MOTION: Dr. Wheeler moved, seconded by Mr. Ramey, that the President's recommendation be approved.

VOTE: The motion unanimously carried.

**REINSTATEMENT OF
GRANTING OF HONORARY
DOCTORAL DEGREES**

RECOMMENDATION: That the Board approve the reinstatement of the granting of honorary doctoral degrees.

(Additional Background Information attached to these Minutes and marked V-A-2)

MOTION: Dr. Lansing moved, seconded by Mr. Wheeler, that the President's recommendation be approved.

VOTE: The motion unanimously carried.

Mr. Aker moved, seconded by Ms. Curry, that the Board take the following action on the President's recommendations pertaining to the Division of Administrative and Fiscal Services (Section V-B):

**QUARTERLY FINANCIAL
STATUS REPORT**

--Accept the quarterly financial report as of March 31, 1988;

(Quarterly Financial Status Report attached to these Minutes and marked V-B-1)

PERSONNEL ACTIONS

--Approve the personnel actions for the period of March 7, 1988, thru April 22, 1988;

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

**ACQUISITION OF REAL
PROPERTIES**

--Authorize the President to request review and approval of the proposed acquisitions 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 for the use and benefit of Morehead State University;

(Additional Background Information and Description of Property attached to these Minutes and marked V-B-3)

**RESOLUTION RELATING TO
THE REPAIR AND MAIN-
TENANCE RESERVE OF THE
HOUSING AND DINING
SYSTEM FOR REPAIRS TO
THE MIGNON COMPLEX**

--Adopt the Resolution Relating to the Repair
and Maintenance Reserve of the Housing and
Dining System for Repairs to the Mignon Complex;

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

**NEW POLICY ON STAFF JOB
CLASSIFICATION, WAGE,
AND SALARY ADMINISTRA-
TION**

--Approve Personnel Policy PG-44 providing for
the administration and maintenance of the Staff
Job Classification and Compensation Plan;

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

**REVISION OF POLICY ON
MAXIMUM AGE FOR RETIRE-
MENT AND EMPLOYMENT**

--Approve the revision to PG-31 regarding the
mandatory age for retirement and employment;

(Additional Background Information and Revised Policy attached to these
Minutes and marked V-B-6)

**REVISION OF POLICY ON
OFFICIAL TRAVEL**

--Approve the revision of Personnel Policy PG-16
regarding official travel; and

(Additional Background Information and Revised Policy attached to these
Minutes and marked V-B-7)

**RENEWAL OF BANKING
SERVICE AGREEMENT**

--Approve exercising the option to renew the
banking service agreement with the Peoples First
Bank of Morehead for the fiscal year beginning
July 1, 1988, and ending June 30, 1989.

(Additional Background Information attached to these Minutes and
marked V-B-8)

The motion carried with Dr. Alban Wheeler asking
to be disqualified from voting on the Personnel Actions
(V-B-2) due to reference to him.

Dr. Wheeler moved, seconded by Mr. Aker, that
the Board take the following action on the recommendations
of the President pertaining to the Division of Academic
Affairs (Section V-C):

TENURE, 1988-89

- Approve the granting of tenure to the following faculty members with the issuance of their contracts for the 1988-89 year:

Roland Buck
Rodger Carlson
William Green
Janet Gross
Paul McGhee
Frank Oddis
Barbara Russell
Kay Schafer
Michael Seelig
Rae Smith
Eugene Young

In response to a question by Chairman Nunn, Dr. Grote noted that only one (1) faculty member eligible for tenure had applied but was not being recommended to the Board.

SPECIAL STATUS (PAC 26)

- 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. Below is a list of those faculty who are in this category:

<u>Name</u>	<u>Year Employed</u>	<u>Rank</u>
David Collins	1981	Instructor
Barbara Krakoff	1981	Instructor
Paul Joseph Mulcahy	1981	Instructor

PROMOTION, 1988-89

- Approve granting promotions to the following faculty members with the issuance of their contracts for the 1988-89 year:

Associate Professor

Janice Brumagen
Janet Gross
Edward Reeves

Assistant Professor

Barbara Barker
Alta Blair
David Collins
Jacklynn Darling
Karen Hammons
Sheryl Luchtefeld

SABBATICALS, 1988-89

--Approve the granting of a Sabbatical Leave to the following faculty member contingent upon funding being available from the faculty development fund or within the academic department:

Bruce Mattingly Spring 1989

EMERITUS RANK

--Grant Emeritus Rank to the following faculty members upon their retirement:

Assistant Professor Betty M. Clarke
Assistant Professor Bernard G. Hamilton
Assistant Professor Ina M. Lowe
Assistant Professor Essie Payne
Associate Professor John K. Stetler
Professor E. Glenn Fulbright
Professor Charles J. Pelfrey

The motion unanimously carried.

**CAPITAL CONSTRUCTION
STATUS REPORT**

President Grote provided a status report on capital construction projects funded during the 1986-88 biennium from the Consolidated Educational and Building Revenue Bond Issue, State Emergency Maintenance Funds, Contributed Funds and University Funds.

(MSU 1986-88 Capital Construction Report attached to these Minutes and marked VI-A-1)

Mr. Wheeler moved, seconded by Dr. Lansing, that the report be accepted. Motion unanimously carried.

**LAND ACQUISITIONS
STATUS REPORT**

President Grote reported on land acquisitions as authorized by the Board at its meeting on October 30, 1988.

Tract One (James Property)	Final Offer of Appraised Price Sent to Owners
Tract Two (C & O Railroad Property)	Negotiation stage between owner and State Division of Real Properties
Tract Three (MSU Foundation Lot)	Offer of Appraised Price Accepted

Tract Four (Caskey Property)

Final offer of
Appraised Price
Rejected by Owne

Tract Five (Kissick Property)

Offer of Appraised
Price Accepted

(Status Report attached to these Minutes and marked VI-A-2)

**REVIEW OF GRADUATE
PROGRAMS REPORT**

President Grote reported on the review of graduate programs which was conducted by the University graduate committee. Three recommendations came out of the review process. The first recommendation deals with the graduate faculty selection criteria which have been rewritten to involve peer review as the major element in the granting of graduate faculty status. The second recommendation places restrictions on enrollment in certain graduate courses and limits enrollment in 500 level courses to seniors and graduate students. The third recommendation involves the development of a specific procedure and schedule for intensive review of individual graduate programs.

(Report on Graduate Programs attached to these Minutes and marked VI-B-1)

**REPORT ON CONTRACT FOR
DELIVERY OF STUDENT
HEALTH SERVICES**

**PERSONAL SERVICE
CONTRACTS**

President Grote reported on the contract for the delivery of student health services to be provided through the Caudill Health Clinic. A lengthy discussion of personal service contracts followed whereupon Mr. Wheeler moved, seconded by Ms. Curry, that personal service contracts be submitted to the Board for its information and ratification. The motion unanimously carried.

(Report on Contract for Delivery of Student Health Services attached to these Minutes and marked VI-C-1)

ENROLLMENT REPORT

Dr. Grote provided comparative enrollment data for the 1988 fall semester which suggested an increase beyond the fall projection of 6,800 students. Compared to this same time last year, admissions are up 31 percent while applications for financial aid are up 65 percent. Housing needs are projected at 3,562 spaces which is 22 above our capacity.

(Report on Admissions, Financial Aid and Student Housing attached to these Minutes and marked VI-C-2)

ADMISSION PRACTICES

A brief discussion on admissions practices by colleges and universities was held as a result of a question directed to the President.

RETENTION

Mr. Aker asked if there had been a noticeable change in retention. Dr. Grote said that one of the measures of retention was the fact that we grew 8.8 percent in the spring semester and did not experience the normal 9 percent drop between the fall and spring semesters.

RECESS

The Board recessed for approximately 10 minutes to allow the Division of Administrative and Fiscal Services to prepare for the "MSU Spotlight" program.

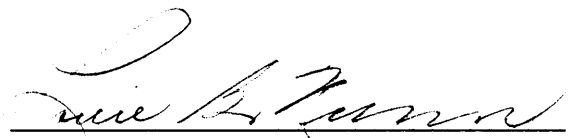
**MSU SPOTLIGHT ON
BUDGET**

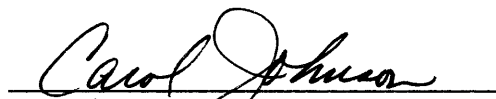
President Grote presented Mr. Porter Dailey, Vice President for Administrative and Fiscal Services, to provide an overview of the budget situation as the "MSU Spotlight" program. Mr. Dailey included in his presentation historical data from 1978 to projections for the 1989 fiscal year; highlights of the 1987-88 fiscal year; major budgetary concerns for the 1988-89 fiscal year; and preliminary budgetary decisions for the 1988-89 fiscal year.

(Background Information attached to these Minutes and marked VII)

ADJOURNMENT

Following the presentation, Mr. Aker moved, seconded by Dr. Lansing, that the meeting adjourn at 4 p.m. The motion unanimously carried.


Louie B. Nunn, Chairman


Carol Johnson, Secretary

CREATION OF OFFICE OF INSTITUTIONAL RESEARCH, PLANNING, AND EVALUATION

Background

The University has never had an office that combined the functions of institutional research, planning, and evaluation. Currently, institutional research is part of the budget office and provides a management information data base. While a number of offices are involved in planning, little is being done in strategic long-range planning. At best, planning is fragmented and there is not a process in place. The same is true with evaluation; it is fragmented and lacks direction. These three functions need to be integrated and then linked to the budgeting process for the effective allocation of fiscal resources. To remain effective over time, all institutions of higher education should have active institutional research projects, a continuous strategic planning process, and sophisticated evaluation programs.

Analysis

The Commission on Colleges of the Southern Association of Colleges and Schools has established new accreditation criteria that require the coordinated services of institutional research, planning and evaluation. The Commission on Colleges emphasizes the importance of: "producing a shared sense of institutional direction that supports adjustments to changing conditions, goal oriented decisions, and priorities for allocation of the institution's fiscal, physical, and human resources." A commitment at this time is essential as we move toward re-accreditation. In addition, at a recent meeting of the Board of Regents, interest was expressed regarding the need for long-range planning as we look forward to the future of the University.

It is the belief of the administration that these three functions need to be combined into a single office and that steps need to be taken immediately to fill the position of director of this office so that the office can be established by July 1, 1988, or soon thereafter.

Recommendation

That the Board of Regents approve the creation of the Office of Institutional Research, Planning, and Evaluation.

REINSTATEMENT OF GRANTING OF HONORARY DOCTORAL DEGREES

Background

Approximately four years ago, the President placed a moratorium on the granting of honorary doctorates. Since that time, there has been one exception. The Board granted an honorary doctorate to Dr. A. D. Albright upon his retirement.

Analysis

The awarding of honorary doctorate degrees can be in the best interest of the University if properly done. The administration would like to reestablish a committee, outline and develop a procedure for the receipt of nominations and the review of prospective candidates. All recommendations would be reviewed by the President and approved by the Board of Regents. It would be possible to consider awarding such degrees beginning with the 1988 Summer Commencement.

Recommendation

That the Board of Regents approve the reinstatement of the granting of honorary doctoral degrees.

QUARTERLY FINANCIAL STATUS REPORT

Background

KRS 164.420 provides that a financial report shall be submitted to the Board of Regents on at least a quarterly basis.

Analysis

The attached financial report contains a balance sheet as of March 31, 1988, and a summary of current funds, revenues, and expenditures for the first nine months of this fiscal year. The revenue and expenditure categories presented reflect balances that are in accordance with budget projections for this point in the fiscal year.

Recommendation

That the Board accept the quarterly financial report as presented.

MOREHEAD STATE UNIVERSITY
FY 1987-88 BALANCE SHEET
MAR. 31, 1988

PAGE: 001

1 Current Funds	ASSETS		LIABILITIES & FUND BALANCE	
	CURRENT YEAR		CURRENT YEAR	
10 Unrestricted			10 Unrestricted	
101 Cash	6,841,315 58		201 Accounts Payable	41,228 37
102 Receivables, Invest	1,837,985 14		202 Accrued P/R W/H	496,106 87
103 Inventories	1,343,989 86		205 Due To Other Funds	53,226 18
			206 Other Accruals	0 00
			209 Contingent Liability	651,863 10
			TOTAL LIABILITIES	1,242,424 52
			301 Fund Balance	8,780,866 06
TOTAL Unrestricted	10,023,290 58		TOTAL Unrestricted	10,023,290 58
11 Restricted Current			11 Restricted Current	
101 Cash	204,908 04		201 Accounts Payable	251,382 23
102 Receivables, Invest	412,305 35		202 Accrued P/R W/H	0 00
			203 Unearned Revenues	323,035 54
			205 Due To Other Funds	2,001 49
			206 Other Accruals	0 00
			TOTAL LIABILITIES	576,419 26
			303 Rest Fund Balance	40,794 13
TOTAL Restricted Current	617,213 39		TOTAL Restricted Current	617,213 39
TOTAL Current Funds	10,640,503 97		TOTAL Current Funds	10,640,503 97

MOREHEAD STATE UNIVERSITY
FY 1987-88 BALANCE SHEET
MAR. 31, 1988

PAGE 002

2 Loan Funds	ASSETS CURRENT YEAR
20 NDSL	
101 Cash	472,709 59
102 Receivables, Invest	2,492,510 46

TOTAL NDSL	2,965,220 05

21 Nursing Loans	
101 Cash	54,412 11
102 Receivables, Invest	54,717 63

TOTAL Nursing Loans	54,129 84

TOTAL Loan Funds	3,029,349 89

	LIABILITIES & FUND BALANCE
	CURRENT
	YEAR

20 NDSL	
201 Accounts Payable	0 00
205 Due To Other Funds	0 00

TOTAL LIABILITIES	0 00

302 Loan Fund Balance	2,965,220 05

TOTAL NDSL	2,965,220 05

21 Nursing Loans	
201 Accounts Payable	0 00

TOTAL LIABILITIES	0 00

302 Loan Fund Balance	54,129 84

TOTAL Nursing Loans	54,129 84

TOTAL Loan Funds	3,029,349 89

MOREHEAD STATE UNIVERSITY
 FY 1987-88 BALANCE SHEET
 MAR 31, 1988

PAGE 003

3 Endowment Funds	ASSETS		LIABILITIES & FUND BALANCE	
	CURRENT YEAR		CURRENT YEAR	
30 Endowment			30 Endowment	
101 Cash	1,877 35		301 Fund Balance	2,579 93
102 Receivables, Invest	702 58			
TOTAL Endowment	2,579 93		TOTAL Endowment	2,579 93
31 Fund for Excellence			31 Fund for Excellence	
101 Cash	447 40		301 Fund Balance	134,447 40
102 Receivables, Invest	134,000 00			
TOTAL Fund for Excellence	134,447 40		TOTAL Fund for Excellence	134,447 40
TOTAL Endowment Funds	137,027 33		TOTAL Endowment Funds	137,027 33

MOREHEAD STATE UNIVERSITY
 FY 1987-88 BALANCE SHEET
 MAR 31, 1988

PAGE 104

4 Plant Funds	ASSETS	LIABILITIES & FUND BALANCE
	CURRENT YEAR	CURRENT YEAR
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		
101 Cash	589,999 90	41 Renewal/Replacement
102 Receivables, Invest	0 00	304 Plant Fund balance 589,999 90
		TOTAL Renewal/Replacement 589,999 90
42 Ret. of Indebtedness		
101 Cash	1,365,217 62	42 Ret. of Indebtedness
102 Receivables, Invest	0 00	304 Plant Fund balance 1,365,217 62
		TOTAL Ret. of Indebtedness 1,365,217 62
43 Investment in Plant		
109 Fixed Assets	94,558,573 63	43 Investment in Plant
		208 Long Term Liabilities 25,300,000 00
		TOTAL LIABILITIES 25,300,000 00
		304 Plant Fund balance 69,258,573 63
TOTAL Investment in Plant	94,558,573 63	TOTAL Investment in Plant 94,558,573 63
TOTAL Plant Funds	101,352,366 96	TOTAL Plant Funds 101,352,366 96

MOREHEAD STATE UNIVERSITY
 FY 1987-88 BALANCE SHEET
 MAR. 31, 1988

PAGE 005

5 Agency Funds	ASSETS CURRENT YEAR		LIABILITIES & FUND BALANCE CURRENT YEAR
50 Club Accounts		50 Club Accounts	
101 Cash	28,035 15	201 Accounts Payable	651 84
		204 Deposits Held/Others	27,383 31
		205 Due To Other Funds	0 00
		TOTAL LIABILITIES	28,035 15
TOTAL Club Accounts	28,035 15	TOTAL Club Accounts	28,035 15
51 Scholarship Account		51 Scholarship Account	
101 Cash	35,989 01	201 Accounts Payable	9,875 00
102 Receivables, Invest	0 00	204 Deposits Held/Others	27,114 01
		TOTAL LIABILITIES	35,989 01
TOTAL Scholarship Account	35,989 01	TOTAL Scholarship Account	35,989 01
52 Deposit Account		52 Deposit Account	
101 Cash	235,807 14	201 Accounts Payable	25,272 20
102 Receivables, Invest	0 00	204 Deposits Held/Others	210,534 94
		TOTAL LIABILITIES	235,807 14
TOTAL Deposit Account	235,807 14	TOTAL Deposit Account	235,807 14
53 Consolidated Agency		53 Consolidated Agency	
101 Cash	544,072 10	201 Accounts Payable	15,345 47
102 Receivables, Invest	244,782 99	204 Deposits Held/Others	754,819 83
		205 Due To Other Funds	17,906 80
		TOTAL LIABILITIES	789,072 10
TOTAL Consolidated Agency	789,072 10	TOTAL Consolidated Agency	789,072 10
54 Federal Programs		54 Federal Programs	
101 Cash	0 00	204 Deposits Held/Others	0 00
		TOTAL LIABILITIES	0 00
TOTAL Federal Programs	0 00	TOTAL Federal Programs	0 00
TOTAL Agency Funds	1,089,903 40	TOTAL Agency Funds	1,089,903 40

Statement of Current Fund Revenues and Expenditures

Page: 001

Morehead State University

For the 9 months ending 03/31/88

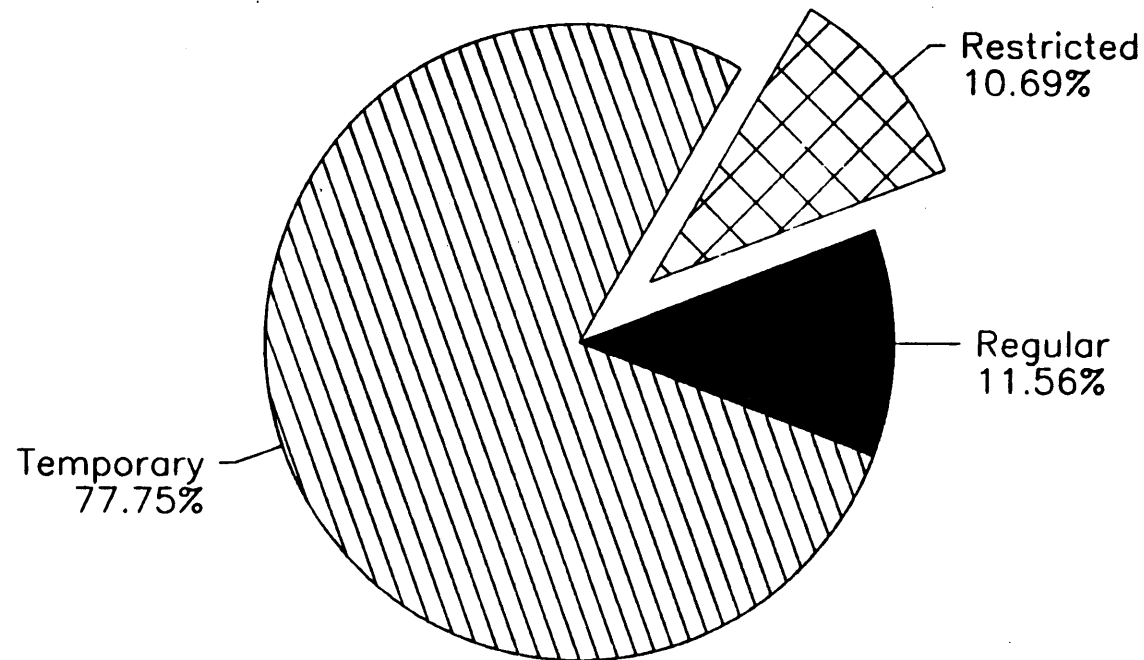
	Unrestricted	Restricted	Total
REVENUES			
Tuition and Fees	8,419,908.75	0.00	8,419,908.75
Gov't Appropriations	18,212,213.81	0.00	18,212,213.81
Private Gifts	0.00	0.00	0.00
Indirect Cost Reimb	12,934.47	0.00	12,934.47
Sch of Ed. Activities	535,630.91	0.00	535,630.91
Other Sources	808,981.85	0.00	808,981.85
Auxiliary Enterprise	6,647,175.87	0.00	6,647,175.87
Restricted Current	0.00	5,521,968.08	5,521,968.08
Total CURRENT REVENUES	40,126,044.86	5,521,968.08	45,648,012.94
EXPENDITURES AND MANDATORY TRANSFERS			
EDUCATION AND GENERAL			
INSTRUCTION	9,250,590.26	574,129.27	9,824,719.53
RESEARCH	10,082.57	9,762.91	20,041.56
PUBLIC SERVICE	608,590.56	711,432.46	1,320,023.04
LIBRARY	1,061,504.60	33,614.25	1,095,118.85
ACADEMIC SUPPORT	1,145,948.75	17,029.90	1,162,978.65
STUDENT SERVICES	2,449,389.71	175,913.96	2,625,303.67
INSTITUTIONAL SUPPORT	4,638,287.55	59,949.57	4,698,237.12
OPERATIONS AND MAINTENANCE OF PLANT	3,229,074.77	4,736.93	3,233,811.70
STUDENT FINANCIAL AID PROGRAM	1,517,744.24	1,755,048.98	3,272,793.22
Sub Total EDUCATION AND GENERAL	24,465,213.11	5,048,023.22	29,513,236.33
MANDATORY TRANSFERS	1,235,761.20	0.00	1,235,761.20
Total EDUCATION AND GENERAL	25,701,974.31	5,048,023.22	30,750,017.53
AUXILIARY ENTERPRISES			
EXPENDITURES	4,526,534.46	210,132.78	4,736,667.26
MANDATORY TRANSFERS	587,447.55	0.00	587,447.55
Total AUXILIARY ENTERPRISES	5,113,982.03	210,132.78	5,324,114.81
Total EXPENDITURES AND MANDATORY TRANSFERS	30,815,956.34	5,258,156.00	36,074,112.34

PERSONNEL ACTIONS

Recommendation:

That the Personnel Actions for the period of March 7, 1988, thru April 22, 1988, be approved.

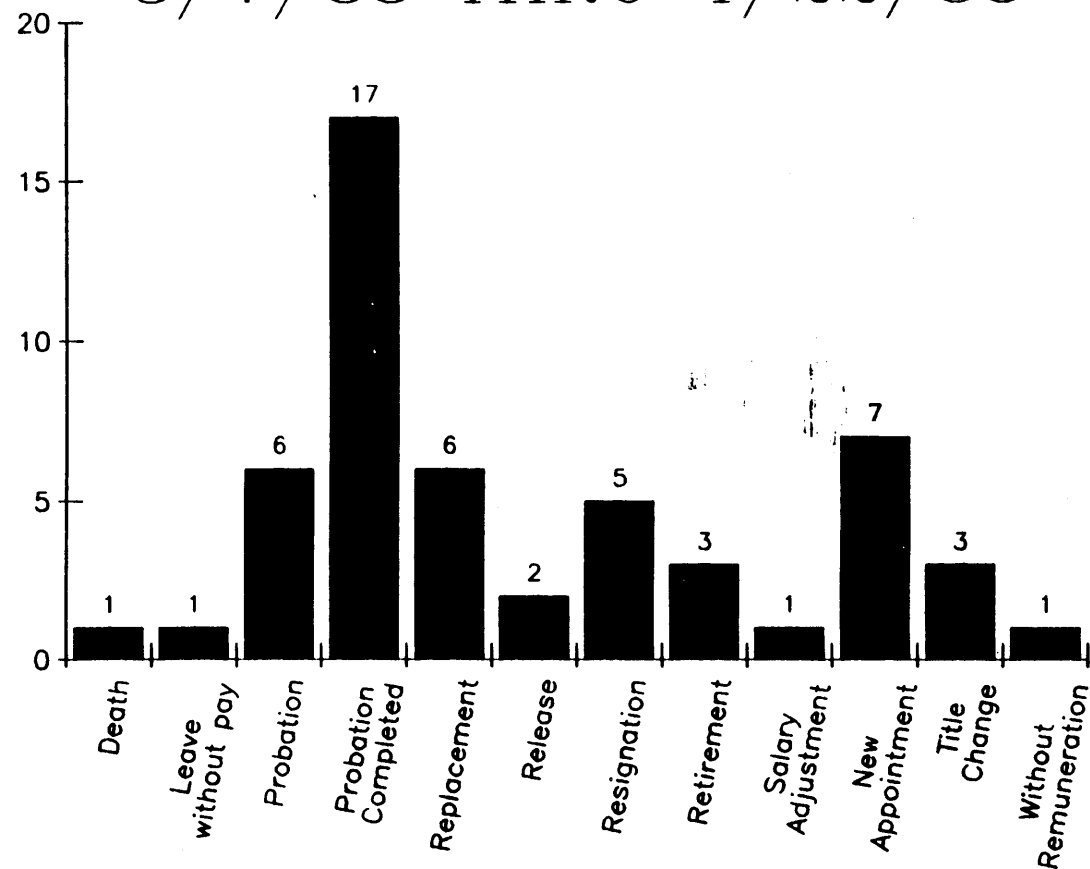
PERSONNEL ACTION REQUESTS 3/7/88 THRU 4/22/88



Total Number of PAR's = 346

*Prepared by
Office of Computing Services*

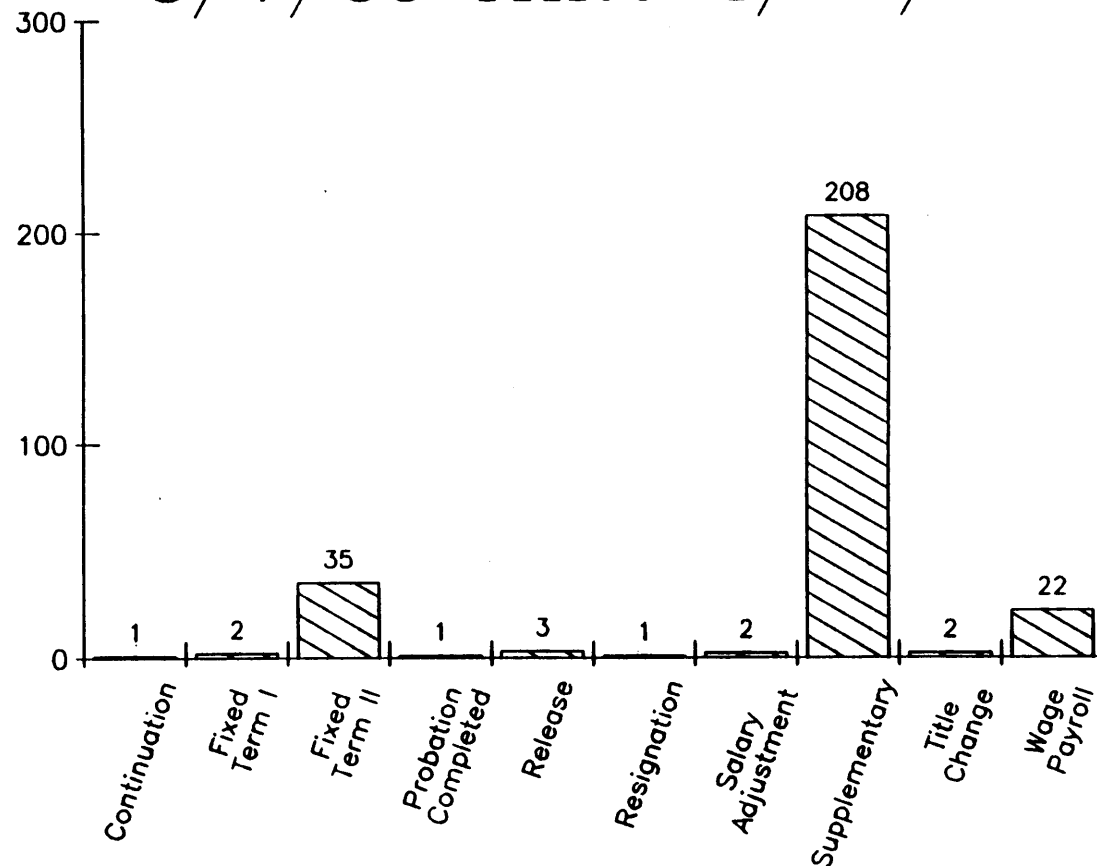
PERSONNEL ACTIONS FOR
REGULAR POSITIONS
3/7/88 THRU 4/22/88



Total Number of PAR'S = 40

Total Number of Actions = 53

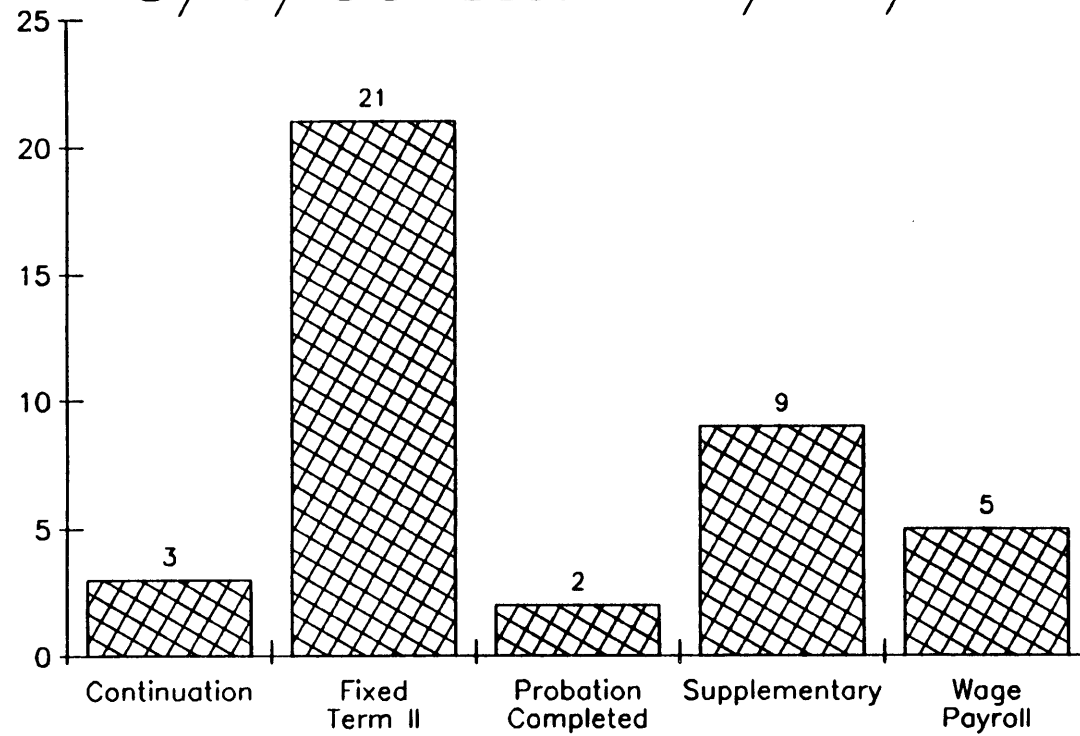
PERSONNEL ACTIONS FOR TEMPORARY POSITIONS 3/7/88 THRU 4/22/88



Total Number of PAR's = 269

Total Number of Actions = 277

PERSONNEL ACTIONS FOR RESTRICTED POSITIONS 3/7/88 THRU 4/22/88



Total Number of PAR's = 37

Total Number of Actions = 40

05/04/88

MOREHEAD STATE UNIVERSITY

Page: 1

POSITIONS SUMMARY

04/22/88

<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>
OFFICE OF THE PRESIDENT	8	6	-2	5	83.33
UNIVERSITY RELATIONS	19	20	1	20	100.00
ATHLETICS	31	32	1	29	90.63
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	104	108	4	100	92.59
PHYSICAL PLANT	129	130	1	128	98.46
DIVISION OF STUDENT DEVELOPMENT	61	49	-12	46	93.88
DIVISION OF ACADEMIC AFFAIRS	47	48	1	46	95.83
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	6	10	4	9	90.00
COLLEGE OF ARTS AND SCIENCES	154	158	4	149	94.30
COLLEGE OF PROFESSIONAL STUDIES	140	146	6	134	91.78
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	82	82	0	72	87.80

05/04/88

MOREHEAD STATE UNIVERSITY

Page: 2

POSITIONS SUMMARY

04/22/88

<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>
ACADEMIC SUPPORT SERVICES	30	33	3	31	93.94
UNDISTRIBUTED INSTITUTIONAL SUPPORT	0	0	0	0	0.00
AUXILIARY SERVICES	92	116	24	96	82.76
FEDERAL PROGRAMS	52	57	5	45	78.95

DEFINITIONS

IONS

Standing I	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.
Standing II	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.
Fixed Term I	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.
Fixed Term II	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.
Supplementary	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.
Visiting Appointment	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.
Wage Payroll	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.

04/28/88

PERSONNEL ACTIONS

Page 001

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of University Relations</u>				
ALLEN, JOHN E	Fixed Term II	Staff Assistant for Athletic Development (Part-time)	3/7/88 - 2/27/89	\$12,800.00
BRUNK, BRENDA S.	Supplementary	KET Student Services Analyst (Secretarial support of seventh district summit)	2/6/88 - 2/6/88	\$75.52
BURGE, JAN GWYNETTE	Supplementary	Coordinator of Conference Services (Work with 16th Regional Tournament)	3/9/88 - 3/12/88	\$150.00
MCCLELLAN, JIM L.	Supplementary	Academic Athletic Counselor (Work with 16th Regional Tournament)	3/9/88 - 3/12/88	\$125.00
STACY, RANDY L.	Supplementary	Acting Sports Information Director (Work with 16th Regional Tournament)	3/9/88 - 3/12/88	\$300.00
STEPHENSON, LARRY WAYNE	Supplementary	Director of Student Activities and University Center (Work with 16th Regional Tournament)	3/9/88 - 3/12/88	\$150.00
WEBSTER, KEITH JAY	Supplementary	Athletic Trainer (Work with 16th Regional Tournament)	3/9/88 - 3/12/88	\$200.00
<u>Office of Public Information</u>				
HOLLEY, JOHN A.	Title Change	Director of Publications (Title changed from Publications Editor to Director of Publications)	3/1/88	\$25,000.00

04/28/88

PERSONNEL ACTIONS

Page: 002

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Office of University Relations				
<u>Office of Public Information</u>				
YOUNG, PAULINE HOLBROOK	Title Change	Staff Writer (From Staff Assistant to Staff Writer)	4/6/88	\$7.10/hr.
 <u>Office of Development</u>				
HOWERTON, ROBERT F.	Standing I Probation	Director of Development	3/28/88	\$48,500.00
 Off VP. Adm., Fiscal Services				
<u>Off. Budget & Mgt. Info. Serv.</u>				
NORTHERN, NORMA FROEHLICH	Resignation	Director of Budgets and Management Information Services, Affirmative Action Officer	4/1/88	\$42,160.00
NORTHERN, NORMA FROEHLICH	Resignation	Director of Budget and Management Information Services/Affirmative Action Officer (Amend resignation from 4/1 to 4/4/88)	4/4/88	\$42,160.00
STAHLEY, MARK OTTO	Salary Adjustment Title Change	From Budget/Policy Analyst to Acting Director of Budgets & MIS	4/5/88	\$35,510.00/annual (\$8,936.00 Inc.)

04/28/88

PERSONNEL ACTIONS

Page: 003

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off VP, Adm., Fiscal Services				
<u>Office of Computing Services</u>				
DEHART, JIMMY	Supplementary	Carpenter Supervisor (Additional Painting Services)	3/10/88 - 4/30/88	\$400.00
MAUK, FRANKLIN D	Supplementary	Painter (Additional Painting Services)	3/10/88 - 4/30/88	\$400.00
MCCOY, JR., CLARENCE BUDDY	Resignation	Lead Systems Analyst/ Programmer	4/22/88	\$29,939.00
<u>Office of Personnel Services</u>				
LAWSON, M. DIANE	Probation Completed	Secretary	4/11/88	\$5.70/hr.
<u>Office of WMKY Radio</u>				
ANGEL, MICHAEL PATRICK	Fixed Term II	Acting News and Public Affairs Director	3/6/88 - 3/19/88	\$400.00
COOK, MISTIE LYNETTE	Standing I Replacement Probation	News and Public Affairs Director (Replacing David Farmer, \$18,379.00)	3/14/88	\$17,800.00
HITCHCOCK, PAUL WILSON	Wage Payroll	Sports Assistant (Additional hours during Spring Break)	3/13/88 - 3/19/88	\$4.41/hr.

04/28/88

P E R S O N N E L A C T I O N S

Page: 004

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm., Fiscal Services				
<u>Office of Safety and Security</u>				
CAUDILL, CANDACE ANN	Standing I Replacement Probation	Secretary I (Replacing Sandra Rogers, \$5.48/hr.)	3/21/88	\$5.40/hr.
<u>Office of Communication Serv</u>				
SLOAN, ROBERT	Wage Payroll	Audiovisual Technician	2/29/88 - 6/30/88	\$9.00/hr.
STEVENS, OSCAR WAYNE	Probation Completed	Electronic Technician I	3/21/88	\$6.67/hr.
<u>Office of Printing Services</u>				
COOPER, ROBERT ALEC	Resignation	Copy Center Operator	6/10/88	\$5.29/hr.
Off. VP, Student Development				
<u>Off. Univ. Couns. & Hlth. Serv</u>				
BLEVINS, BRIGITTE ANN	Standing I Replacement Probation	Clerk-Typist (Replacing Deborah Caudill, \$5.22/hr.)	3/28/88	\$4.90/hr.
<u>Office of Admissions</u>				
MCINTOSH, SANDRA L	Probation Completed	Admissions Counselor	2/29/88	\$14,589.00

04/28/88

PERSONNEL ACTIONS

Page: 005

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. VP, Student Development				
<u>Housing Office</u>				
BROWN, MAEBELLE	Wage Payroll	Custodian	3/28/88 - 5/30/88	\$3.35/hr.
 <u>Office of Minority Affairs</u>				
BOYD, WESLEY	Fixed Term II	Lecturer	4/15/88 - 4/18/88	\$2,000.00
BROWN, FRED	Fixed Term II	Lecturer	4/15/88 - 4/17/88	\$250.00
WARD, BRIAN K.	Fixed Term II	Lecturer	4/15/88 - 4/17/88	\$400.00
 Off. of Dean, Col. Arts&Scienc				
<u>Art</u>				
SWAIN, ADRIAN	Supplementary	Curator - Folk Art Gallery	3/1/88 - 5/31/88	\$1,800.00
 <u>Biological & Env. Sciences</u>				
BUSROE, FRED M	Supplementary	Associate Professor of Biology (Overload - 1.56 hrs.)	1/1/88 - 5/13/88	\$624.00
BUSROE, FRED M	Supplementary	Associate Professor of Biology (Over the Road Pay - BIO 606-090 at Pikeville)	1/19/88 - 5/14/88	\$1,022.00
BUSROE, FRED M	Supplementary	Associate Professor of Biology (Serve as Community Health AHES Project Director)	5/15/88 - 6/30/88	\$1,080.00

04/28/88

PERSONNEL ACTIONS

Page: 006

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Col. Arts&Scienc				
<u>Biological & Env. Sciences</u>				
HOWELL JR, JERRY F	Supplementary	Professor of Biology (Overload - 1.95 hrs.)	1/11/88 - 5/13/88	\$780.00
HOWELL JR, JERRY F	Supplementary	Professor of Biology (Over the Road Pay - BIO 553-090 at Paul Blazer High School)	1/19/88 - 5/14/88	\$662.00
MAGRANE, DAVID T	Supplementary	Professor of Biology (Overload - 3.4 hrs.)	1/11/88 - 5/13/88	\$1,360.00
PASS, II, TED	Supplementary	Professor of Biology (Serve as Medical Tech AHES Project Director)	5/16/88 - 6/30/88	\$1,080.00
PRYOR, MADISON E	Supplementary	Professor of Biology (Overload - 6 hrs.)	8/17/87 - 5/13/88	\$2,400.00
SAXON, DAVID J	Supplementary	Professor of Biology (Overload - 3 hrs., and Over the Road Pay - BIO 336-090 at Prestonsburg)	1/19/88 - 5/14/88	\$1,990.00
SAXON, DAVID J	Supplementary	Professor of Biology (Overload - 3 hrs.)	8/17/87 - 12/11/87	\$1,200.00
WRIGHT, RITA B.	Supplementary	Water Analyst (Maintain normal functions during Spring Break - 4 hrs./day)	3/14/88 - 3/18/88	\$100.00
<u>Bio & Envi. Sci.-Water Analysis</u>				
WRIGHT, RITA B.	Supplementary	Water Analyst (PAR supersedes PAR dated 2/19/88 - Increased to 8 hrs./day instead of 4 hrs./day)	3/14/88 - 3/18/88	\$200.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 007

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc <u>Communications</u>				
ALBERT, LAWRENCE S.	Supplementary	Assistant Professor of Speech (Overload - 3 hrs. and Over the Road Pay - Speech 370-091 at West Liberty)	1/11/88 - 5/13/88	\$1,610.00
ALBERT, LAWRENCE S.	Supplementary	Assistant Professor of Speech (Overload - 3 hrs.)	8/17/87 - 12/11/87	\$1,200.00
BANKS, RICHARD L.	Supplementary	Assistant Professor of Journalism (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
BROWN, W DAVID	Supplementary	Professor of Journalism (Overload - 3 hrs.)	1/1/88 - 5/13/88	\$1,200.00
GREER, DALE DENTON	Supplementary	Assistant Professor of Radio-TV (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
HAMM, HARLEN L	Supplementary	Associate Professor of Speech (Overload - 3 hrs.)	8/17/87 - 12/11/87	\$1,200.00
HAMM, HARLEN L	Supplementary	Associate Professor of Speech (Overload - 3 hrs.)	1/13/88 - 5/15/88	\$1,200.00
KAPPES, KEITH R	Supplementary	Director of University Relations (Overload - 3 hrs. and Over the Road Pay - JOUR 482-090 at Paul Blazer High School)	1/11/88 - 5/13/88	\$1,862.00
LINDELL, CALVIN D.	Supplementary	Instructor of Speech (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
LINDELL, CALVIN D.	Supplementary	Instructor of Speech (Overload - 3 hrs.)	8/17/87 - 5/15/88	\$1,200.00
QUISENBERRY, JAMES EDWARD	Supplementary	Professor of Speech (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
QUISENBERRY, JAMES EDWARD	Supplementary	Professor of Speech (Overload - 3 hrs.)	8/17/87 - 5/15/88	\$1,200.00

04/28/88

PERSONNEL ACTIONS

Page: 008

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Communications</u>				
SCOTT, THOMAS ELIHU	Supplementary	Assistant Professor of Speech (Overload - 3 hrs. and Over the Road Pay - SPEECH 370-090 at Paul Blazer High School)	1/11/88 - 5/13/88	\$1,862.00
SCOTT, THOMAS ELIHU	Supplementary	Assistant Professor of Speech (Overload - 3 hrs.)	8/17/87 - 5/15/88	\$1,200.00
WHITING, JOYCE E.	Supplementary	Assistant Professor of Speech (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
WILSON, JACK E	Supplementary	Professor of Speech (Overload - 3 hrs.)	8/17/87 - 5/15/88	\$1,200.00
WILSON, JACK E	Supplementary	Professor of Speech (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
YANCY, THOMAS L	Supplementary	Assistant Professor of Radio-TV (Overload - 3 hrs.)	1/11/88 - 5/13/88	\$1,200.00
<u>English, Foreign Lang. & Phil.</u>				
CAMPBELL, GLENNA EVANS	Supplementary	Associate Professor of English (Teach an additional class)	3/21/88	\$600.00
CAMPBELL, GLENNA EVANS	Supplementary	Associate Professor of English (Overload - 3 hrs.)	8/19/87 - 12/12/87	\$1,200.00
CAND, VICENTE	Supplementary	Associate Professor of Romance Languages (Overload - 3 hrs.)	1/13/88 - 5/14/88	\$1,200.00
DOBLER, O. RONALD	Supplementary	Professor of English (Over the Road Pay - ENG 544-090 at Prestonsburg)	1/13/8 - 5/14/88	\$790.00

04/28/88

PERSONNEL ACTIONS

Page: 009

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>English, Foreign Lang. & Phil.</u>				
HARDESTY, RYAN KEITH	Fixed Term II	Lecturer (Teach an additional ENG-102)	3/21/88 - 5/14/88	\$600.00
HOLT, CAROL P.	Fixed Term II	Lecturer (Teach ENG 102-091)	1/13/88 - 5/14/88	\$1,200.00
HUBBARD, KEITH MACDONALD	Fixed Term II Salary Adjustment Title Change	From Lecturer to Instructor of English	3/21/88 - 5/14/88	\$4,500.00
MAYS, GEORGE ALPHA	Supplementary	Assistant Professor of English (Overload - 3 hrs. for 1/2 semester)	10/13/87 - 12/12/87	\$600.00
NETHERTON, MARY JO	Supplementary	Associate Professor of French (Overload - 3 hrs.)	8/19/87 - 12/12/87	\$1,200.00
PAYNE, ESSIE CRUMPTON	Retirement	Assistant Professor of English (Supersedes previous PAR)	3/21/88	\$26,749.00
PETERS, BETTY J.	Supplementary	Assistant Professor of English (Overload - 3 hrs. and Over the Road Pay - at Mt. Sterling)	1/13/88 - 5/14/88	\$1,580.00
PETERS, BETTY J.	Supplementary	Assistant Professor of English (Overload - 3 hrs. for 1/2 semester)	10/13/87 - 12/12/87	\$600.00
WEIR, VICKIE	Standing I Replacement	Assistant Professor of English (Replacing Charles Pelfrey, \$37,513.00)	8/19/88	\$24,500.00
YOUNG, EUGENE O.	Supplementary	Associate Professor of English (Overload - 6 hrs.)	1/13/88 - 5/14/88	\$2,400.00

04/28/88

PERSONNEL ACTIONS

Page: 010

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Geog., Govt., History</u>				
BLAHA, THOMAS J.	Fixed Term II	Lecturer (Teach GOVT 490-090)	1/11/88 - 5/14/88	\$1,200.00
BURNS, ROLAND LOUIS	Supplementary	Professor of Geography (Over the Road Pay - GED 502-090 at Paul Blazer High School)	1/11/88 - 5/14/88	\$662.00
COX, GARY C	Supplementary	Professor of Geography (Overload - 3 hrs.)	8/17/87 - 12/12/87	\$1,200.00
COX, GARY C	Supplementary	Professor of Geography (Overload - 3 hrs. and Over the Road Pay - GED 600-090 at Pikeville)	1/11/88 - 5/14/88	\$2,222.00
GARDNER, JOHN A.	Fixed Term II	Lecturer (Teach GOVT 491-090)	1/11/88 - 5/14/88	\$1,200.00
ROBINSON, JAMES R	Supplementary	Assistant Professor of Geography (Revise correspondence course)	8/1/88 - 8/30/88	\$400.00
<u>Mathematics</u>				
FLORA, BEN V	Supplementary	Professor of Mathematics (Overload - 3 hrs. and Over the Road Pay - MATH 575 at Prestonsburg)	1/13/88 - 5/11/88	\$1,990.00
FLORA, BEN V	Supplementary	Professor of Mathematics (Revise Correspondence Course - MATH 141)	2/29/88 - 3/31/88	\$400.00
FLORA, BEN V	Supplementary	Professor of Mathematics (Revise Correspondence Course - MATH 174)	2/29/88 - 3/31/88	\$400.00

04/28/88

PERSONNEL ACTIONS

Page: 011

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Col. Arts&Scienc				
<u>Mathematics</u>				
FRYMAN, JOHNNIE O	Supplementary	Associate Professor of Mathematics (Overload - 3 hrs. and Over the Road Pay - MATH 675 at Paul Blazer High School)	1/13/88 - 5/11/88	\$1,862.00
JOHNSTON, GLENN EARL	Supplementary	Professor of Mathematics (Overload - 3 hrs.)	1/13/88 - 5/11/88	\$1,200.00
MANN, JAMES D	Supplementary	Associate Professor of Mathematics (Overload - 3 hrs.)	8/17/87 - 12/11/87	\$1,200.00
PACK, TED M.	Supplementary	Instructor of Mathematics (Overload - 3 hrs.)	8/19/87 - 12/11/87	\$1,200.00
<u>Music</u>				
BEANE, ANNE T	Supplementary	Instructor of Music (Overload - 2.73 hrs.)	8/17/87 - 12/11/87	\$1,092.00
BLAIR, HAROLD LEO	Supplementary	Associate Professor of Music (Overload - 1.86 hrs.)	8/17/87 - 12/11/87	\$744.00
BRAGG, JAMES W	Supplementary	Associate Professor of Music (Overload - 2.52 hrs.)	8/17/87 - 12/11/87	\$1,008.00
FLIPPIN, RUSSELL JAY	Supplementary	Associate Professor of Music (Overload - 6 hrs.)	8/17/87 - 12/11/87	\$2,400.00
KEENAN, LARRY W	Supplementary	Professor of Music (Overload - 2.60 hrs.)	8/17/87 - 12/11/87	\$1,040.00
MALTERER, EDWARD LEE	Supplementary	Associate Professor of Music (Overload - .25 hr.)	8/17/87 - 12/11/87	\$100.00
MUELLER, FREDERICK	Supplementary	Professor of Music (Overload - 6 hrs.)	8/17/87 - 12/11/87	\$2,400.00

04/28/88

PERSONNEL ACTIONS

Page: 012

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Music</u>				
NORDEN, EUGENE C	Supplementary	Assistant Professor of Music (Overload - 3 hrs.)	8/17/87 - 12/11/87	\$1,200.00
ODDIS, FRANK ALAN	Supplementary	Assistant Professor of Music (Overload - 2.97 hrs.)	8/17/87 - 12/11/87	\$1,188.00
PRITCHARD, ROBERT D	Supplementary	Assistant Professor of Music (Overload - 1.88 hrs.)	8/17/87 - 12/11/87	\$752.00
ROSS, RAYMOND PERRY	Supplementary	Assistant Professor of Music (Overload - 6 hrs.)	8/17/87 - 12/11/87	\$2,400.00
STETLER, JOHN K	Supplementary	Associate Professor of Music (Overload - 3.14 hrs.)	8/17/87 - 12/11/87	\$1,256.00
VENETTOZZI, VASILE JEAN	Supplementary	Associate Professor of Music (Overload - 4.32 hrs.)	8/17/87 - 12/11/87	\$1,728.00
<u>Physical Sciences</u>				
BRENGELMAN, RUSSELL M	Supplementary	Professor of Physics (Overload - 3.8 hrs.)	8/17/87 - 5/13/88	\$1,520.00
CAIN, HAROLD WADE	Supplementary	Assistant Professor of Chemistry (Overload - 4.6 hrs.)	8/17/87 - 5/13/88	\$1,840.00
ESHAM, MAURICE E.	Supplementary	Associate Professor of Science (Overload - 1.45 hrs.)	8/17/87 - 5/13/88	\$580.00
FALLS, WILLIAM R	Supplementary	Department Chairman of Physical Sciences (Retraining Program for Middle School Science Teachers)	5/1/88 - 5/30/88	\$4,291.00

04/28/88

PERSONNEL ACTIONS

Page: 013

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Physical Sciences</u>				
FIEL, RONALD L	Supplementary	Professor of Science (Overload - 5.25 hrs.)	1/11/88 - 5/13/88	\$2,100.00
HEDGECOCK, HERBERT C	Supplementary	Assistant Professor of Chemistry (Overload - 6 hrs.)	1/11/88 - 5/13/88	\$2,400.00
HUNT, RICHARD L	Supplementary	Associate Professor of Chemistry (Overload - 2.7 hrs.)	8/17/87 - 5/13/88	\$1,080.00
HYLBERT, DAVID K	Supplementary	Professor of Geoscience (Overload - 2.75 hrs.)	8/17/87 - 5/13/88	\$1,100.00
SHOEMAKER, JON PHILLIP	Fixed Term II	Lecturer (Teach SCI 490-090)	1/11/88 - 5/13/88	\$1,200.00
STORY, LLOYD EDWARD	Fixed Term II	Lecturer (Teach SCI 490)	1/11/88 - 5/13/88	\$1,200.00
Off. of Dean, Prof. Studies				
<u>Off. of Dean, Prof. Studies</u>				
FERGUSON, JOAN KAREN	Probation Completed	Secretary	4/14/88	\$6.27/hr.
RAMEY, C. VICTOR	Supplementary	Associate Director of Research, Grants & Contracts (Complete a computer project)	1/11/88 - 1/28/88	\$252.00
<u>Business and Economics</u>				
ALCORN, JOHN M	Supplementary	Associate Professor of Accounting (Overload 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00

04/28/88

PERSONNEL ACTIONS

Page: 014

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Business and Economics</u>				
ALCORN, JOHN M	Supplementary	Associate Professor of Accounting (Over the Road Pay - ACCT 528-090 at Prestonsburg)	1/15/88 - 5/15/88	\$790.00
BAILEY, BONNIE HAY	Supplementary	Instructor of Data Processing (Overload 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
BERNARDI, RAY D.	Supplementary	Professor of Business (Overload 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
BOYD, CHARLENE	Fixed Term II	Lecturer (Teach MNGT 602-090)	1/20/88 - 5/13/88	\$1,200.00
BROWN, DONALD EUGENE	Supplementary	Instructor of Economics (Over the Road Pay - FIN 660-090 at Pikeville)	1/15/88 - 5/15/88	\$1,022.00
CARLSON, RODGER D.	Supplementary	Professor of Marketing (Overload - 2.25 hrs.)	1/15/88 - 5/15/88	\$900.00
CAUDILL, C DALE	Supplementary	Instructor of Management (Overload - 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
DAVIS, BERNARD	Supplementary	Kilpatrick Professor of Banking (Overload - 2.5 hrs.)	1/15/88 - 5/15/88	\$1,000.00
HICKS, CHARLES H	Supplementary	Professor of Education (Overload - 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
HICKS, CHARLES H	Supplementary	Professor of Education (Over the Road Pay - DATA 516-090 at Wolfe County)	1/15/88 - 5/15/88	\$750.00
JOHNSTON, GLENN EARL	Supplementary	Professor of Mathematics (Over the Road Pay - MNGT 602-091 at Prestonsburg)	1/15/88 - 5/15/88	\$790.00
MAYSE, MYRA JANE	Probation Completed	Secretary	4/1/88	\$5.70/hr.
MCCORMICK, BEVERLY JOYCE	Supplementary	Assistant Professor of Real Estate (Overload - 2.75 hrs.)	1/15/88 - 5/15/88	\$1,100.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 015

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Business and Economics</u>				
MEADOWS, ROBERT E	Supplementary	Professor of Management (Over the Road Pay - MNGT 612-091 at Pikeville)	1/15/88 - 5/15/88	\$1,022.00
MILLER, GREEN RUSSELL	Supplementary	Associate Professor of Economics (Over the Road Pay - FIN 560-090 at Paul Blazer High School)	1/15/88 - 5/15/88	\$662.00
MILLER, GREEN RUSSELL	Supplementary	Associate Professor of Economics (Overload - 3.5 hrs.)	1/15/88 - 5/15/88	\$1,400.00
OSBORNE, JOHN W	Supplementary	Assistant Professor of Accounting (Overload - 2.75 hrs.)	1/15/88 - 5/15/88	\$1,100.00
OSBORNE, MARY P	Supplementary	Assistant Professor of Marketing (Overload - 1.5 hrs.)	1/15/88 - 5/15/88	\$600.00
OSBORNE, MARY P	Supplementary	Assistant Professor of Marketing (Over the Road Pay - MNGT 612-090 at Paul Blazer High School)	1/15/88 - 5/15/88	\$662.00
PATRICK, ANGELA ARLENE	Fixed Term II	Lecturer (Teach REAL 310-090)	1/13/88 - 5/13/88	\$1,200.00
PIERCE, BILL B	Supplementary	Professor of Marketing (Over the Road Pay - MKT 650-090 at Paul Blazer High School)	1/15/88 - 5/15/88	\$662.00
PIERCE, BILL B	Supplementary	Professor of Marketing (Overload - 1.25 hrs.)	1/15/88 - 5/15/88	\$500.00
RODGERS, WILLIAM A	Supplementary	Professor of Data Processing (Overload - 6 hrs.)	1/15/88 - 5/15/88	\$2,400.00
STEWART, JAMES WADE	Fixed Term II	Lecturer (Teach ACCT 385-090)	1/13/88 - 5/13/88	\$1,200.00

04/28/88

PERSONNEL ACTIONS

Page: 016

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Business and Economics</u>				
VAN METER, GARY L	Supplementary	Associate Professor of Accounting (Over the Road Pay - ACCT 611-090 at Paul Blazer High School)	1/15/88 - 5/15/88	\$662.00
VAN METER, GARY L	Supplementary	Associate Professor of Accounting (Overload - 1.75 hrs.)	1/15/88 - 5/15/88	\$700.00
<u>Education</u>				
BACK, REEDUS	Supplementary	Professor of Education (Over the Road Pay - EDAD 695 at Prestonsburg)	1/13/88 - 5/13/88	\$790.00
BANKS, ELAINE	Wage Payroll	Staff Assistant	3/12/88 - 6/1/88	\$3.35/hr.
BARNETT, MYRON DAVID	Fixed Term II	Lecturer (Teach EDEL 632-090)	1/13/88 - 5/15/88	\$1,200.00
BEMBRY, DEBORAH ELAINE	Supplementary	Assistant Professor of Education (Over the Road Pay - EDEL 321-090 at Paul Blazer High School)	1/13/88 - 5/15/88	\$662.00
BURCHWELL, JAMES E.	Fixed Term II	Lecturer (Teach EDSP 601-090)	1/13/88 - 5/15/88	\$1,200.00
CARLSON, DOROTHY E	Fixed Term II	Lecturer (Teach EDEL 627-092)	4/1/88 - 5/15/88	\$1,200.00
CARPENTER, JANET FAYE	Fixed Term II	Consultant (Adult Education Program, Bracken County)	3/15/88 - 3/30/88	\$300.00
COLLINS, OWEN	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00

04/28/88

PERSONNEL ACTIONS

Page: 017

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
DANIEL, RICHARD W.	Supplementary	Professor of Education (Over the Road Pay - EDF 600 at Paul Blazer High School)	1/13/88 - 5/13/88	\$662.00
DANIEL, RICHARD W.	Supplementary	Professor of Education (Evaluate Adult Education Program at Middlesboro & Bell Co.)	3/15/88 - 3/30/88	\$300.00
DIETZ, ARTHUR H	Fixed Term II	Consultant (Adult Education Program, Kenton County)	3/15/88 - 3/30/88	\$300.00
DOWDY, ELIZABETH	Without Remuneration	Lecturer	1/13/88 - 5/15/88	0
EDINGER, DENNIS L	Supplementary	Professor of Education (Over the Road Pay - EDSP 350-090 at Prestonsburg)	1/13/88 - 5/15/88	\$790.00
EIDSON, SUSAN L.	Standing I Probation Replacement	Secretary I (Replacing Deborah Warren, \$4.83/hr.)	3/7/88	\$4.90/hr.
FITZPATRICK, BRENDA	Fixed Term II	Consultant (Adult Education Program, Mason County)	3/15/88 - 3/30/88	\$300.00
GEORGES, CAROL ANN	Supplementary	Assistant Professor of Education (Over the Road Pay - EDSP 230-090 at Maysville)	1/13/88 - 5/15/88	\$490.00
GIFFORD, JAMES M	Supplementary	Executive Director of Jesse Stuart Foundation (Overload - 3 hrs.)	1/13/88 - 5/13/88	\$1,200.00
GOTSICK, JAMES E.	Supplementary	Professor of Psychology (Over the Road Pay - EDF 610 at Maysville)	1/18/88 - 5/13/88	\$490.00
GRIESINGER, ANN GRETCHEN	Wage Payroll	Teacher (Substituting in Child Development Laboratory)	2/25/88 - 5/13/88	\$5.87/hr.

04/28/88

P E R S O N N E L A C T I O N S

Page: 018

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Education</u>				
GRIESINGER, LAWRENCE E	Supplementary	Professor of Education (Overload - 4.5 hrs.)	1/13/88 - 5/13/88	\$1,800.00
HAMPTON, COLEENE BRANSON	Supplementary	Instructor of Education (Over the Road Pay - EDEL 336-090 at Prestonsburg)	1/13/88 - 5/15/88	\$790.00
HANEY, MARLENE S	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00
HEATHERLY, JEANNIE	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00
HENNINGER, LUX E	Supplementary	Assistant Professor of Education (Over the Road Pay - EDAD 628 at Paul Blazer High School)	1/13/88 - 5/13/88	\$662.00
HOLLIN, TAYLOR N	Supplementary	Lecturer (Overload - 1 hr.)	1/13/88 - 5/13/88	\$400.00
HOLLIN, TAYLOR N	Supplementary	Lecturer (Over the Road Pay - EDSE 634 at Pikeville)	1/13/88 - 5/13/88	\$1,022.00
HOPPER, PHILLIP M.	Supplementary	Director of Career Planning And Placement (Over the Road Pay - EDF 610 at Prestonsburg)	1/13/88 - 5/13/88	\$790.00
HOPPER, PHILLIP M.	Supplementary	Director of Career Planning and Placement (Overload - 3 hrs.)	1/13/88 - 5/13/88	\$1,200.00
HORSKY, GREGORY A	Supplementary	Assistant Professor of Education (Over the Road Pay - EDEL 323-090 at Prestonsburg)	1/13/88 - 5/15/88	\$790.00

04/28/88

PERSONNEL ACTIONS

Page: 019

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Education</u>				
HORSKY, GREGORY A	Release	Assistant Professor of Education (Notice of Nonreappoint- ment)	5/13/89	\$24,014.00
HURLEY, TONY	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00
LARUE, GENTRY C.	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00
MANGRUM, FRANKLIN M	Supplementary	Professor of Philosophy (Over the Road Pay - EDEL 680-092 at Pikeville)	1/13/88 - 5/15/88	\$1,022.00
MANGRUM, FRANKLIN M	Supplementary	Professor of Philosophy (Overload - 6 hrs.)	1/15/88 - 5/15/88	\$2,400.00
MANGRUM, JESSIE R	Death	Assistant Professor of Education (Stop pay action due to death)	3/18/88	\$21,812.00
MCGHEE, PAUL RALPH	Supplementary	Professor of Education (Over the Road Pay - EDAD 660 at Pikeville)	1/13/88 - 5/15/88	\$1,022.00
MILLER, RODNEY D	Supplementary	Professor of Education (Overload - 3.5 hrs.)	1/13/88 - 5/13/88	\$1,400.00
MOORE, WILLIAM F	Supplementary	Associate Professor of Education (Overload - 5 hrs.)	1/13/88 - 5/13/88	\$2,000.00
NEEDHAM, ROBERT C	Supplementary	Professor of Education (Over the Road Pay - EDAD 691 at Prestonsburg)	1/13/88 - 5/13/88	\$790.00
NIELSEN, BARBARA	Fixed Term II	Consultant (Adult Education Program, Henderson Community College)	3/15/88 - 3/30/88	\$300.00

04/28/88

PERSONNEL ACTIONS

Page: 020

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Education</u>				
OWEN, DEAN WALLACE	Supplementary	Professor of Education (Over the Road Pay - EDGC 580 at Pikeville)	1/13/88 - 5/13/88	\$1,022.00
POLLOCK, MARY ANNE	Supplementary	Assistant Professor of Education (Over the Road Pay - EDEL 627-091 at Maysville)	1/13/88 - 5/15/88	\$490.00
PRICKETT, ROBERT L	Supplementary	Assistant Professor of Education (Over the Road Pay - EDAD 628 in Pikeville)	1/13/88 - 5/13/88	\$1,022.00
PRICKETT, ROBERT L	Supplementary	Assistant Professor of Education (Overload - 2.5 hrs.)	1/13/88 - 5/13/88	\$1,000.00
RAPP, DANIEL W.	Supplementary	Lecturer (Over the Road Pay - EDF 600 at Pikeville)	1/13/88 - 5/13/88	\$1,022.00
RIS, DIANE L	Supplementary	Professor of Education (Over the Road Pay - EDUC 582-090 at Maysville)	1/13/88 - 5/15/88	\$490.00
ROSE, N HAROLD	Supplementary	Professor of Education (Over the Road Pay - EDF 600 at Pikeville)	1/13/88 - 5/13/88	\$1,022.00
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (Overload - 2 hrs.)	1/13/88 - 5/15/88	\$800.00
SABIE, LAYLA BAYATTI	Supplementary	Associate Professor of Education (Over the Road Pay - EDEL 630-090 at Inez)	1/13/88 - 5/15/88	\$950.00
SCAHILL, JOHN H.	Supplementary	Lecturer (Over the Road Pay - EDEL 680-091 at Prestonsburg)	1/13/88 - 5/15/88	\$790.00

04/28/88

PERSONNEL ACTIONS

Page: 021

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
SCOTT, MARLENE C	Fixed Term II	Consultant (Conduct ABE Program evaluation)	3/15/88 - 3/30/88	\$300.00
SILKER, GARY LEE	Supplementary	Staff Counselor (Teach EDGC 669 - Supplements PAR dated 2/8/88 and Supersedes PAR dated 2/22/88)	1/13/88 - 5/13/88	\$200.00
SMITH, COLLEEN M.	Wage Payroll Continuation	Secretary I	3/7/88 - 3/18/88	\$5.40/hr.
SMITH, COLLEEN M.	Standing I Probation Replacement	Secretary I (Replacing Darlene Payne, \$8.00/hr.)	3/21/88	\$5.40/hr.
TERRY, ELEANOR H	Fixed Term II	Lecturer (Teach EDEL 301-090)	1/13/87 - 5/13/87	\$800.00
THOMAS, DAN S	Supplementary	Professor of Education (Over the Road Pay - EDGC 666 at Pikeville)	1/13/88 - 5/13/88	\$1,022.00
TILLER, WARREN PARKER	Fixed Term II	Lecturer (Teach EDSE 634 at Belfry and Teach EDEL 630 at Pikeville)	1/13/88 - 5/13/88	\$2,400.00
TURNER, TAYLOR EDWARD	Fixed Term II	Lecturer (Teach EDEL 627-093)	1/13/88 - 5/15/88	\$1,200.00
WEIKEL, WILLIAM JOSEPH	Supplementary	Professor of Education (Over the Road Pay - EDGC 667 at Prestonsburg)	1/13/88 - 5/13/88	\$790.00
WEIKEL, WILLIAM JOSEPH	Supplementary	Professor of Education (Overload - 1 hr.)	1/13/88 - 5/13/88	\$400.00
WELLS, RANDALL L.	Supplementary	Coordinator of School Relations (Over the Road Pay - EDEL 630-092 at Whitesburg)	1/13/88 - 5/15/88	\$1,446.00

04/28/88

PERSONNEL ACTIONS

Page: 022

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Education</u>				
WHORDLEY, DEREK	Supplementary	Professor of Education (Over the Road Pay - EDEL 627-090 at Paul Blazer High School)	1/13/88 - 5/15/88	\$662.00
WRIGHT, GENE C	Fixed Term II	Lecturer (Assist in teaching EDEL 630 at Whitesburg)	1/13/88 - 5/15/88	\$1,200.00
YOUNG, STEPHEN S	Supplementary	Professor of Education (Overload - 1 hr.)	1/13/88 - 5/13/88	\$400.00
<u>Health/P. E. /Recreation</u>				
ADKINS, PALMER RAY	Supplementary	Assistant Professor of HPER (Overload - 1 hr.)	2/3/88 - 5/13/88	\$400.00
BENTLEY, EARL J	Supplementary	Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
BENTLEY, EARL J	Supplementary	Professor of HPER (Over the Road Pay - PHED 606 at Whitesburg)	1/14/88 - 5/13/88	\$1,446.00
BROWN, WALLACE MICHAEL	Supplementary	Associate Professor of HPER (Overload - 1 hr.)	2/3/88 - 5/13/88	\$400.00
CHANEY, REX	Supplementary	Associate Professor of HPER (Over the Road Pay - REC 625 at Paul Blazer High School)	1/14/88 - 5/13/88	\$662.00
CHANEY, REX	Supplementary	Associate Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
CRAGER, JAMES BUFORD	Supplementary	Assistant Professor of HPER (Overload - 2 hrs.)	2/3/88 - 5/13/88	\$800.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 023

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Health/P. E. /Recreation</u>				
FITZGERALD, LYNNE ELIZABETH	Supplementary	Assistant Professor of HPER (Over the Road Pay - PHED 604 at Jackson)	1/14/88 - 5/13/88	\$910.00
FITZGERALD, LYNNE ELIZABETH	Supplementary	Assistant Professor of HPER (Overload - 2 hrs.)	2/3/88 - 5/13/88	\$800.00
NESBITT, HOWARD C	Supplementary	Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
NESBITT, HOWARD C	Supplementary	Professor of HPER (Over the Road Pay - REC 585 at Whitesburg)	1/14/88 - 5/13/88	\$1,446.00
OSBORNE, GRETTA G	Supplementary	Assistant Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
OSBORNE, GRETTA G	Supplementary	Assistant Professor of HPER (Over the Road Pay - HLTH 508 at Paul Blazer High School)	1/14/88 - 5/13/88	\$662.00
OSBORNE, JAMES W	Supplementary	Assistant Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
OSBORNE, JAMES W	Supplementary	Assistant Professor of HPER (Over the Road Pay - HLTH 508 at Prestonsburg)	1/14/88 - 5/13/88	\$790.00
RAINES, PAUL A	Supplementary	Professor of HPER (Overload - 4 hrs.)	2/3/88 - 5/13/88	\$1,600.00
RAINES, PAUL A	Supplementary	Professor of HPER (Over the Road Pay - HLTH 300 at Prestonsburg)	1/14/88 - 5/13/88	\$790.00
SABIE, MOHAMMED	Supplementary	Professor of HPER (Over the Road Pay - PHED 300 at Prestonsburg)	1/14/88 - 5/13/88	\$790.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 024

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Health/P.E./Recreation</u>				
SWEENEY, HARRY FRANCIS	Supplementary	Associate Professor of HPER (Over the Road Pay - HLTH 518 at Jackson)	1/14/88 - 5/13/88	\$910.00
SWEENEY, HARRY FRANCIS	Supplementary	Associate Professor of HPER (Overload - 6 hrs.)	2/3/88 - 5/13/88	\$2,400.00
THOMPSON, CHARLES B	Supplementary	Professor of HPER (Over the Road Pay - HLTH 508 at Pikeville)	1/14/88 - 5/14/88	\$1,022.00
THOMPSON, CHARLES B	Supplementary	Professor of HPER (Overload - 5 hrs.)	2/3/88 - 5/13/88	\$2,000.00
<u>Sociology, Soc. Work & Corr</u>				
BYLUND, ROBERT A	Supplementary	Associate Professor of Sociology (Overload - 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
BYLUND, ROBERT A	Supplementary	Associate Professor of Sociology (Over the Road Pay - SOC 374 at West Liberty)	1/15/88 - 5/15/88	\$410.00
MARSHALL, TED A	Supplementary	Associate Professor of Social Work (Overload - 6 hrs.)	7/19/87 - 5/15/88	\$2,400.00
REEVES, EDWARD B.	Supplementary	Assistant Professor of Sociology (Overload - 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
RUDY, DAVID R	Supplementary	Professor of Sociology (Overload - 3 hrs.)	8/17/87 - 12/88/87	\$1,200.00
RUDY, DAVID R	Supplementary	Professor of Sociology (Overload - 3 hrs.)	2/15/88 - 5/15/88	\$1,200.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 025

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Sociology, Soc. Work & Corr</u>				
SEELIG, JOHN MICHAEL	Supplementary	Associate Professor of Sociology (Overload - 6 hrs.)	8/17/87 - 5/14/88	\$2,400.00
WELLS, DIANA LEE	Fixed Term II	Lecturer (Teach SOC 201)	2/6/88 - 5/13/88	\$1,200.00
WHEELER, ALBAN LEWIS	Supplementary	Professor of Sociology (Overload - 3 hrs.)	1/15/88 - 5/15/88	\$1,200.00
WHEELER, ALBAN LEWIS	Supplementary	Professor of Sociology (Overload - 3 hrs.)	7/19/87 - 12/11/87	\$1,200.00
WHITSON, PATSY R.	Supplementary	Associate Professor of Social Work (Overload - 2 hrs.)	7/19/87 - 5/15/88	\$800.00
WHITSON, S. MONT	Supplementary	Professor of Sociology (Overload - 6 hrs.)	8/19/87 - 5/15/88	\$2,400.00
WHITSON, S. MONT	Supplementary	Professor of Sociology (Over the Road Pay - SOC 560 at Whitesburg)	8/17/87 - 12/13/87	\$1,446.00
 <u>Psychology</u>				
CODY, STEVEN G.	Supplementary	Assistant Professor of Psychology (Overload - 1.5 hrs.)	1/15/88 - 5/15/88	\$600.00
MATTINGLY, BRUCE A	Supplementary	Professor of Psychology (Over the Road Pay - PSY 589 at Pikeville)	1/11/88 - 5/13/88	\$1,022.00
MORGAN, CHARLES H	Supplementary	Associate Professor of Psychology (Overload - 2 hrs.)	1/15/88 - 5/15/88	\$800.00
OSBORNE, FRANCIS H	Supplementary	Professor of Psychology (Overload - 1 hr.)	1/15/88 - 5/15/88	\$400.00

04/28/88

P E R S O N N E L A C T I O N S

Page: 026

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Psychology</u>				
OWENS-STOUT, JOANNA SUE	Fixed Term II	Lecturer (20 hrs./week in Paintsville under terms of CDPCRC grant)	4/4/88 - 6/30/88	\$2,600.00
TAPP, GEORGE S	Supplementary	Professor of Psychology (Overload - 6 hrs.)	1/5/88 - 5/15/88	\$2,400.00
Off. of Dean, App. Scie. & Tec				
<u>Aq-Nat. Resources-Agriculture</u>				
APPLEGATE, DONALD LYN	Supplementary	Coordinator of Veterinary Technology (Overload - 3.35 hrs.)	8/17/87 - 5/14/88	\$1,340.00
BENDIXEN, JOE F	Supplementary	Professor of Agriculture (Vocational Enrichment Activities)	5/16/88 - 6/3/88	\$978.00
BENDIXEN, JOE F	Supplementary	Professor of Agriculture (Overload - 6 hrs.)	8/17/87 - 5/14/88	\$2,400.00
CAMPBELL, CARL EDWARD	Fixed Term II	Lecturer (Teach RCL 301)	3/23/88 - 5/11/88	\$1,200.00
PATRICK, W. CHARLES	Supplementary	Assistant Professor of Mining (Over the Road Pay - MIN 476 at Prestonsburg)	1/13/88 - 5/14/88	\$790.00
<u>Aq./Nat. Resources-Farm</u>				
FRALEY, DARRELL EDWARD	Resignation	Farm Laborer	4/1/88	\$5.52/hr.
SCHWEICKART, FREDERICK VON	Probation Completed	Farm Laborer	3/7/88	\$5.06/hr.

04/28/88

P E R S O N N E L A C T I O N S

Page: 027

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, App. Scie. & Tec				
<u>Home Economics</u>				
ELLINGTON, JANE COOK	Supplementary	Assistant Professor of Home Economics (Overload - 1.34 hrs.)	8/17/87 - 5/13/88	\$536.00
GRAHAM, NANCY K	Supplementary	Instructor of Home Economics (Overload - 6 hrs.)	8/17/87 - 5/13/88	\$2,400.00
KUNZ, MICHELLE B.	Supplementary	Assistant Professor of Clothing (Overload - 1.34 hrs.)	8/17/87 - 5/13/88	\$536.00
MOREHEAD, RICK LEE	Supplementary	Instructor of Home Economics (Overload - 4.34 hrs.)	8/17/87 - 5/13/88	\$1,736.00
SAMPLEY, MARILYN Y.	Supplementary	Department Chair of Home Economics (Overload - 4.20 hrs.)	8/17/87 - 5/13/88	\$1,680.00
TAYLOR, CAROLYN D	Supplementary	Assistant Professor of Home Economics (Overload - 6 hrs.)	8/17/87 - 5/13/88	\$2,400.00
TIERNEY, LELANA GRAVES	Supplementary	Lecturer (Overload - 1.79 hrs.)	8/17/87 - 5/13/88	\$716.00
<u>Ind. Educ. & Technology</u>				
ARDESHIR, ABDOLLAH B.	Supplementary	Assistant Professor of IET (Overload - 2.92 hrs.)	9/1/87 - 5/13/88	\$1,168.00
CONLEY, ALBEN BARKLEY	Fixed Term II	Lecturer (Teach VOC 660)	1/25/88 - 5/13/88	\$1,200.00
HAYES, ROBERT THOMAS	Supplementary	Assistant Professor of IET (Overload - 3.84 hrs.)	9/1/87 - 5/13/88	\$1,536.00
NASS, EDWARD O	Supplementary	Associate Professor of IET (Overload - 1.84 hrs.)	9/1/87 - 5/13/88	\$736.00

04/28/88

PERSONNEL ACTIONS

Page: 028

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, App. Scie. & Tec				
<u>Ind. Educ. & Technology</u>				
ROBERTS, MEADE STANLEY	Supplementary	Associate Professor of IET (Overload - 1.44 hrs.)	9/1/87 - 5/13/88	\$576.00
RUSSELL, GREGORY R.	Supplementary	Assistant Professor of IET (Overload - 1.90 hrs.)	9/1/87 - 5/13/88	\$760.00
SPANGLER, RONALD DALE	Supplementary	Assistant Professor of IET (Overload - 6 hrs.)	9/1/87 - 5/13/88	\$2,400.00
TUCKER, RONALD F.	Supplementary	Professor of IET (Overload - 6 hrs.)	9/1/87 - 5/13/88	\$2,400.00
TYREE, PEPPER A	Supplementary	Assistant Professor of Welding (Overload - 6 hrs.)	9/1/87 - 5/13/88	\$2,400.00
TYREE, PEPPER A	Retirement	Assistant Professor	7/1/88	\$25,840.00
<u>Nursing & Allied Health</u>				
DARLING, JACKLYNN KAY	Supplementary	Instructor of Radiology (AHES Project Director)	5/15/88 - 6/30/88	\$1,080.00
KILBURN, FREDA L.	Supplementary	Assistant Professor of Nursing (Over the Road Pay - NUR 251 at Prestonsburg)	1/13/88 - 5/13/88	\$790.00
WISE, GAIL	Supplementary	Assistant Professor of Nursing (Over the Road Pay - NUR 251 at Maysville)	1/13/88 - 5/13/88	\$490.00

04/28/88

PERSONNEL ACTIONS

Page: 029

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Academic Support Services</u>				
<u>Academic Assessment</u>				
ELDRIDGE, PATTY V.	Supplementary	Coordinator of Testing (GED Testing in Morgan County)	3/4/88 - 3/4/88	\$200.00
<u>Office of the Registrar</u>				
MADDEN, JENNIFER M	Probation Completed	Clerk-Typist	4/18/88	\$4.93/hr.
<u>Off. Extended Campus Programs</u>				
CARPENTER, JUDY LYNN	Supplementary	Secretary I (Teach Community Ed. - Karate)	2/22/88 - 4/25/88	\$80.00
HAMILTON, SHIRLEY POTTER	Supplementary	Coordinator of Training (Additional duties for the development of a Faculty and Staff Pro- fessional Development Program)	3/1/88 - 6/30/88	\$200.00/mo.
MARTIN, ROBERT CAREY	Fixed Term II	Teach Community Ed. - Fundamentals of Micro- computers)	2/22/88 - 3/28/88	\$120.00
MCCLURG, ZACHARY FELIX	Supplementary	Lead Electrician (Sponsor Archery Club and instruction in Archery)	3/21/88 - 5/6/88	\$210.00
MCMILLAN, TAMARA G	Supplementary	Instructor of Horseman- ship (Teach Community Ed. - Horseback Riding on Sunday)	2/28/88 - 4/10/88	\$240.00

04/28/88

PERSONNEL ACTIONS

Page: 030

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Academic Support Services				
<u>Academic Services Center</u>				
CALVERT, SHARON GAYLE	Probation Completed	Data Entry Specialist	3/16/88	\$6.40/hr.
KIBBEY, CONNIE LYNN	Probation Completed	Upward Bound Counselor	4/15/88	\$19,900.00
MORAN, BETTY MORGAN	Retirement	Director of Academic Services Center	5/20/88	\$31,616.00
TOTICH, DONNA JEAN	Fixed Term I Probation Completed	Provisional Studies Advisor	3/1/88	\$13,750.00
 Off. Library & Instruc. Media				
<u>Off. Library & Instruc. Media</u>				
JACKSON, MYRTLE H.	Leave without pay	Library Assistant I	3/1/88 - 5/14/88	\$6.49/hr.
 Physical Plant Administration				
<u>General Services</u>				
LEITZ, STEVE P.	Fixed Term I Salary Adjustment Title Change	Warehouseman (Acting Construction Coordinator)	3/1/88 - 6/30/88	\$16,460.00/annual
SLONE, IVAN	Wage Payroll	Painter	5/2/88 - 10/31/88	\$5.00/hr.
WILLIAMS, RICKY JOE	Wage Payroll	Electrician Helper	3/28/88 - 6/30/88	\$4.50/hr.

04/28/88

PERSONNEL ACTIONS

Page: 031

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Physical Plant Administration				
<u>Build. Maint. -Mechanical Shop</u>				
JENNINGS, WILBURN	Probation Completed	Night Maintenance Assistant	4/11/88	\$6.25/hr.
<u>Build. Maint. -Carpenters</u>				
PETITT, BOBBY NEAL	Wage Payroll	Carpenter's Helper	4/4/88 - 6/30/88	\$4.00/hr.
WHITT, CHARLES L.	Probation Completed	Preventive Maintenance Technician	4/4/88	\$6.16/hr.
<u>Landscaping & Grounds Maint.</u>				
BALDRIDGE, LANNY	Wage Payroll	Groundsman	4/18/88 - 6/30/88	\$3.35/hr.
BUTLER, GEORGE CALVIN	Wage Payroll	Groundsman	4/18/88 - 6/30/88	\$3.35/hr.
<u>Custodial</u>				
BROWN, KEVIN LEE	Wage Payroll	Custodian (Temporary help for the Regional Basketball Tournament)	3/9/88 - 3/13/88	\$3.35/hr.
ELKINS, PHILLIP	Wage Payroll	Custodian (Temporary help for Regional Basketball Tournament)	3/9/88 - 3/13/88	\$3.35/hr.
HAMM, ROBERT KEVIN	Release	Custodian	2/29/88	\$3.35/hr.

04/28/88

PERSONNEL ACTIONS

Page: 032

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Physical Plant Administration				
<u>Custodial</u>				
HOLBROOK, ERNIE	Wage Payroll	Custodian (Temporary help for Regional Basketball Tournament)	3/9/88 - 3/13/88	\$3.35/hr.
HOLBROOK, FAYE	Wage Payroll	Custodian (Temporary help for Regional Basketball Tournament)	3/9/88 - 3/13/88	\$3.35/hr.
WAGGONER, JOHNNY WAYNE	Wage Payroll	Custodian (Temporary help for Regional Basketball Tournament)	3/9/88 - 3/13/88	\$3.35/hr.
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
BACK, CAROLYN SUE	Probation Completed	Food Service Worker	4/6/88	\$4.16/hr.
BAKER, LORI	Wage Payroll Release	General Cafeteria Worker	3/4/88	\$3.35/hr.
BLANTON, THELMA	Release	Food Services Worker (Terminated from Medical Leave of Absence and Employment)	5/09/88	\$4.41/hr.
HALL, AVES C.	Probation Completed	Food Service Worker	4/15/88	\$4.16/hr.
KISSINGER, KIMBERLY DONNA	Wage Payroll Release	General Office Worker	2/26/88	\$3.75/hr.
MABRY, VELDA LYNN	Wage Payroll	General Office Worker (Will work 100 hours or less per month)	4/18/88 - 10/17/88	\$3.35/hr.
MAYS, CLYDE DOUGLAS	Resignation	General Cafeteria Worker	3/29/88	\$3.35/hr.
NICKELL, WANDA L.	Probation Completed	Food Service Worker	4/6/88	\$4.16/hr.
PENNINGTON, JUDY C.	Probation Completed	Food Service Worker	4/15/88	\$4.16/hr.

04/28/88

PERSONNEL ACTIONS

Page: 033

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
ROBERSON, MINA FAYE	Probation Completed	Food Service Worker	4/6/88	\$4.16/hr.
SMITH, SHIRLEY J.	Probation Completed	Food Service Worker	4/15/88	\$4.16/hr.
<u>Golf Course</u>				
BLACK, JACKIE	Wage Payroll	Golf Shop Clerk	3/2/88 - 6/30/88	\$5.00/hr.
HOWARD, STEVEN EDWARD	Wage Payroll	Greenskeeper	3/14/88 - 3/18/88	\$3.35/hr.
WELLS, ROBERT KELLY	Wage Payroll	Shopkeeper	4/19/88 - 8/21/88	\$3.35/hr.
Federal -- Restricted Program				
<u>Special Services - TRIO</u>				
PARKER, DIANE MARIE	Fixed Term II	Learning Lab Supervisor	5/16/88 - 6/30/88	\$1,400.00
<u>Upward Bound - TRIO</u>				
BIGNON, JANET I	Supplementary	Coordinator of Special Services (Lecturer for Upward Bound Return Trip)	3/26/88 - 3/26/88	\$100.00

04/28/88

PERSONNEL ACTIONS

Page: 034

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Est. Ku. Hlth. Science Inf. Net</u>				
ISON, BETTY S.	Probation Completed	Coordinator of EKHSIN, Librarian I	4/1/88	\$19,604.00
 <u>Small Business Dev. Ctr. Prog.</u>				
MAYNARD, FAYETTA M.	Probation Completed	Secretary	3/13/88	\$4.23/hr.
 <u>KEDC</u>				
BARNETT, MYRON DAVID	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
BENDIXEN, JOE F	Supplementary	Professor of Agriculture (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
BROWN, PHILLIP	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
DAVIDSON, ROBERTA W	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$200.00 (2 interns)
DOWDY, ELIZABETH	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
ELLINGTON, JANE COOK	Supplementary	Assistant Professor of Home Economics (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
FISCHER, WILLIAM	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
FLINT, WILLIAM WALLACE	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
FRANCIS, JAMES F	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)

04/28/88

PERSONNEL ACTIONS

Page: 035

03/07/88 thru 04/22/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KEDC</u>				
FREELAND, DONNA KAYE	Fixed Term II	FPMS Regional Trainer (Beg. Teacher Internship)	4/1/88 - 6/30/88	\$150.00 (1 session)
HILTON, PATRICIA	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$300.00 (3 interns)
HOLSINGER, CHARLES P	Fixed Term II	FPMS Regional Trainer (Beg. Teacher Internship)	2/10/88 - 6/30/88	\$300.00 (2 sessions)
HORNE, ULYSUS CAROL	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$200.00 (2 interns)
HUNT, CAROL LOUISE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
JOHNSON, MAXINE	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$200.00 (2 interns)
JONES, ELMER	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$200.00 (2 interns)
JONES, PAUL R	Supplementary	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$500.00 (5 interns)
MCPEEK, STEWART	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$300.00 (3 interns)
PITTS, JOHN K	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
RUSSELL, BARBARA EDITH	Supplementary	Assistant Professor of Education (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
VANHOOSE, JOHN S	Supplementary	Assistant Professor of Woods (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
WILSON, ELAINE N	Fixed Term II	Teacher Educator (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$100.00 (1 intern)
WITTEN, ROSEMARY	Fixed Term II	Teacher Education (Beg. Teacher Internship)	1/1/88 - 6/30/88	\$300.00 (3 interns)

04/28/88

P E R S O N N E L A C T I O N S

Page: 036

03/07/88 thru 04/22/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>Martiki Research Project</u>				
JUDE, DARRELL	Wage Payroll	Laborer	3/23/88 - 4/15/88	\$3.75/hr.
JUDE, DARRELL	Wage Payroll Continuation	Laborer	4/18/88 - 4/29/88	\$3.75/hr.
JUDE, JULIUS	Wage Payroll	Laborer	3/23/88 - 4/15/88	\$3.75/hr.
JUDE, JULIUS	Wage Payroll Continuation	Laborer	4/18/88 - 4/29/88	\$3.75/hr.
ROWLAND, KEVIN SCOTT	Supplementary	Swine Herdsman (Temporary additional duties)	2/22/88 - 4/23/88	\$400.00
ROWLAND, LAURA LEE	Wage Payroll Continuation	Swine Laborer	3/19/88 - 6/18/8	\$4.00/hr.
WELLS, JIM	Fixed Term II	Agronomist	3/1/88 - 6/30/88	\$1,000.00/mo.

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.

Description of Property to Purchase and Intended Use

TRACT ONE - Approximately 27 acres that adjoins Eagle Lake to the East. The owner has offered the property to the University, and plans to develop the property if he retains the property. We feel it would not be in our best interest for the property to be developed due to the potential effect a development could have on the lake's water quality. Eagle Lake is the University's secondary water source and was last used by the University as a source of water in 1987.

TRACT TWO - A tract of land approximately 0.4 acres fronting on Third Street. The University is currently leasing this property for use as a parking lot (75 parking spaces). Purchase is desired for the purpose of improving (paving and lighting) the parking area.

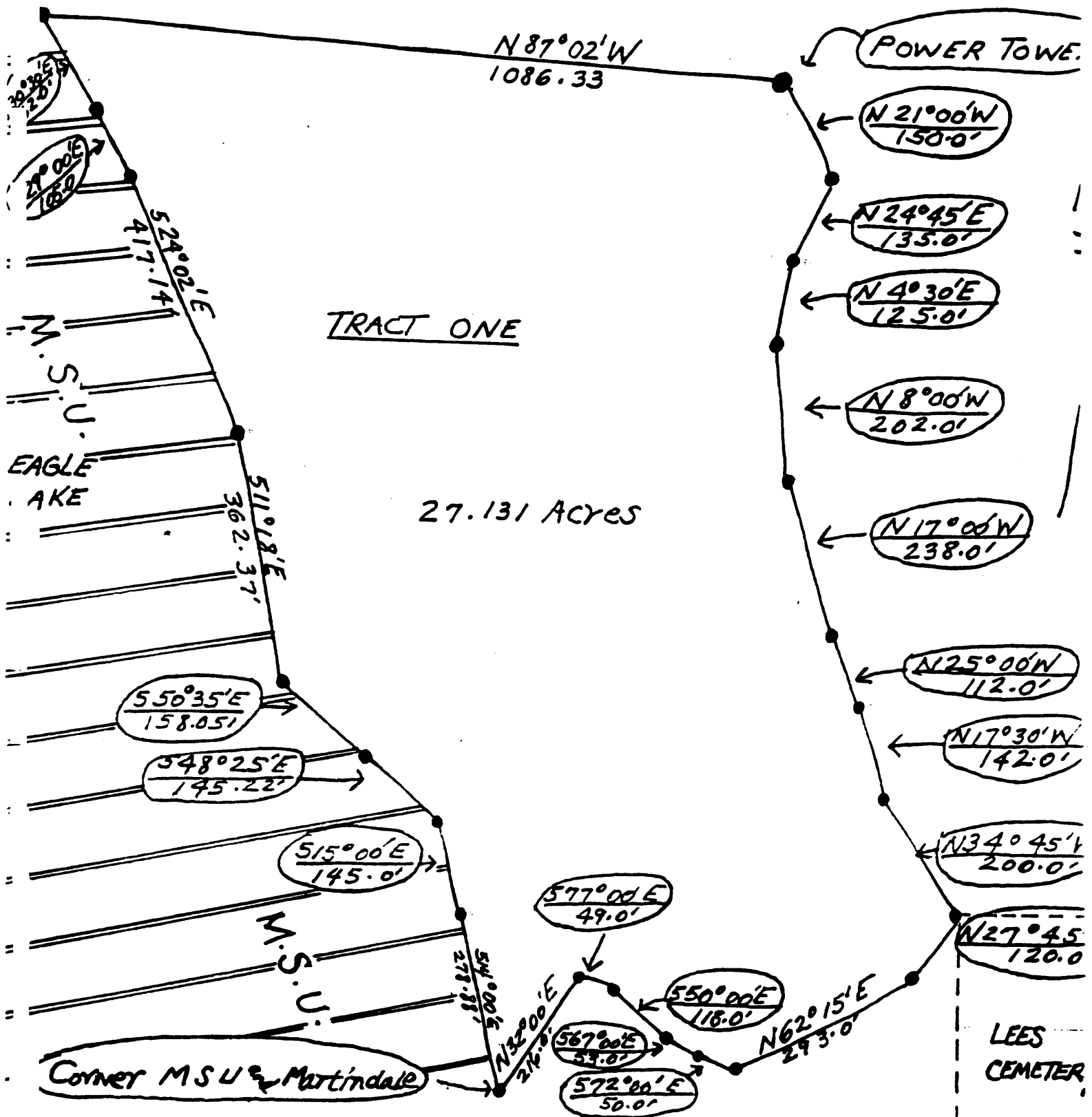
The University Comprehensive Facility and Land Use Planning Committee has reviewed the institution's need for these properties and has recommended appraisals and acquisition.

Recommendation

That the Board of Regents authorize the President to request review and approval of the proposed acquisitions 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 for the use and benefit of Morehead State University.

Attachments

E. J. MUSIC'S PLACE ROWAN COUNTY, KY



SCALE 1" = 200'

DATE 11-20-84 DRAWN BY JOHN A. DUNCAN - LS-13

TIPPET AVENUE

TRACT TWO

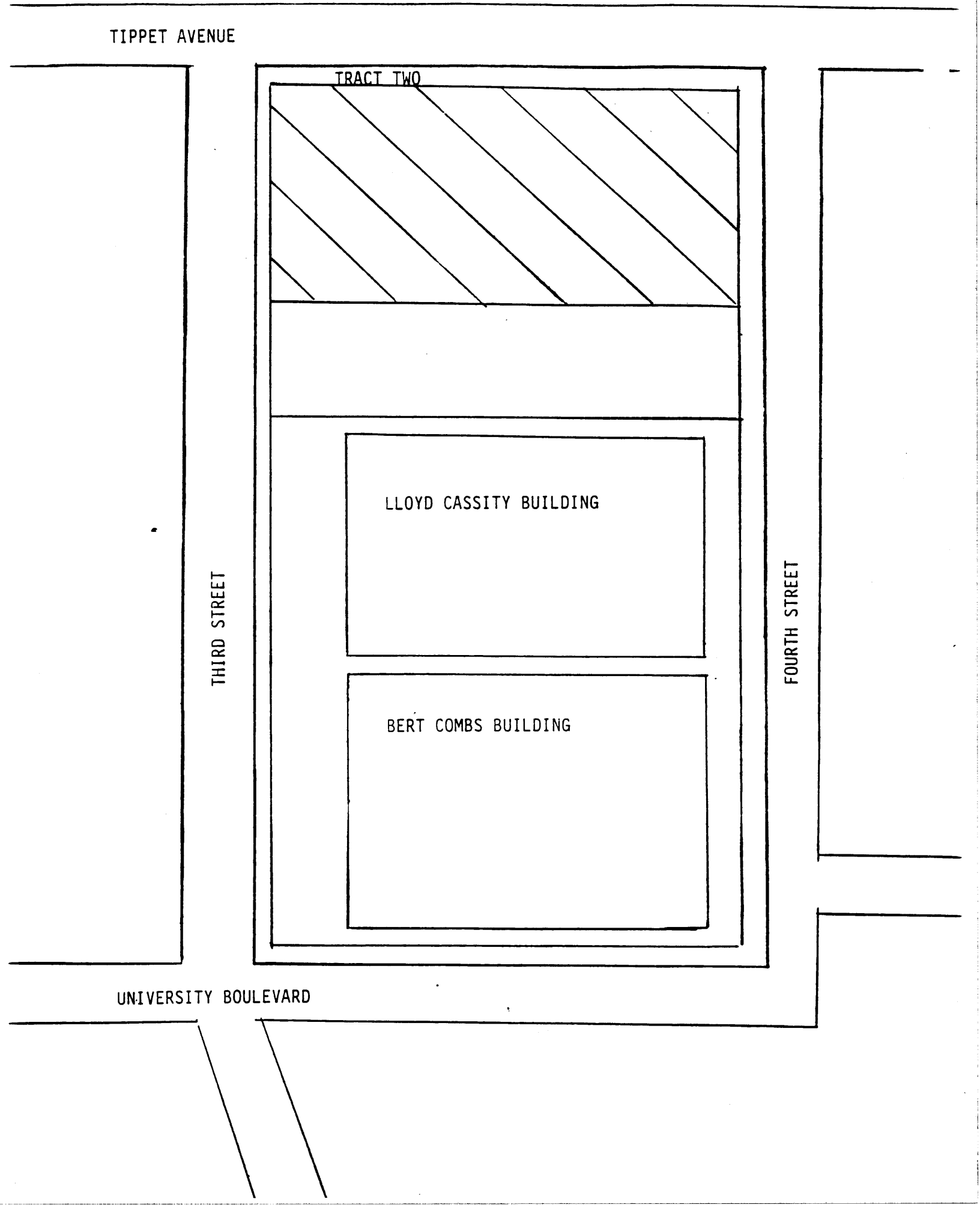
THIRD STREET

LLOYD CASSITY BUILDING

BERT COMBS BUILDING

FOURTH STREET

UNIVERSITY BOULEVARD



**RESOLUTION RELATING TO THE
REPAIR AND MAINTENANCE RESERVE
OF THE HOUSING AND DINING SYSTEM
FOR REPAIRS TO THE MIGNON COMPLEX**

Background

The 1988-90 Capital Budget Request, approved by the Board, included a project to replace the screen blocks in three of the four residence halls in the Mignon housing complex. The walls formed by these screen blocks not only prevent unauthorized entry to the residence halls, but also serve to protect students in the interior walkways from stepping over the side.

Engineers from Frankfort have urged the University to correct the problems associated with the badly deteriorated blocks as soon as possible. Given the state's inability to fund this project, withdrawal of funds from the Housing and Dining System's Repair and Maintenance Reserve is necessary.

Analysis

The Repair and Maintenance Reserve is held by the Pikeville National Bank and Trust Company, the trustee of the Housing and Dining System Revenue Bonds. Approximately \$600,000 is in the Reserve at this time. In order to draw funds from the Reserve in an amount that would reduce the balance below the minimum of \$590,000 required by the Trust Indenture, an emergency must exist that threatens the tenability and revenue producing capacity of the system. The structural problems associated with the walls as indicated by our own Physical Plant staff, the University Safety Officer, and Mr. Raymond B. Hayes, Jr., AIA, Associate Director in the State Division of Engineering, warrant the Board's declaration of such an emergency in order to use funds from the Reserve for the purpose of correcting the problem. Failure to correct the problem may result in the University's inability to use these facilities, thus threatening the housing system's overall capacity to generate sufficient revenues for the amortization of the system's outstanding bonds. The University must repay the reserve at an annual rate of \$29,500 until restoration of the minimum balance.

Recommendation

That the Board adopt the following resolution:

**RESOLUTION RELATING TO THE
REPAIR AND MAINTENANCE RESERVE OF THE
MOREHEAD STATE UNIVERSITY
HOUSING AND DINING SYSTEM REVENUE BONDS
SERIES A THROUGH J
FOR REPAIRS TO THE MIGNON COMPLEX**

Recitals

- A. The Board of Regents of Morehead State University ("the Board") has heretofore authorized and issued its "Morehead State University Housing and Dining System Revenue Bonds," Series A through I dated November 1, 1966, and Series J dated February 1, 1968.
- B. Pursuant to Section 907 of the original Trust Indenture to Pikeville National Bank and Trust Company, Pikeville, Kentucky ("Trustee"), the Board created a special account upon the books of the Trustee designated "Morehead State University Housing and Dining System Repair and Maintenance Reserve" ("Repair and Maintenance Reserve").
- C. The Board has caused its Treasurer to deposit into the Repair and Maintenance Reserve through periodic payments, the sum of \$590,000, which constitutes a permanent minimum balance.
- D. The moneys and investments accumulated and held in the Repair and Maintenance Reserve may be drawn upon by the Board for the purpose of paying unusual or extraordinary costs of maintenance of, or repairs and replacements to, the structures comprising the Housing and Dining System ("System").
- E. Withdrawals from the Repair and Maintenance Reserve, if the result of which is to reduce the balance of the monies and investments held and accumulated in the Repair and Maintenance Reserve below the sum of \$590,000, shall be authorized only if it shall be determined by the Board, by a resolution duly adopted and provided to the Trustee, that an emergency exists, requiring the expenditure of moneys in order to preserve the tenability and revenue-producing capacity of the System.
- F. In the event of any withdrawal from the Repair and Maintenance Reserve having the result of reducing the balance therein below the permanent minimum balance of \$590,000, the Board has made covenants and has agreed that it will make up the deficiency by providing for transfers to the Repair and Maintenance Reserve in the maximum amount which may be available for transfer at the close of each fiscal year.

NOW, THEREFORE, the Board of Regents of Morehead State University, hereby resolves as follows:

1. Screen blocks on certain residence halls, known as the Mignon Complex, within the System have deteriorated to the point of creating a health and safety hazard to occupants of the structures and to those passing in the vicinity thereof.
2. The Board has determined that this condition constitutes an emergency requiring the expenditures of monies to preserve the tenability and revenue producing capacity of the structures.
3. The Board has determined that withdrawals from the Repair and Maintenance Reserve, in amounts sufficient to defray the costs of making repairs to and replacements of the screen blocks in the Mignon Complex, are necessary by reason of unanticipated deficiencies in the available budgeted resources of the Board for such purposes.
4. The Board has determined that such withdrawals from the Repair and Maintenance Reserve shall have the effect of reducing the monies and investments held and accumulated therein below the required minimum balance of \$590,000, and hereby instructs the Treasurer to transfer to the Repair and Maintenance Reserve, the maximum amount which may be available for transfer at the close of each fiscal year, until the minimum balance shall have been restored.
5. This resolution shall be in full force and effect from and after its adoption.
6. The Board hereby authorizes the Chairman and the Board's secretary to execute this Resolution. The secretary is further directed to deliver a copy of this resolution, certified as to its authenticity, to the Trustee of the Indenture which will serve as the request to the Trustee to approve the Treasurer of the Board of Regents to make the necessary withdrawals from the Repair and Maintenance Reserve for the purpose of making repairs to or replacement of the screen blocks in the Mignon Complex.

ADOPTED this 13th day of May, 1988.

Chairman, Board of Regents

ATTEST: _____
Secretary, Board of Regents

**Summary of Housing Revenues and Expenditures
Morehead State University**

A primary factor in the decision to use the monies held in the Repair and Maintenance Fund for the correction of the screen block problem in the Mignon Residence Hall Complex, is whether funds were available for such purpose from budgeted resources. An analysis of the revenues generated and expenditures incurred by the Housing and Dining System reveals the following:

For The Fiscal Years Ended June 30,					
	<u>1988</u> ^(A)	<u>1987</u>	<u>1986</u>	<u>1985</u>	<u>1984</u>
Revenues	\$3,329,000	\$2,995,433	\$2,969,783	\$3,055,296	\$2,862,948
Expenditures ^(B)	<u>3,439,000</u>	<u>3,236,016</u>	<u>3,226,022</u>	<u>3,620,729</u>	<u>3,326,072</u>
Excess of Expenditures Over Revenues	<u>\$ 110,000</u>	<u>\$ 240,583</u>	<u>\$ 256,239</u>	<u>\$ 565,433</u>	<u>\$ 463,124</u>

The Housing and Dining System of Morehead State University has not generated revenues in an amount sufficient to allow the allocation of funds for the screen block project through the normal budgetary process.

(A) Projections

(B) Expenditures include annual debt service

APPROVE NEW POLICY ON
STAFF JOB CLASSIFICATION, WAGE,
AND SALARY ADMINISTRATION - PG-44

Background

On January 29, 1988, the Board of Regents approved the Staff Job Classification and Compensation Plan. The Board further directed that policies for administering and maintaining the plan be developed and submitted at the next regularly scheduled meeting of the Board of Regents. The Job Evaluation Committee, composed of members from the original steering committee that worked with the consultant for the development of the plan, has developed the Staff Job Classification, Wage and Salary Administration Policy for the maintenance and administration of the classification system and compensation schedule.

Analysis

The policy will permit the administration to maintain and administer the Staff Job Classification and Compensation Plan in a manner consistent with the Consultant's original parameters.

Recommendation

That the Board of Regents approve Personnel Policy PG-44 providing for the administration and maintenance of the Staff Job Classification and Compensation Plan.

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

PURPOSE:

To establish the policies and procedures for administering the Staff Job Classification and Compensation Plan approved by the Board of Regents on January 29, 1988.

It shall be the objective of the University to maintain a Staff Classification System based on the job evaluation techniques contained in the Classification, Compensation, and Job Evaluation Study conducted by Cresap, McCormick and Paget and subsequently adopted by the Board of Regents on January 29, 1988. It shall further be the objective of the Board to compensate staff members in an equitable and competitive manner within the resources available to the institution for staff compensation.

**ADMINISTRATION
OF THE PLAN:**

The Board of Regents authorizes the President to administer the Plan. All staff appointments shall be in accordance with the Staff Job Classification and Compensation Plan. The scope of the University's annual audit by an external auditing firm shall be expanded to encompass an audit of institutional compliance with the policies and procedures for administering the Plan.

**MANAGEMENT
RIGHTS AND
RESPONSIBILITIES:**

The Board of Regents may amend the Staff Job Classification and Compensation Plan in response to budgetary constraints, changes in state and Federal law or regulations, and/or based upon any financial exigency which might affect the University's ability to appropriately respond to internally- or externally-imposed fiscal restraints. The Office of Personnel Services shall maintain the Staff Job Classification and Compensation Plan. The Plan shall be available in the Office of Personnel Services and in the Camden-Carroll Library for review by any employee. The Staff Job Classification and

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:

Revision Date:

Compensation Plan shall be a part of the annual personnel roster and appointment approval process.

**JOB EVALUATION
COMMITTEE:**

The President shall appoint a Job Evaluation Committee. The Committee shall hear and decide on job classification appeals, and in conjunction with the Office of Personnel Services, it shall review and recommend changes to the Plan. Routine personnel actions which do not necessitate a change in job classification shall not require review by the Job Evaluation Committee. Questions or disputes that arise from the Plan's administration shall be resolved by the Job Evaluation Committee.

Classification and grade assignments for new positions, or reclassification of existing positions, shall be submitted to the Personnel Office for review and recommendation to the Job Evaluation Committee. Appeals to the Plan's job classification shall be accepted through June 30, 1988. The classification and grade determination shall be based on the requirements of the position as defined on the job description and on factor comparisons with other like or similar positions.

**JOB CLASSIFICATION
SYSTEM:**

The University shall maintain and administer a job classification system that is responsive to the management of staff employees and is consistent with the classification techniques contained in the Plan approved by the Board of Regents. An ongoing review of all job classifications will be conducted by the Office of Personnel Services. The review shall permit equitable and routine adjustments consistent with the staffing needs of the University and available resources.

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:

Revision Date:

**STAFF COMPENSATION
SCHEDULE:**

The Administration shall maintain and administer a compensation schedule that is equitable in its administration and is consistent with each job classification and grade determined in the job classification system. The compensation schedule shall be reviewed annually and adjusted when appropriate within the resources available to the University for staff salaries and wages.

**ADJUSTING
THE COMPENSATION
SCHEDULE:**

To assist in determining if annual changes in the compensation schedule are necessary, the Office of Personnel Services shall conduct compensation surveys as appropriate but, as a minimum, will conduct a comprehensive survey every three years. The Office of Personnel Services in conjunction with the Office of Budgets shall recommend to the President any adjustments to the schedule. The President shall recommend to the Board of Regents for its approval any adjustments prior to implementation. The survey and review should coincide with the University's annual planning and budgeting process.

**ANNUAL SALARY
ADJUSTMENTS:**

With the resources available annually for staff salary increases, it shall be the objective of the University to adjust salaries of employees, who are meeting job expectations, toward the midpoint of their grade. Employees whose salaries are within the third and fourth quartiles of their grade range, and who are meeting job expectations, shall continue to move through their respective grade range. Resources permitting, cost-of-living increases shall be considered when annual salary and wage adjustments are determined.

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

If additional funds are available following this initial distribution, such funds shall be allocated within guidelines developed by the administration.

**EMPLOYEE
CATEGORIES:**

The Equal Employment Opportunity categories of all University positions are generally classified as exempt and nonexempt and are indicated below:

- 01 Executive/Administrative/Managerial (Exempt)
- 02 Faculty (Exempt)
- 03 Professional, Nonfaculty (Exempt)
- 04 Secretarial/Clerical (Nonexempt)
- 05 Technical/Paraprofessional (Nonexempt)
- 06 Skilled Crafts (Nonexempt)
- 07 Service Maintenance (Nonexempt)

PROCEDURES:

The Office of Personnel Services and the Department Chair/Office Director shall operate under the following provisions:

- A. New Hire. The normal entry rate of pay for a newly-hired staff employee shall be the minimum of the first quartile for the grade. Under certain conditions, a staff employee may be started at a rate higher than the entry rate but not greater than the salary permitted for the grade. The Job Evaluation Committee shall review and recommend to the President any salary greater than the entry level. Written justification for a starting rate higher than the entry rate shall accompany the request from the hiring administrative unit head to the Director of Personnel Services. When requesting an exception, sufficient lead time shall be given to assess the justification and make a recommendation to the Job Evaluation Committee and obtain a final decision by

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

the President. Justification shall clearly establish the following:

1. No other qualified applicant is available for hire at the entry rate.
2. A definite need exists for the position to be filled by an individual possessing the skills, education, and experience beyond that normally required to perform satisfactorily the duties of the position.
3. The desired applicant does in fact have conclusive support that he/she possesses the skills, education, and experience beyond that required of the position.
4. Employment of the desired applicant does not result in discrimination against, nor have an adverse impact upon members of any race, sex, or ethnic group.

B. Promotion and Reclassification. Upon promotion or reclassification to a higher grade, an employee's new rate of pay will be the entry rate of the new grade. If the entry rate is less than the employee's current rate, the employee's new rate may be increased up to 5 percent higher than the current rate with the approval of Personnel Services and the hiring unit.

For employees in positions which are reclassified individually, the pay rate shall become effective on the first day of the month following final approval of the reclassification. For employees reviewed as part of a series review, pay

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

rates shall become effective at the beginning of the next fiscal year.

A pay increase upon promotion shall not jeopardize an employee's eligibility for annual increases.

Retroactive pay adjustments shall not be made.

- C. Acting, Interim, or Temporary Appointments. If an employee serves in an acting, interim, or temporary capacity for at least one (1) month, the employee shall receive the entry rate of pay for the position in which he or she is serving in an acting, interim, or temporary capacity. If the entry rate is below the employee's current rate and with the approval of Personnel Services and the hiring unit, the rate may be increased up to 5 percent, or up to 10 percent if the employee continues duties in the former position, higher than the employee's current rate. When returned to the former position, the employee shall revert to the former rate of pay with any annual increases awarded during the absence from the former position.
- D. Demotion. A demotion is the movement of a staff employee to a lower grade level. A demotion shall not jeopardize an employee's eligibility for annual increases. The normal adjusted salary for a demoted staff member shall be determined by Personnel Services according to the following:
1. An individual who voluntarily accepts a position in a lower grade shall retain his or her current rate of pay for the remaining portion of the

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

current fiscal year. At the beginning of the new fiscal year, the employee shall be paid at the entry rate of the lower grade. Annual increases shall be calculated based on the lower pay rate.

2. An individual who is involuntarily assigned to a lower grade level for cause, or for financial exigency, shall be immediately paid at the entry rate of the lower grade. However, the employee shall retain his or her current rate for the remaining portion of the current fiscal year if the involuntary assignment resulted from reclassification due to nonbudgetary organizational changes. At the beginning of the new fiscal year, the employee shall be paid at the entry rate of the lower grade. Annual increase shall be calculated based on the lower pay rate.

E. Lateral Transfer. A lateral transfer is the movement by an employee to another position of equivalent grade. In the case of a lateral transfer, the employee shall retain his or her current pay rate. Lateral transfer shall not jeopardize an employee's eligibility for annual increases.

F. Reinstatement or Recall. The normal rate of pay for a reinstated or recalled staff employee, within one year, shall be the former rate or the entry rate whichever is greater.

Subject: Staff Job
Classification,
Wage, and Salary
Administration

Section Number: PG - 44

Approval Date:
Revision Date:

G. Overtime or Compensatory Time. Overtime pay and/or compensatory time shall be granted under the conditions of PSNE-5 of the Personnel Policy Manual.

H. Classification Changes. See Job Evaluation Committee section on page 2 of 8 in this policy.

RESTRICTED FUND
EMPLOYMENT:

Restricted fund employees are those employees hired in positions for projects funded from external sources. Project directors shall use the University's pay schedules when developing budgets for projects. The University does not assume any obligation to supplement wages and salaries of externally-funded employees who are not compensated at levels established in this policy.

TEMPORARY
PART-TIME
EMPLOYMENT:

Fixed-Term II and Wage Payroll appointments, full-time for less than six months or less than 50 percent time for up to one year, shall have a pay rate of at least the Federal minimum wage but not more than the entry rate for the position and grade of the duties being performed. The following exceptions apply only for temporary or part-time employment of retired members of Kentucky Teachers' Retirement System (KTRS) and Kentucky Employees Retirement System (KERS):

1. Under KTRS, a retired member may be reemployed for up to forty (40) percent of time during any fiscal year without forfeiting pension entitlements.
2. Under KERS, a retired member may be reemployed in accordance with the annual earnings limitation established by KERS.

Job Titles for Exempt Personnel as of 04-28-88

Grade

Level	DESCRIPTION.....
1	Academic Athletic Counselor
1	Admission Counselor
1	Asst. Athletic Trainer
1	Coord., Admission Systems
1	Coord., Audio Visual Services
1	Coord., Autotutorial Lab
1	Coord., Trans. & Enroll. Data
1	Graphic Designer
1	Keyboard Technician
1	Learning Lab Inst. Spec. Serv.
1	Manager, Concessions & Vend.
1	Manager, University Lanes
1	Marketing Assistant, SBDC
1	Minority Student Recruiter
1	Nursing Laboratory Assistant
1	Preventive Maintenance Coord.
1	Production Director, WMKY
1	Sheep Specialist
1	Student Accounts Counselor
1	Swine Herdsman (Martiki)
1	Water Analyst/Ast.Med.Tech.Co.
1	Food Service Manager
1	Property Accounting Clerk

**

2	Admin. Assistant to President
2	Administrative Assistant
2	Agri-Business Specialist
2	Asst. Dir. Alumni Relations
2	Business Manager, Food Service
2	Dir. of Sports Information
2	Grants Officer
2	Head Athletic Trainer
2	Head Start Teacher
2	JTPA Trainer
2	Manger, Golf Course
2	Manager of Catering
2	Manager, Security Patrol Serv.
2	Music & Fine Arts Dir., WMKY
2	News & Public Affairs Dir,WMKY
2	Nurse, R.N.
2	Operating Systems Analyst
2	Programmer
2	Promotion & Develop. Dir. WMKY
2	Research Assistant
2	Safety Coordinator
2	Sports & Spec. Events Dir.WMKY
2	Television Producer

Prepared by the Office of Computing Services -- 04-28-88 -- (REF.NO: 00071)

Job Titles for Exempt Personnel as of 04-28-88

Grade

Level DESCRIPTION.....

2 Accountant I
2 Buyer
2 Loan Collection Officer
2 Coop. Education Job Developer

**

3 Asst. Dir. Ath. for Pro & Mark
3 Asst. Director of Housing
3 Asst. Dir. of University Store
3 Assoc. Dir. Safety & Security
3 Associate Registrar
3 Budget/Policy Analyst
3 Chief Engineer of WMKY
3 Construction Coordinator
3 Coord. Conference Services
3 Coordinator, Special Projects
3 Coordinator, Testing Programs
3 Counselor, Spec. Serv. - Trio
3 Counselor, Talent Search-Trio
3 Counselor, Upward Bound - Trio
3 Counselor for Non-Trad. Stud.
3 Farm Manager
3 General Manag. Consult. SBDC
3 International Student Advisor
3 Job Training Coordinator
3 Night Superintendent
3 Payroll Officer
3 Program Director of WMKY
3 Prog. Manager (Beg. Teach Int)
3 Director of Publications
3 Staff Psychologist
3 Utilities Superintendent
3 Accountant II
3 Property Accounting Officer
3 Recruitment & Employ. Manager
3 Proj. Director, KET-GED Prog.
3 Director, Academy of Arts
3 General Studies Advisor
3 Director Child Development

**

4 Academic Computer Consultant
4 Asst. Director of Admissions
4 Asst. Director of Personnel
4 Assoc. Dir., Res. Grants & Con
4 Clinical Psychologist
4 Coordinator for Recruiting
4 Coordinator of Adult Learn Ctr

Job Titles for Exempt Personnel as of 04-28-88

Grade

Level	DESCRIPTION.....
4	Coord., Advising & Gen. Stud.
4	Coord. Communication Engineer
4	Coord., Educational Talent Ser
4	Coord., of Graduate Programs
4	Coord. of Television Prod.
4	Coord. Univ.Ctr.Prg.&Spec.Eve.
4	Coord. of Upward Bound
4	Dir. of Eagle Athletic Fund
4	Dir., Intramural Sports & Rec.
4	Lead Systems Analyst/Prog.
4	Manager, Univ. Center Services
4	Senior Accountant
4	Research Analyst
4	Coord., Special Library Serv.
4	Asst. Director, Financial Aid
4	Coord., Special Services
4	Staff Counselor

**

5	Administrative Superintendent
5	Asst. V.P. for Student Develop
5	Coordinator of Training
5	Data Base Systems Analyst
5	Dir., Career Planning & Place
5	Dir., Minority Student Affairs
5	Dir. of Residence Education
5	Director of SBDC
5	Dir., Stud. Health & Coun. Ctr
5	Purchasing Officer
5	Manager, Printing & Postal Ser
5	Coord. Reg. In-Service Act.
5	Exec. Dir., Jesse Stuart Found

**

6	Dir. of Academic Serv. Center
6	Dir. of Alumni Relations
6	Dir. of Communication Services
6	Director of Development
6	Director of Financial Aid
6	Director of Food Services
6	Director of Housing
6	Director of Public Information
6	Dir., Res. Grants & Contracts
6	Director, Safety and Security
6	Dir., Univ. Ctr. & Stud. Act.
6	General Manager of WMKY
6	Manager of Applications
6	Director of University Store

Job Titles for Exempt Personnel as of 04-28-88

Grade

Level DESCRIPTION.....

**

7 Controller
7 Director of Admissions
7 Dir. of Extended Campus Prog.
7 Director of Personnel Services
7 Registrar

**

8 Dir. of Budgets & MIS
8 Director of Physical Plant
8 Dir. of Regional Develop. Ser.

**

9 Exec. Dir. Acad. Aff. Sup. Ser
9 Exec. Dir. of Fiscal Services
9 Exec. Dir. of Enrollment Ser.
9 Director, Computing Services

**

146 records listed.

Job Titles for Non-Exempt Personnel as of 04-28-88

Grade

level DESCRIPTION.....

1	Custodian
1	Food Service Worker
1	General Serviceman
1	Supply Clerk
1	Vending Stock Clerk
1	Waiter/Waitress
**	
2	Alumni Records Clerk
2	Alumni Records Specialist
2	Assistant Locksmith
2	Asst. Coordinator, ALC
2	Clerk/Typist
2	Copy Center Operator
2	Data Entry Specialist I
2	Dispatcher
2	Equipment Room Clerk
2	Family Svc. Worker/Head Start
2	Farm Laborer
2	Food Service Cashier
2	Greenskeeper
2	Groundskeeper
2	Horticulture Technician
2	Inventory Clerk
2	Library Assistant
2	Postal Clerk
2	Poultry Technician
2	Sales Clerk
2	Telephone Operator/Recept.
2	Truck Driver/Gen. Serviceman
2	Typesetter
2	Warehouseman
2	KET Student Advisor
2	Food Store Clerk
**	

3	Accounting Clerk
3	Bookkeeper I
3	Custodial Supervisor
3	Business Cashier
3	Data Entry Specialist II
3	Electronic Technician I
3	Employee Benefits Counselor
3	Food Service Supervisor
3	Lead General Serviceman
3	Lead Greenskeeper
3	Library Assistant, Senior
3	Livestock Technician

Prepared by the Office of Computing Services -- 04-28-88 -- (REF.NO: 00071)

Job Titles for Non-Exempt Personnel as of 04-28-88

Grade

Level DESCRIPTION.....

3 Night Maintenance Assistant
 3 Painter
 3 Printer I
 3 Purchasing Clerk
 3 Secretary
 3 Supply Specialist
 3 Teacher Aide, Head Start
 3 Traffic Control Specialist
 3 KET Student Services Analyst
 3 Teacher Aide/Bus Driver

**

4 Accounting Assistant
 4 Appliance Repairer
 4 Book Specialist
 4 Bookkeeper II
 4 Bus Driver
 4 Computer Comm. Technician
 4 Computer Operator
 4 Computing Support Coordinator
 4 Electrician
 4 Environmental Control Tech.
 4 Equipment Operator
 4 Head Cashier, Business Serv.
 4 Heating Plant Operator
 4 Laboratory Assistant
 4 Lead Painter
 4 Locksmith
 4 Mechanic
 4 Payroll Specialist
 4 Personnel Assistant
 4 Pest Controller
 4 Plumber
 4 Postmaster
 4 Preventive Maintenance Tech.
 4 Printer II
 4 Seamstress
 4 Secretary Specialist
 4 Security Officer
 4 Senior Electrician
 4 Staff Asst., Public Info.
 4 Staff Photographer
 4 Teacher Aide (Educ.-Child Dev)
 4 Upholsterer
 4 Water Plant Operator
 4 Work Control Specialist
 4 Carpenter
 4 Grounds Supervisor

Job Titles for Non-Exempt Personnel as of 04-28-88

Grade

level DESCRIPTION.....

4 Lead Warehouseman

4 Staff Writer

**

5 Administrative Secretary

5 Computer Comm. Tech., Senior

5 Electronic Technician II

5 Financial Aid Specialist

5 Graphic Assistant

5 Lead Electrician

5 Lead Environmental Cont. Tech.

5 Lead Mechanic

5 Lead Plumber

**

6 Carpenter Supervisor

6 Heating & Water Plant Sup.

6 Security Shift Supervisor

6 Senior Cable TV Technician

6 Senior Electronic Technician

**

106 records listed.

Prepared by the Office of Computing Services -- 04-28-88 -- (REF.NO: 00071)

**APPROVE REVISION OF POLICY ON
MAXIMUM AGE FOR RETIREMENT AND EMPLOYMENT - PG-31**

Background

The University policy regarding mandatory retirement was not amended at the time of the 1986 amendment to the Age Discrimination and Employment Act (ADEA) removing age 70 as the mandatory retirement age. As a result of the ADEA, there is no longer a mandatory retirement age except for tenured faculty at institutions of higher education. The exemption of tenured faculty under the amendment to the ADEA will be repealed as of December 31, 1993.

Analysis

This revision to Personnel Policy PG-31 is to conform University policy with Federal law pertaining to mandatory retirement. (The Retirement Policy originally approved on July 1, 1985, is attached for comparison purposes. Underlined passages in the recommended policy reflect the changes.)

Recommendation

That the Board of Regents approve the revision to PG-31 regarding the mandatory age for retirement and employment.

Subject: Maximum Age
for Retirement and
Employment

Section Number: PG - 31

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To specify the University policy regarding the mandatory age for retirement of tenured faculty and for reemployment of retired faculty and staff after entering into either the KTRS or KERS.

**MANDATORY
RETIREMENT AGE:**

The mandatory retirement age shall be age 70 for tenured faculty with mandatory retirement occurring on the day after the last examination day of the academic semester or session, as applicable, in which a faculty member's 70th birthday occurs or, if the 70th birthday falls between semesters or sessions, the day after the 70th birthday. The amendment to the Age Discrimination in Employment Act of 1967, which provided for the mandatory retirement of tenured faculty, is currently scheduled for repeal on December 31, 1993. There is no mandatory retirement age for other employees of the University.

**UNIVERSITY
EMPLOYMENT
AFTER RETIREMENT:**

Normally, faculty and staff members are not continued in employment after retiring on a pension under one of the retirement plans.

However, under Kentucky law, an individual may be reemployed without forfeiture of pension to the following limits:

1. Under the Kentucky Teachers Retirement System a retired faculty member may be reappointed to teach as a substitute or on a part-time basis not to exceed 100 days per year.
2. Under the Kentucky Employees Retirement System, a retired employee may be rehired in accordance with the annual earning limits established by the Kentucky Employees Retirement System.

PERSONNEL POLICY MANUAL



Subject: Maximum Age for Retirement & Employment	Section Number: PG - 31 Approval Date: 7/1/85 Revision Date: 3/26/87
---	---

PURPOSE:

To specify the University policy regarding the maximum age for retirement and employment.

RETIREMENT AGE:

The mandatory retirement age shall be age 70 with mandatory retirement occurring on the day after the last examination day of the academic semester or session, as applicable, in which a faculty or staff member's 70th birthday occurs or, if the 70th birthday falls between semesters or sessions, the day after the 70th birthday. This applies for all individuals employed by the University.

EMPLOYMENT AGE:

Employment with the University is not available to anyone who has reached his/her 70th birthday. This applies to both re-employment and new employment and includes full-time, part-time, or temporary employees.

**UNIVERSITY
EMPLOYMENT
AFTER RETIREMENT:**

Normally, faculty and staff members are not continued in employment after retiring on a pension under one of the retirement plans.

However, under Kentucky law, an individual may be re-employed without forfeiture of pension to the following limits:

1. Under the Kentucky Teachers Retirement System a retired faculty member may be reappointed to teach as a substitute or on a part-time basis not to exceed 100 days per year.
2. Under the Kentucky Employees Retirement System, a retired employee may be rehired in accordance with the annual earning limits established by the Kentucky Employees Retirement System.

**APPROVE REVISION OF POLICY
ON OFFICIAL TRAVEL - PG-16**

Background

In January 1988 the University temporarily modified the official University Travel Policy to require multilevel supervisory approval authority for in-state, out-of-state and international travel requests. The modification of the existing policy came as a result of the state budget cut in January and a directive from the Secretary of Finance and Administration Cabinet identifying areas in which state agencies reduce expenditures.

Analysis

University Travel Policy, prior to January 1988, permitted the approval of travel requests by the single signature authority of a department chair or other appropriate supervisor regardless of the extent of travel. The policy as modified in January and proposed for permanent revision requires a multilevel supervisory approval authority for any travel request. (The Travel Policy, as originally approved on July 1, 1985, is attached for comparison purposes. Underlined passages in the recommended policy reflect the changes.)

Recommendation

That the Board of Regents approve the revision of Personnel Policy PG-16 regarding official travel.

Subject: Official Travel

Section Number: PG - 16

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To outline the conditions for obtaining approval and reimbursement for official travel.

ADVANCE APPROVAL:

An official travel request should be processed even when there is no expense to the University. Approval for all travel and expenses must have, at a minimum, a two-tier supervisory approval. The following are recommending and approving levels for:

- A. In-State Travel. For in-state travel, the employee must obtain the recommendation of his/her immediate supervisor(s) and the approval of the recommending supervisor's supervisor. Travel requests should be submitted at least two weeks in advance.
- B. Out-of-State Travel. For out-of-state travel, the employee must obtain the recommendation of his/her immediate supervisor(s) through the level of Department Chair/Director. The approving official should be a Director reporting to the President, a Dean, Vice President, or the President. Travel requests should be submitted at least three weeks in advance.
- C. International Travel. For travel outside the United States, the employee must obtain the recommendation of his/her supervisor(s) through the level of Vice President or Director reporting directly to the President. The approving official will be the President.

RECEIPTS REQUIRED:

Receipts, where required, must accompany travel vouchers. For information about travel regulations, check with the Office of Business Services.

PERSONNEL POLICY MANUAL



Subject: Official Travel	Section Number: PG - 16 Approval Date: 7/1/85 Revision Date: 3/26/87
---------------------------------	---

PURPOSE:

To outline the conditions for obtaining approval and reimbursement for official travel.

**ADVANCE
APPROVAL:**

An official travel request should be processed even when there is no expense to the University. All travel and expenses, if allowed by the University, must be approved by the Department Chair or appropriate supervisor in advance. Travel requests should be submitted for approval to the immediate supervisor at least two weeks in advance.

**RECEIPTS
REQUIRED:**

Receipts, where required, must accompany travel vouchers. Affidavits will not be accepted. For information about travel regulations, check with the Office of Business Services.

**RENEWAL OF BANKING SERVICE AGREEMENT
FOR THE PERIOD JULY 1, 1988 - JUNE 30, 1989**

Background

Morehead State University is required by KRS Chapters 41 and 164A to designate a depository bank for all funds collected. The method of selection of that bank is set forth in the Kentucky Model Procurement Code, KRS Chapter 45A. Using the guidelines for competitive negotiation of contracts in KRS 45A.085, the Board of Regents on May 22, 1987, awarded the banking services contract to the People's First Bank of Morehead for the period July 1, 1987, to June 30, 1988, with the option to renew the agreement for four additional one-year periods.

Analysis

The services rendered to Morehead State University by the People's First Bank of Morehead have been in compliance with the terms of that agreement and have proven to be a most satisfactory arrangement.

Recommendation

That the Board of Regents exercise the option to renew the banking service agreement with the People's First Bank of Morehead for the fiscal year beginning July 1, 1988, and ending June 30, 1989.

TENURE

Recommendation

That the Board approve the granting of tenure to the following faculty members with the issuance of their contracts for the 1988-89 year:

Roland Buck
Rodger Carlson
William Green
Janet Gross
Paul McGhee
Frank Oddis
Barbara Russell
Kay Schafer
Michael Seelig
Rae Smith
Eugene Young

PAC 26
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. A list of those faculty who are in this category is listed below:

<u>Name</u>	<u>Year Employed</u>	<u>Rank</u>
David Collins	1981	Instructor
Barbara Krakoff	1981	Instructor
Paul Joseph Mulcahy	1981	Instructor

PROMOTIONS

Recommendation

That the Board approve granting promotions to the following faculty members with the issuance of their contracts for the 1988-89 year:

Associate Professor

Janice Brumagen
Janet Gross
Edward Reeves

Assistant Professor

Barbara Barker
Alta Blair
David Collins
Jacklynn Darling
Karen Hammons
Sheryl Luchtefeld

SABBATICAL LEAVES

Recommendation

That the Board approve the granting of a Sabbatical Leave to the following faculty member contingent upon funding being available from the faculty development fund or within the academic department:

Bruce Mattingly

Spring 1989

EMERITUS RANK

Background

The faculty listed below were recommended by the appropriate Department Chairs, College Dean, and Acting Vice President for Academic Affairs for Emeritus Rank. They meet the stated requirements for this status as outlined in PAc-3.

Recommendation

That the Board grant Emeritus Rank to the following faculty members:

Assistant Professor Betty M. Clarke
Assistant Professor Bernard G. Hamilton
Assistant Professor Ina M. Lowe
Assistant Professor Essie Payne
Associate Professor John K. Stetler
Professor E. Glenn Fulbright
Professor Charles J. Pelfrey

**MOREHEAD STATE UNIVERSITY
1986-88 CAPITAL CONSTRUCTION REPORT**

Fund Source: Consolidated Educational and Building Revenue
Bond Issue

ROOF REPLACEMENTS - \$1,020,000

Complete

Camden-Carroll Library
Lakewood Married Student Housing Apartments
Reed Greenhouse
Regents Hall
Waterfield Hall
Wilson Hall

In Progress

Alumni Tower
Breckinridge Hall

Planning

Farm Pavilion

AIR CONDITIONING SYSTEM REPAIRS - \$432,000

● **Replacement/Rebuilding of Chillers**

Complete

Baird Music Building
Mignon Tower
Rader Hall

In Progress

Combs Classroom Building

● **Replacement of Cooling Towers**

Complete

Combs Classroom Building
Cooper Hall
East Mignon Hall
Ginger Hall
Lloyd Cassity Building
Mignon Hall
Regents Hall
West Mignon Hall
Wilson Hall

- Installation of HVAC Duct System

In Progress

Drill Floor/Button Auditorium

FIRE SAFETY IMPROVEMENTS - \$200,000

- Installation of Elevator's Fireman's Service

Complete

Ten elevators

- Installation of Fire Alarm Systems

Complete

Baird Music Building
Breckinridge Hall
Combs Classroom Building
Lappin Hall

In Progress

Laughlin Health Building

- Installation of Halon Extinguishing System

In Progress

Reed Hall

- Replacement of Sprinkler System

In Progress

Farm Pavilion

BOILER CONTROLS REPLACEMENTS - \$245,000 - Complete

WATER PLANT RENOVATION AND UPGRADING - \$497,000 - In Progress

HANDICAP ACCESSIBILITY IMPROVEMENTS - \$240,000

● **Replacement/Installation of Elevator**

Complete

Combs Classroom Building
Rader Hall

● **Renovations of Automatic Door Openers and Restrooms**

Planning

Eight academic facilities

**RESURFACING OF STREETS, PARKING AREAS AND TRACK AND
TENNIS COURTS - \$240,000 - Complete**

ENERGY MANAGEMENT SYSTEM UPGRADE - \$225,000

Complete

Baird Music Building
Breckinridge Hall
Camden-Carroll Library
Laughlin Health Building
Lloyd Cassity Building

Fund Source: State Emergency Maintenance Funds

ROOF REPLACEMENTS - \$170,000

Complete

Adron Doran University Center

MAIN ENTRANCE BRIDGE REPLACEMENT - \$112,500

In Progress

University Golf Course

Fund Source: Contributed Funds

OMNI TURF INSTALLATION - \$648,500

Complete

Jayne Stadium

TRAINING ROOM CONSTRUCTION - \$78,000

Complete

Jayne Stadium

Fund Source: University Funds

ADUC CAFETERIA AND GRILL RENOVATION - \$40,000 - Complete

ROOF REPLACEMENT - \$35,000

Complete

Adron Doran University Center (Upper section)

MEDECO KEY SYSTEM INSTALLATION - \$75,000

Complete

All administrative and academic facilities

SOFTBALL FIELDS CONSTRUCTION - \$22,000

Complete

James Property
Old Football practice field

ROOF REPLACEMENT - \$20,000

Complete

Normal Hall

ASH UNLOADER INSTALLATION - \$35,000

Complete

Heating Plant

CHIMNEY REPAIR - \$20,000

Complete

Heating Plant

CONDENSATE PUMPS REPLACEMENT - \$30,000

Complete

Ten facilities

INSIDE DOORS AND LOCKS REPLACEMENT - \$46,000

Complete

Regents Hall

HOWELL-MCDOWELL RENOVATIONS - \$80,600

Complete

Business Services
President's Office
Financial Aid
Admissions

SANDBLASTING AND PAINTING - \$60,000

In Progress

Jayne Stadium

NEW LIGHTING SYSTEMS INSTALLATION - \$191,000

Complete

Baird Music Building
Button Auditorium

In Progress

Kibbey Theatre

STATUS REPORT
LAND ACQUISITIONS AS APPROVED BY
BOARD OF REGENTS - OCTOBER 30, 1987

<u>PROPERTY</u>	<u>APPRAISED VALUE</u>	<u>STATUS</u>
<u>TRACT ONE</u> - (James Property) Fronting on Fourth Street behind Bert Combs Class- room.	\$11,100	Final offer of appraised price sent to owner.
<u>TRACT TWO</u> - (C & O Railroad Property) Fronting on US 60 East, Contiguous to MSU Golf Course.	\$ 4,500	Negotiation stage between owner and state Division of Real Properties.
<u>TRACT THREE</u> - (MSU Foundation Lot) Fronting on Second Street.	\$26,042	Offer of appraised price accepted.
<u>TRACT FOUR</u> - (Caskey Property) Located in the "Tolliver Addition" behind the John "Sonny" Allen Baseball Field.	\$ 7,500	Final offer of appraised price rejected by owner.
<u>TRACT FIVE</u> - (Kissick Property) Fronting on Second Street	\$31,300	Offer of appraised price accepted.

program and review by a subcommittee of the graduate committee. This subcommittee checks enrollment and graduation statistics; studies program regulations and requirements; randomly inspects records of graduates; interviews faculty, current students and graduates of the program. The subcommittee reports to the graduate committee and makes recommendations concerning the program. The entire process is designed to examine both the need for the program, and the level of quality involved in instruction.

The departmental report, subcommittee report and committee recommendations are then forwarded to the vice president for academic affairs and the president for review and action as deemed necessary.

The first three programs to be reviewed under this process were psychology, sociology, and HPER.

**A REPORT ON THE CONTRACT
FOR THE DELIVERY OF STUDENT HEALTH SERVICES**

Contracted medical services have traditionally been provided for students on campus through the Caudill Health Clinic. Our current contract with the Morehead Clinic, a local, physician-owned clinic, expires on June 30, 1988. A request for proposals for the 1988-89 fiscal year was issued on March 21, 1988, with a closing date of April 22, 1988. The Morehead Clinic, the only respondent, submitted a bid of \$111,012, which represents a six percent (6%) increase over their current contract. A review of the basic medical services provided by the Morehead Clinic resulted in a positive evaluation and a recommendation by the Division of Student Development to President Grote that the 1988-89 proposal submitted by the Morehead Clinic for the delivery of student health services be forwarded to the legislature's Personal Services Contract Review Committee for approval. President Grote supported the recommendation and the contract has been submitted for state review.

**A COMPARISON REPORT ON ADMISSIONS,
FINANCIAL AID, AND STUDENT HOUSING**

April comparative enrollment data for the 1988 fall semester continue to reflect an increase in admissions, financial aid, and housing applications. At this point it is difficult to determine if the current growth will continue and be reflected in our final figures or if our pool of applicants is the same and students are simply responding to our presence in the region and applying earlier. However, we are very optimistic with these data and pleased that the trend suggests an increase beyond the fall projection of 6,800.

Of particular interest in the data presented below are the figures on housing applications. We recently completed room sign-ups for students who are currently enrolled. Twenty-two hundred and fifty (2,250) students, 41% more than last year, have reserved a room for the fall term. New applicants are now at 1,036 with a final projection of 1,600. Given adjustments for walk-ins and no-shows, our housing needs are projected at 3,562 spaces, 22 above our capacity. We are in the process of verifying our furniture inventory and ordering reserve bedding.

<u>Admissions</u>	<u>1987</u>	<u>1988</u>	<u>Difference</u>		<u>1987 Final No.</u>
			<u>No.</u>	<u>%</u>	
Prospects	12,848	16,080	3,232	+25	12,889
Applicants	1,954	2,648	694	+36	3,077
Admitted	1,606	2,096	490	+31	2,766

Financial Aid

KFAF	1,843	3,049	1,206	+65	3,887
------	-------	-------	-------	-----	-------

Housing

Room Sign-ups (Current Students)	1,600	2,250	650	+41	1,600
New & Returning	<u>559</u>	<u>1,036</u>	<u>477</u>	+85	<u>1,585</u>
Total Housing	2,159	3,286	1,127		3,185