

M I N U T E S

BOARD OF REGENTS MEETING MOREHEAD STATE UNIVERSITY

August 6, 1988

The Board of Regents of Morehead State University met in the Riggle Room of the Adron Doran University Center on Saturday, August 6, 1988, at 10 a.m., in Morehead, Kentucky. Chairman Louie B. Nunn presided.

CALL TO ORDER

Chairman Nunn called the meeting to order.

ROLL CALL

On roll call, the following members were present:

J. Calvin Aker
Walter W. Carr
Barbara Curry
Allan M. Lansing
Sheridan Martin
Louie B. Nunn
William R. Seaton
Dr. Alban Wheeler

Absent:

Edward T. Breathitt
Charles Wheeler

Ms. Lisa Browning, the new president of the Alumni Association, and Mr. Robert Chenoweth, University Legal Counsel, were also present.

INVOCATION

Chairman Nunn delivered the invocation.

OATH OF OFFICE ADMINISTERED TO STUDENT REGENT

The oath of office was administered by Chairman Nunn to Mr. Sheridan Martin who was elected by the student body to serve as the Student Regent on the Board of Regents for the 1988-89 fiscal year.

During Chairman Nunn's term as Governor of the Commonwealth of Kentucky, he was instrumental in getting legislation enacted that provided for student members to serve on the boards of regents of the institutions of higher education in Kentucky.

APPROVAL OF MINUTES

The Chair asked if there were any corrections, additions or deletions to the minutes of the meeting held on June 17, 1988. There being none, Mr. Seaton moved, seconded by Dr. Lansing, that the minutes be approved as distributed. The motion unanimously carried.

**RECOMMENDATIONS OF
PRESIDENT**

**HONORARY DOCTORATE TO
MR. O. LEONARD PRESS**

President Grote made the following recommendation:

RECOMMENDATION: That Mr. O. Leonard Press of Lexington, Kentucky, be awarded the honorary degree of DOCTOR OF PUBLIC SERVICE during the summer commencement ceremony on August 6, 1988.

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

MOTION: Mr. Seaton moved, seconded by Mr. Aker, that the Board approve the recommendation and award Mr. Press an honorary degree of DOCTOR OF PUBLIC SERVICE.

VOTE: The motion unanimously carried.

President Grote made the following recommendation:

**EXTENSION OF MSU AWARD
PROGRAM**

RECOMMENDATION: That the "Morehead State University Award" program be extended effective fall, 1989, to eligible students residing in Cabell, Mingo and Wayne Counties of West Virginia.

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

President Grote stated that he had sent a copy of the proposed recommendation to the President of Marshall University and subsequently talked with him about the proposal. Marshall University wholeheartedly supported the recommendation.

Mr. Seaton said that it was very important for the educational area to have this resolution adopted.

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

VOTE: The motion unanimously carried.

**INTRODUCTION OF ALUMNI
ASSOCIATION PRESIDENT
AND CHAIR OF STAFF
CONGRESS**

Dr. Grote introduced Ms. Lisa Browning, president of the MSU Alumni Association; and Mr. Larry Stephenson, newly elected chair of the Staff Congress.

Chairman Nunn indicated that he, as well as the other Board members, looked forward to working with Ms. Browning and Mr. Stephenson during the coming year.

**APPRECIATION TO ASHLAND
OIL, INC.**

Dr. Grote expressed appreciation to Ashland Oil for their hospitality when the Board met there on June 17. He noted that not only did Ashland Oil host the University by providing its facilities but defrayed all costs associated with the luncheon, Board meeting and reception.

Chairman Nunn said that there being no objection the Board would move to section VII (Reports From the President) prior to considering the other agenda items.

REPORTS FROM PRESIDENT

Dr. Grote reported on 1988 Summer I and Summer II enrollments. The final enrollment figure for Summer I was 2,051 which was down five from 1987, while the Summer II enrollment was 1,594 or an increase of 140 students over the previous year.

**1988 SUMMER I & II
ENROLLMENT**

LAND ACQUISITIONS

A status report was provided on the acquisition of property previously approved by the Board. In response to a question by Mr. Seaton on the legality of purchasing property at an amount greater than the appraised value, Mr. Dailey advised that the State handles all of the real property acquisitions for the universities. The State secures an independent appraiser to make an appraisal of the property. If the State corroborates the appraisal, then that is all that can be paid for the property. However, if the State feels the property has been underevaluated, the appraised value can be adjusted and more can be paid for the property.

Mr. Seaton said that he would support the acquisition of as much property around the University as possible.

**ENROLLMENT & HOUSING
PROJECTIONS**

Dr. Grote reported that from all available data fall enrollment was expected to exceed 7,000 students compared to the projected enrollment reported to the

Board at the June 17 meeting of 6,800 students on which the 1988-89 operating budget was prepared. Each week, he said that the enrollment is reassessed and revenue reevaluated. Based on these evaluations, revenue has been allocated to support this growth. For example, ten new faculty positions have been allocated to Academic Affairs to maintain small class size and to maintain the quality of the instructional program. As of July 22, 1988, housing applications were up 39 percent over this same time last year with a projected residence hall occupancy of 3,754. This number was based upon a projection of 4,315 total applications, less 13 percent for "no shows" and "cancellations." Dr. Grote said that everything was being done to insure that acceptable housing would be provided for most, if not all, who want to live on campus. Various temporary options are being considered which include renting private space for up to two weeks until the housing staff can determine the extent of "no shows." Four hundred additional beds and mattresses, as well as one hundred day beds, have been purchased. In the event enrollment gets soft, the beds and mattresses can be used as a part of the renovation of Fields and Thompson Halls. The day beds can be used for replacements in the married student housing units.

Dr. Grote stated that although the ceilings as contained in the Budget Resolution adopted by the Board on June 17 had not been reached, the Board will be asked later in the meeting to amend the 1988-89 Operating Budget to reflect a revised expenditure level associated with the increase in enrollment.

**APPRECIATION TO
FACULTY AND STAFF**

Dr. Grote thanked all of the faculty and staff who have been working this summer relating to all of the problems associated with the increased enrollment. He said that they have been excited about it, they have been supportive, they have been creative, and we think we are ready to open the doors of this university on the 20th of August and serve this marvelous student body.

FOOD SERVICES PROGRAM

Chairman Nunn initiated discussion on the food services program. Questions were raised on the quality of food, the financial operation of the program, and other related matters. Dr. Grote stated that there had been some complaints on the quality of the food primarily with the summer camps. Chairman Nunn noted that earlier there had been some discussions about

contracting for the services outside the university. Dr. Grote commented that this option had been discussed extensively over the past few months and a recommendation on management alternatives may be forthcoming for the Board's consideration. In response to a question from the chair on how food services was doing financially, Dr. Grote advised that food services was going to experience a deficit again. Mr. Dailey said that the operating deficit would be around \$94,000 for the 1987-88 year. In the previous fiscal year, the deficit had been reduced to \$22,000.

EXECUTIVE SESSION

Chairman Nunn opened the floor for a motion to go into executive session. Mr. Aker moved, seconded by Mr. Seaton, that the Board go into executive session for the purpose of a discussion of personnel matters as it relates to Board of Regents members. Motion unanimously carried.

At 12 Noon after approximately an hour in executive session, the Chairman entertained a motion that the Board return to public session whereupon the motion was made by Mr. Aker, seconded by Mr. Seaton, and unanimously carried.

**RECONVENED IN PUBLIC
SESSION**

Chairman Nunn advised that the executive session was for the purpose of discussing personnel matters and that no action was taken.

**PRESIDENT'S RECOMMENDA-
TIONS**

MOTION: Mr. Seaton moved, seconded by Mr. Wheeler, that the following action be taken concerning the President's recommendations of the items in the Division of Academic Affairs (Section VI-B, 1-4):

REVISION OF PAC-2

--Approve the revision of PAC-2 regarding promotion review for faculty;

(Revised Policy and Additional Background Information attached to these Minutes and marked VI-B-1)

REVISION OF PAC-6

--Approve the revision of PAC-6 regarding membership on graduate faculty;

(Revised Policy and Additional Background Information attached to these Minutes and marked VI-B-2)

REVISION OF PAC-10

--Approve the revision of PAC-10 regarding extraordinary faculty compensation; and

(Revised Policy and Additional Background Information attached to these Minutes and marked VI-B-3)

ADOPTION OF PAC-27

--Approve the adoption of PAC-27 as a separate policy addressing tenure review.

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

VOTE: The motion unanimously carried.

MOTION: Mr. Seaton moved, seconded by Mr. Carr, that the Board take the following action concerning the President's recommendations of the items in the Division of Administrative and Fiscal Services (Section VI-C, 1-5) with item four (Acquisition of Real Property) being amended to include the following statement after the first sentence of the recommendation "Should the value established by the state exceed the initial appraisal, the university will require the Finance and Administration Cabinet to provide the appropriate documentation supporting the increase":

PERSONNEL ACTIONS

--Ratify Personnel Actions for the period of June 1, 1988, through July 15, 1988;

(Personnel Actions and Additional Background Information attached to these Minutes and marked VI-C-1)

**PERSONAL SERVICE
CONTRACTS**

--Ratify Personal Service Contracts issued with amounts greater than \$1,000 between June 4, 1988, and July 25, 1988;

(Personal Service Contracts attached to these Minutes and marked VI-C-2)

**THOMPSON HALL
RENOVATION PROJECT**

--Ratify the University's June 21, 1988, request to the Finance and Administration Cabinet, to begin the process for the selection of an architect and/or engineer to develop preliminary plans and cost estimates for the Thompson Hall renovation project;

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

**ACQUISITION OF REAL
PROPERTY**

--Authorize the President to request review and approval of the proposed acquisitions by the Council on Higher Education staff and that the Finance and Administration Cabinet enter into negotiations with the respective property owner for the purpose of acquiring the property for the use and benefit of Morehead State University within the value established by the state. Funds are available for the acquisition from the unexpended capital construction land acquisition account and the University unallotted year-end balance; and

(Additional Background Information attached to these Minutes and marked VI-C-4)

**AMENDMENT OF 1988-90
OPERATING BUDGET**

--Amend the institution's 1988-90 Operating Budget to reflect a revised expenditure level of \$47,592,823 in accordance with the detailed budget information provided.

(Additional Background Information attached to these Minutes and marked VI-C-5)

VOTE: The motion unanimously carried.

**INTRODUCTION OF NEW
DEAN OF GRADUATE AND
SPECIAL ACADEMIC
PROGRAMS**

Dr. Grote introduced the new Dean of Graduate and Special Academic Programs, Dr. Tony Williams.

**CHE FORMULA REVIEW
HEARINGS**

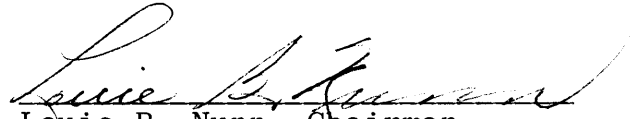
Dr. Grote informed the Board that the Council on Higher Education would be conducting eight formula review hearings on the campuses of the institutions of higher education. The first of the series of hearings will be held at Morehead State University on Monday, August 29, 1988, at 2 p.m. Dr. Grote invited and encouraged all members of the Board of Regents to attend. He said that additional information and material pertaining to the hearing would be mailed to all Regents the following week. Governor Nunn advised that he would be attending and providing testimony on behalf of the University.


**"MSU SPOTLIGHT"
PROGRAM POSTPONED
TO FUTURE MEETING**

Due to the length of the meeting, the "MSU Spotlight" program on Residence Education was postponed to a future Board of Regents meeting.

ADJOURNMENT

There being no further business to conduct, the meeting adjourned at 12:30 p.m.


Louie B. Nunn, Chairman


Carol Johnson, Secretary

AWARDING OF HONORARY DOCTORAL DEGREE TO O. LEONARD PRESS

Background

The Board of Regents voted on May 13, 1988, to reinstate the practice of awarding doctoral degrees to outstanding individuals. Pursuant to this action, President Grote appointed the ad hoc Honorary Degree Advisory Committee on May 26, 1988, to screen nominations and to make appropriate recommendations to him and to the Board of Regents. The committee is comprised of active and retired faculty and staff members. The name of Mr. O. Leonard Press of Lexington, Executive Director of the Kentucky Authority for Educational Television (KET), had been placed in nomination and was forwarded to the committee by the President.

The Honorary Degree Advisory Committee reviewed the personal and professional qualifications of Mr. Press and unanimously recommended that he be awarded the honorary degree of DOCTOR OF PUBLIC SERVICE at the summer commencement ceremony on August 6, 1988. The committee's recommendation was forwarded to the Board of Regents by the President on July 15, 1988.

A pioneer in the field of educational television, Mr. Press initiated plans for the KET Network between 1958 and 1960 and devoted himself to helping the project become a reality in 1968 when KET went on the air as the largest statewide ETV network in the country. As a broadcasting professional in the late 1940's and early 1950's, he produced some of the nation's first ETV programming. A former faculty member and broadcasting services supervisor at the University of Kentucky, Mr. Press was inducted into the Kentucky Journalism Hall of Fame in 1986. He holds bachelor's and master's degrees from Boston University.

A former consultant to National Education Television, National Association of Educational Broadcasters and the Corporation for Public Broadcasting, he is a recognized authority in educational television and has led KET to national prominence.

Recommendation

That Mr. O. Leonard Press of Lexington, Ky., be awarded the honorary degree of DOCTOR OF PUBLIC SERVICE during the summer commencement ceremony on August 6, 1988.

EXTENSION OF "MSU AWARD" PROGRAM TO THREE WEST VIRGINIA COUNTIES

Background

In a pioneering effort to improve access to public higher education for students living across Kentucky's northern border, Morehead State University instituted a tuition assistance program more than 10 years ago for residents of various counties in Southern Ohio. The program today consists of a grant of \$1,200 yearly, applied to the non-resident tuition costs, for students with a minimum ACT score of 20 or a minimum grade point average of 2.75. With acceptable grades, the "MSU Award" can be renewed for three additional years. It is awarded in seven counties in Ohio. Transfer students residing in those counties also are eligible for the program.

Shortly after this program was initiated, public college officials in the Tri-State (metropolitan area of Ashland, KY., Ironton and Portsmouth, OH, and Huntington, WV), with the support and encouragement of civic and business leaders from their communities, began exploring additional means of making higher education more accessible to Tri-State residents, regardless of their place of residence. The Portsmouth branch of Ohio University, now Shawnee State University, developed a reduced tuition program for residents of Greenup and Lewis counties in Kentucky. The Southern campus of Ohio University, located in Ironton, has the same plan for Boyd and Greenup counties in Kentucky. With the assistance of the staff of the Kentucky Council on Higher Education, a reciprocal agreement was negotiated to allow students from Pike and Martin counties in Kentucky to attend Southern West Virginia Community College at resident tuition rates. In return, students from Cabell, Mingo and Wayne counties of West Virginia have the same privilege at Ashland Community College.

After considerable effort, Marshall University succeeded last year with the adoption of its "Metro Fee" for residents of Lawrence County, Ohio, and Boyd, Carter and Greenup counties in Kentucky. The "Metro Fee" will be extended this coming school year to Lawrence County, Ky. It provides reduced tuition rates for non-resident students.

Morehead State University, to date, has not extended the "MSU Award" program to the portion of West Virginia which lies within the Tri-State area or along the state's border. Discussions have been ongoing on an intermittent basis for the past three years and it now is apparent that the next logical step in this cooperative venture to improve higher education access would be for Morehead State University to add the contiguous counties of Cabell, Mingo and Wayne in West Virginia to its "MSU Award" eligibility area. This policy change also would be supportive of the University's expanded presence and mission in the Ashland area and would not affect the current practice of permitting non-resident students attending classes at Ashland and other regional centers to pay resident fees.

Analysis

More than 90 students from Cabell, Mingo and Wayne counties of West Virginia were enrolled at Ashland Community College during the spring semester. Upon completion of two-year degree programs at ACC, many of these students would be prospective transfers to MSU. The daily movement of Tri-State residents back and forth across statelines for employment and other purposes makes it more difficult to administer and justify strict definitions of "resident" and "non-resident" status. Extension of the "MSU Award" program to the West Virginia counties would be in keeping with the spirit of interstate cooperation which exists in the Tri-State higher education community.

Recommendation

That the "Morehead State University Award" program be extended effective fall, 1989, to eligible students residing in Cabell, Mingo and Wayne counties of West Virginia.

APPROVE REVISION OF POLICY ON
PROMOTION REVIEW - PAc-2

Background

The current University policy on Tenure and Promotion, PAc-2, has never had Section IV, "The Process," defined. In defining the process for tenure and promotion the Faculty Senate recommended that tenure and promotion be set forth in separate policies. The process added to this policy is the current practice at the University.

Analysis

This revision to Personnel Policy PAc-2 sets forth the principles, criteria, statements and process for promotion review. The underlined sections of the attached revised PAc-2 reflects the additions to the policy that did not appear in the original promotion review.

Recommendation

That the Board of Regents approve the revision of PAc-2 regarding promotion review for faculty.

Subject: Promotion Review

Section Number: PAC - 2

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To define the criteria, procedures, and conditions of the review of University academic personnel for granting promotion.

PREAMBLE:

The faculty adhere to the principle and purpose inherent in privilege in rank. Within each rank from instructor through professor, rank shall be a major determinant in administrative decisions regarding salaries, teaching responsibilities, release time, committee assignments, summer employment, and sabbatical leaves. Without this principle and purpose, promotion is meaningless and the system is without merit.

I. GENERAL PRINCIPLES

ACADEMIC PRINCIPLES:

Faculty members have an important responsibility in providing evaluations of peers in the promotion process. This responsibility involves the application of academic and professional judgments in a framework of shared authority among various levels of review and between faculty and academic administrators.

The promotion procedures consist of several levels of judgment and review: the department, the college, and the University. The initial reviews will take place at the levels of the department and college and will focus on professional and scholarly judgments of the quality of the individual's academic work. Subsequent levels of university review will bring broader faculty and administrative judgment to bear and will also monitor general standards of quality, equity, and adequacy of the procedures used. At each level, the review process will reflect the competence and perspective of the reviewing body.

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**EXPECTATIONS AND
STANDARDS OF EACH
UNIT:**

An important part of the whole promotion process for faculty members is that all parties to the process share common expectations and understandings. Since general statements of principles will be broad and inclusive, each academic unit may develop its own specific expectations and standards in addition to the broad, Universitywide standards as the operational basis for promotion recommendations. Statements concerning these additional expectations and standards will be available and on file in the Office of the Vice President for Academic Affairs, and will be given to each faculty member.

The review process for promotion is concerned with the academic and professional merits of particular candidates, judged in reference to all alternative candidates, including prospective faculty members. Promotion standards, therefore, cannot be fixed and absolute but will reflect to some extent the varying competitive positions of the University in attracting faculty. Accordingly, evaluations will be influenced by such considerations of relative standing. Likewise, progressively more exacting scrutiny will take place as the faculty member advances in academic rank.

II. CRITERIA FOR PROMOTION

**GENERAL
CRITERIA:**

Promotions shall be based on recognized performance in each of the following areas as appropriate to the particular responsibilities assigned to the faculty member. Promotion is neither an unqualified right nor an automatic consequence of having completed a certain period of service.

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The minimal requirements listed below are not the sole determinants in the process:

1. Teaching excellence--as recognized by colleagues, department chairs, and deans and as assessed by students. Other evidence may include, but not be limited to, the following: student contact activities (advisement, supervision of internships and theses); development of new courses, programs, or innovative instructional techniques; teaching awards and honors.
2. Professional achievement--as related to the teaching area may include, but not be limited to, the following: research, scholarly or creative achievements; attendance at professional meetings and leadership roles in professional organizations; participation in seminars and workshops; additional graduate study in the teaching field; work experience; and consulting.
3. Service to the institution and the community--may include, but not be limited to, the following: active participation on University, college, department, and Faculty Senate ad hoc and standing committees; service as an official representative of the University; sponsorship of approved co-curricular activities; coordination of and participation in University workshops, conferences, clinics, inservice, and special events; development of proposals; development of relationships with professional groups in business, industry, trade, education, and

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government; non-University service
rendered as a citizen, not as a
representative of Morehead State
University.

III. STATEMENTS REGARDING PROMOTION

**PROMOTION
PORTFOLIO:**

The promotion portfolio must contain a curriculum vita, supporting documents, and a letter of intent. The letter of intent, addressed to the Department Chair, will state the desire to be considered for a promotion and should contain a summary of major responsibilities and activities since the last rank assignment that merit consideration for the promotion. The candidate's portfolio must document all qualifications, and it must be complete at the time of submission.

CURRICULUM VITAE:

The following are guidelines for constructing the curriculum vita. All categories will not apply to each candidate. Whenever appropriate, specific titles, dates, pages, and publishers should be included. A reasonable sample of items under numbers III and IV should be presented.

I. Personal Data

- A. Name
- B. Present rank, administrative title (if applicable), and department
- C. Dates of initial rank assignment and promotions at Morehead State University
- D. Field or fields of specialization
- E. Education completed: degrees, certifications, and/or licenses with institutions and dates awarded or granted

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F. Teaching prior to Morehead State University or related work experience prior to Morehead State University

1. Institutions
2. Dates
3. Responsibilities
4. Rank changes and dates

G. Memberships in academic honor organizations

II. Teaching--Note whenever reassigned time was given.

A. Teaching load each semester

1. Numbers and titles of courses taught
2. Credit hours/workload

B. Student contact activities

1. Number of advisees: graduate, undergraduate
2. Supervisor of internships
3. Direction of theses and service on theses committees
4. Direction of independent studies
5. Service on oral examination committees
6. Other

C. New courses and programs developed

D. Innovative instructional techniques developed

E. Teaching awards and honors

F. Other evidence of effective teaching

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III. Professional Growth

A. Scholarship

1. List of published articles
2. List of published books
3. List of published reviews
4. List of papers read at conferences
5. Editorship of or service on editorial boards of professional journals
6. Scholarly grants
7. Sabbaticals
8. Pure research completed
9. Applied research completed
10. Fellowships awarded
11. Awards for scholarship

B. Creative Productions--List of:

1. Exhibits
2. Musical compositions published
3. Poems, plays, stories, novels published
4. Artistic performances
5. Speaking engagements
6. Inventions
7. Awards for creative productions

C. Academic and/or professional organizations

1. Memberships
2. Leadership roles
3. Attendance at conferences
4. Awards for service

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D. Continuing education

1. Seminars attended and form of participation
2. Workshops attended and form of participation
3. Graduate study
 - a. Institution
 - b. Degree being pursued and anticipated date of completion
 - c. Credit hours completed

E. Relevant work experience and consulting

1. Institution/agency
2. Responsibilities
3. Dates

F. Other evidence of professional growth

IV. Service

- A. List of University, college, department, and Faculty Senate ad hoc and standing committees with level indicated in each case
- B. Sponsorship or advisor of University-approved extracurricular activities
- C. Service as official representative of the University
 1. Place
 2. Responsibility
 3. Date

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D. Coordination of and participation in Morehead State University workshops, conferences, clinics, inservice, and special events

1. Title
2. Form of participation
3. Date

E. Development of proposals to benefit the University

1. Title of proposal
2. Date submitted
3. Accepted or rejected

F. Development of relations with professional groups (business, industry, trade, education, and government)

G. Honors and awards for service

H. Other University service

I. Non-University service

SUPPORTING
DOCUMENTS:

The supporting documents should be arranged in the following categories:

A. Documents which support personal data (for example)

- copies of official transcripts
- copies of official letters of promotion at other institutions

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B. Documents which support effectiveness of teaching (for example)

- copies of results of teacher ratings
- copies of descriptions of innovative instructional techniques
- copies of teaching awards and honors

C. Documents which support evidence of professional achievement (for example)

- copies of published articles, books, reviews
- copies of papers read at conferences
- copies, slides, tapes of, or patents for creative productions
- evidence of roles in academic organizations
- evidence of continuing education including transcripts of graduate work

D. Documents which support service (for example)

- copies of proposals to benefit the University
- copies of honors or awards for service

PROMOTION
COMMITTEES:

Department, College, and University Promotion Committees will be formed and operate within the following structure and procedures:

1. No candidate for promotion, candidate's spouse, department chairs, or deans will serve on promotion committees.

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2. No faculty member will serve on more than one promotion committee.
3. Preference for committee membership shall be given to those who have undergone promotion review process.
4. The chairperson of each promotion committee shall be elected by the committee.
5. In academic areas where schools are the administrative unit above the department level, the peer review will be by the department, college, and University promotion committees.
6. The University Promotion Committee shall consist of nine (9) faculty members elected by the Faculty Senate from the tenured, full-time faculty and must include three representatives from each college and shall include both males and females. No two representatives should be from the same department/school. Committee members shall be full professors. In the event that full professors are unavailable, associate professors may serve; if no associate professors are available, assistant professors may serve. Term of service shall be three years, with one member from each college being replaced each year. A member may not hold successive terms.
7. The College Promotion Committee shall consist of one representative from each department of the college. These members should be tenured, full-time faculty members. Each department will elect by secret

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ballot, a representative to serve a two-year term on the college committee.

8. The Department Promotion Committee should consist of the department as a whole (if not excluded by conditions one and two above). Each department may choose to elect a Department Promotion Committee. All faculty who are not excluded by conditions one and two above are eligible for committee membership and are elected by secret ballot.
9. The quorum necessary for voting will be two-thirds of the total membership of a committee.
10. All voting on candidates will be by secret ballot. Recommendation for promotion requires an affirmative vote by a majority of committee members voting. There shall be no abstentions in the voting process. In all committee recommendations, the number of "yes" votes and the number of "no" votes must be recorded.
11. In all cases, promotion committees must state in writing on the appropriate form the rationales for the majority recommendation and a numerical rating of qualification for promotion. Those in the minority must also state their rationale in writing.
12. Promotion committees' deliberations must be treated confidentially and must not be discussed outside of promotion committee meetings.

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IV. PROMOTION PROCESS

GUIDELINES:

All prospective candidates for promotion may elect to attend an orientation workshop sponsored and presented by the Vice President for Academic Affairs and the previous year's chair of the University Promotion Committee that shall be held no later than October 15 of each year. Each candidate for promotion will receive peer review at the department, college, and University levels. In addition to peer review, each candidate will be reviewed by his/her Department Chair, Associate Dean (if applicable), College Dean, and the Vice President for Academic Affairs. The President makes the final recommendation to the Board of Regents.

INITIATION OF THE REVIEW PROCESS:

BY JANUARY 15: The candidate applying for promotion review has the responsibility for submitting the required promotion portfolio, which includes a letter of intent, curriculum vita, and supporting documents, to his/her college dean. The dean will place the portfolio in a secure area for review by the appropriate Department Promotion Committee, College Promotion Committee, Department Chair, Associate Dean (if applicable), and College Dean.

REVIEW OF PORTFOLIOS:

The review process will proceed as described below:

1. BY FEBRUARY 1: Department Promotion Committee, Department Chair, College Promotion Committee, Associate Dean (if applicable), and College Dean independently review the portfolios and make a determination regarding a positive or negative recommendation. The recommendation, supporting rationale, and numerical rating of qualification

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for promotion are document on the appropriate form (see attached Forms A and B) and submitted to the College representatives of the University Promotion Committee.

2. BY FEBRUARY 5: As soon as these reviews are completed, the College Dean sends the portfolios to the Vice President for Academic Affairs, who places the portfolios in a secure area for review by the University Promotion Committee.
3. BY FEBRUARY 5: The two college representatives of the University Promotion Committee inform the candidates of the appropriate Department Promotion Committee's, Department Chair's, College Promotion Committee's, Associate Dean's (if applicable), and College Dean's recommendations through presentation of the summary form (see attached Form C).
4. If all recommendations are for promotion, the portfolio will automatically be reviewed by the University Promotion Committee. If any recommendation is against promotion, the candidate may withdraw the portfolio, request that it be sent on without responding, or request that it be sent on with a letter of response to any recommendation against promotion. If the candidate chooses to submit a letter of response, it must be submitted to the appropriate representative of the University Promotion Committee. To withdraw the portfolio, a candidate must submit a

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written request to the college representative of the University Promotion Committee, who will then return the portfolio to the candidate.

5. BY MARCH 1: The University Promotion Committee reviews the candidate's portfolio; the recommendations by the Department Promotion Committee, the Department Chair, the College Promotion Committee, Associate Dean (if applicable), and College Dean; and any letter of response and makes a determination regarding a positive or negative recommendation. The recommendation, supporting rationale, and numerical rating of qualification for promotion is document on the appropriate form (see attached Form D).
6. BY MARCH 20: The two University Promotion Committee representatives from each college will inform their college's candidates for promotion of the University Promotion Committee's recommendation. If the recommendation is for promotion, the portfolio will automatically be made available for review by the Vice President for Academic Affairs, the President, and the Board of Regents. If the University Promotion Committee's recommendation is against promotion, a college representative will inform the candidate; and the candidate may withdraw the portfolio, request that it be sent on without responding, or request that it be sent on with a letter of response. If the candidate chooses to submit a letter of response, it must be

FORM A: DEPARTMENT PROMOTION COMMITTEE RECOMMENDATION OR
DEPARTMENT CHAIR OR ASSOCIATE DEAN RECOMMENDATION

Candidate's name: _____

Department: _____ College: _____

Desires promotion from _____ to _____

Recommendation (circle one) PROMOTE DO NOT PROMOTE

Using a scale of 1 to 10 with 10 being the highest possible score, assign a numerical value to each of the following areas and multiply by the assigned factor. The sum of the three areas becomes the rating of qualification for promotion:

TEACHING _____ X 60% = _____

SERVICE _____ X 20% = _____

PROFESSIONAL ACHIEVEMENT _____ X 20% = _____

RATING OF QUALIFICATION FOR PROMOTION: _____

Vote(s) FOR _____ Vote(s) AGAINST _____

Please provide specific rationale which supports the final recommendation. Use the reverse side if needed.

Department Chair's or Associate Dean's name _____

OR List of Committee Members and Chairperson

FORM B: COLLEGE PROMOTION COMMITTEE RECOMMENDATION OR
COLLEGE CHAIR OR ASSOCIATE DEAN RECOMMENDATION

Candidate's name: _____

Department: _____ College: _____

Desires promotion from _____ to _____

Recommendation (circle one) PROMOTE DO NOT PROMOTE

Using a scale of 1 to 10 with 10 being the highest possible score, assign a numerical value to each of the following areas and multiply by the assigned factor. The sum of the three areas becomes the rating of qualification for promotion:

TEACHING _____ X 60% = _____

SERVICE _____ X 20% = _____

PROFESSIONAL ACHIEVEMENT _____ X 20% = _____

RATING OF QUALIFICATION FOR PROMOTION: _____

Vote(s) FOR _____ Vote(s) AGAINST _____

Please provide specific rationale which supports the final recommendation. Use the reverse side if needed.

College Dean's name _____

OR List of Committee Members and Chairperson

FORM C: SUMMARY OF RECOMMENDATIONS

Candidate's name: _____ Highest degree held _____

Department: _____ College: _____

Desires promotion from _____ to _____

Time at Morehead _____ Time since last advancement _____

Department Committee Recommendation FOR _____ AGAINST _____

Rating of Qualification for Promotion _____

Summary Rationale:

Department Chair's Recommendation FOR _____ AGAINST _____

Rating of Qualification for Promotion _____

Summary Rationale:

College Committee Recommendation FOR _____ AGAINST _____

Rating of Qualification for Promotion _____

Summary Rationale:

Associate Dean's Recommendation (if applicable) FOR ____ AGAINST ____

Rating of Qualification for Promotion _____

Summary Rationale:

FORM D: UNIVERSITY PROMOTION COMMITTEE RECOMMENDATION

Candidate's name: _____

Department: _____ College: _____

Desires promotion from _____ to _____

Recommendation (circle one) PROMOTE DO NOT PROMOTE

Using a scale of 1 to 10 with 10 being the highest possible score, assign a numerical value to each of the following areas and multiply by the assigned factor. The sum of the three areas becomes the rating of qualification for promotion:

TEACHING _____ X 60% = _____

SERVICE _____ X 20% = _____

PROFESSIONAL ACHIEVEMENT _____ X 20% = _____

RATING OF QUALIFICATION FOR PROMOTION: _____

Vote(s) FOR _____ Vote(s) AGAINST _____

Please provide specific rationale which supports the final recommendation. Use the reverse side if needed.

List of Committee Members and Chairperson

APPROVE REVISION OF POLICY ON
MEMBERSHIP ON GRADUATE FACULTY - PAC-6

Background

The current University policy regarding membership on graduate faculty was not amended at the time PAC-1, Definition of Academic Titles was revised in January, 1988. It was decided at that time that the University should consider the new accreditation criteria along with the revised PAC-1 before presenting a revised PAC-6.

Analysis

In keeping with the new accreditation emphasis on quality instruction and institutional effectiveness this revision to Personnel Policy PAC-6 sets forth criteria for full membership to the graduate faculty, criteria for associate membership, the appointment procedure, temporary appointments and a review of memberships process. It also incorporates the revised definitions of academic titles in PAC-1. The underlined sections of the attached revised PAC-6 reflects the additions or changes to the original policy on membership on graduate faculty.

Recommendation

That the Board of Regents approve the revision of PAC-6 regarding membership on graduate faculty.

SUBJECT: Membership on
Graduate Faculty

SECTION NUMBER: PAc - 6

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To outline the criteria and procedures for appointment to the graduate faculty.

**CRITERIA FOR
FULL MEMBERSHIP:**

The following criteria must be met to be considered for Full Membership on the graduate faculty:

1. An earned terminal degree as defined in PAc - 1, in the appropriate teaching discipline from an accredited institution.
2. Competency and experience at the graduate level in teaching, committee work, student advisement, and directing student research as defined in the Procedure for Appointment.
3. Evidence of recent professional growth and/or research and publications.
4. A departmental teaching need at the graduate level (500 or 600 level courses).
5. Associate membership for at least one year at Morehead State University.

**CRITERIA
FOR ASSOCIATE
MEMBERSHIP**

The following criteria must be met to be considered for Associate Membership on the graduate faculty:

1. Either an earned terminal degree as defined in PAc - 1 in the appropriate teaching discipline or an earned master's degree plus 15 hours in the appropriate teaching discipline from an accredited institution or, in the absence of this degree, an exceptionally high level of scholarly productivity, competency, and experience as determined by the University Graduate Committee.
2. Potential for competency at the graduate level in teaching, committee work, student advisement, and directing

SUBJECT: Membership on
Graduate Faculty

SECTION NUMBER: Pac - 6

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- student research as defined in the Procedure for Appointment.
3. Evidence of recent professional growth and/or research and publications.
4. A department teaching need for 500 level graduate courses. With the terminal degree 600 level courses may be taught with the approval of the University Graduate Committee.
5. In the absence of available graduate faculty with Full Membership, the Associate Member may teach courses restricted to graduate students, if he/she is recommended by the departmental graduate faculty, department chair, and the college dean as being highly competent in the teaching discipline, with the approval of the Dean of Graduate and Special Academic Programs.
6. All Associate Memberships shall be one academic year appointments.

APPOINTMENT
PROCEDURE:

The following procedure shall be used for nomination and review of candidates:

1. When the department chair of an academic department determines that he/she needs to assign a graduate course to a faculty member who is not already a full member of the graduate faculty, he/she shall gain the concurrence of the departmental graduate faculty and then nominate the individual faculty member for Associate Membership to the graduate faculty.
2. The department chair forwards the nomination, with supporting documentation (curriculum vita) to the College Graduate Committee. The supporting documentation shall provide evidence of teaching excellence, professional activities, and university/community service.
3. Upon approval of the College Graduate Committee, the nomination and supporting

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Graduate Faculty

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- documentation are forwarded to the University Graduate Committee. If the nomination is rejected, justification shall be provided to the nominee and the department chair.
4. The University Graduate Committee will make the final determination regarding the nominee's appointment as an Associate Member of the graduate faculty.
 5. The Dean of Graduate and Special Academic Programs will inform the nominee, department chair, and the Vice President for Academic Affairs of the decision of the University Graduate Committee.
 6. The University Graduate Committee must approve the appointment of Associate Members at least two weeks before scheduled graduate courses begin.

**TEMPORARY
APPOINTMENTS:**

When, due to extraordinary circumstances, a member of the graduate faculty is unavailable to teach a previously scheduled course and circumstances will not permit appointment under normal procedures, the Dean of Graduate and Special Academic Programs may temporarily appoint a faculty member to temporary status on the graduate faculty.

Temporary appointments are for one semester only. At the time of the temporary appointment, the department chair requesting the appointment must initiate the regular appointment procedure.

In all other respects, a temporary appointee must meet the qualifications and expectations of a graduate faculty member.

The Dean of Graduate and Special Academic Programs will inform all appropriate persons of his/her decision and direct that the

SUBJECT: Membership on
Graduate Faculty

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procedure for nomination for Associate
Membership be initiated.

REVIEW OF
MEMBERSHIPS:

Reviews of membership are made in accordance
the following schedule and principles:

1. Associate Members of the graduate
faculty will be reviewed by the
appropriate College Graduate Committee
and the University Graduate Committee
after the first year of membership
to determine if an individual should
be granted Full Membership on the
graduate faculty.
2. Full Members of the graduate faculty
will be reviewed by the appropriate
College Graduate Committee and the
University Graduate Committee every
fifth year of membership to determine
if an individual should continue on
the graduate faculty.
3. In the review process, faculty will
be evaluated according to the criteria
in the section Criteria for Membership.
4. In response to the review process,
the University Graduate Committee
can:
 - a. grant Full Membership to the
Associate Member;
 - b. deny Full Membership to the
Associate Member;
 - c. downgrade the Full Member to an
Associate Member;
 - d. renew Full membership for five
years;
5. The Dean of Graduate and Special
Academic Programs will inform in writing
all appropriate persons of the decisions
of the University Graduate Committee
within 30 working days after the
decision.

APPROVE REVISION OF POLICY ON
EXTRAORDINARY FACULTY COMPENSATION PAc-10

Background

The current University policy regarding extraordinary faculty compensation does not adequately define compensation to be received by faculty who live within the service region, but outside the county where a regional course is taught. As a result, faculty have been receiving time-on-road pay based on location of course offering rather than distance traveled or place of residence.

Analysis

The proposed revisions to PAc-10 are underlined on the attached copy. The formula for determination of the amount of time-on-road pay will be the same as that used for full-time faculty with place of residence used instead of campus. Faculty who reside outside the county where the course is taught may be reimbursed for travel and food expenses. The rate of expense reimbursement is that fixed by the State.

Recommendation

That the Board of Regents approve the revision of PAc-10 regarding extraordinary faculty compensation.

Subject: Extraordinary Faculty
Compensation

Section Number: PAC - 10

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To outline pay policies for services rendered in excess of those covered in the basic contract for services.

SUMMER COURSES:

Nine-month faculty contracted for instructional purposes during summer terms will receive compensation equal to 2 percent per credit hour of his/her previous year's contract.

A faculty member's summer compensation is not to exceed 24 percent of his/her previous contract unless approval is granted by the President.

TELECOURSES:

University faculty supervising/teaching credit telecourses offered over the Kentucky Educational Television network should have the telecourse scheduled as part of the faculty member's regular teaching load. If scheduling the class is not feasible as part of the faculty member's regular workload and the telecourse requires an additional workload assignment, the faculty member will be paid \$70 per student up to a maximum of 12 students in a three-semester-hour telecourse.

In circumstances where there are fewer than 12 students, teaching load will be calculated at the rate of four students equal one credit hour.

In addition, faculty will be paid \$100 for preparation of telecourse material. This compensation is a one-time payment per course, not contingent upon the enrollment of the course.

Subject: Extraordinary Faculty
Compensation

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COURSES TAUGHT
BY PART-TIME
FACULTY OR BY
APPROVED MEMBERS
OF THE UNIVERSITY
STAFF:

Compensation shall be paid on a per semester credit hour basis. Additionally, such faculty who reside outside the county where the course is taught may be reimbursed for travel and food expenses. The rate of expense reimbursement is that fixed by the State. A receipt may be required for expenses other than food. Except in the case of an emergency, there is no provision to reimburse such faculty for overnight lodging expenses.

Each college Dean will submit a request to the Vice President for Academic Affairs for the number of such faculty needed each semester. This request should be submitted only after a check is made to determine if qualified faculty in other departments or colleges at the University are available to teach the needed courses. The Vice President for Academic Affairs will respond to the requests of the Deans by memorandum in which the number of positions available for each is designated. If requested positions are not used in a given college, the Vice President for Academic Affairs can make them available to another college.

COURSES TAUGHT
BY REGULAR
FACULTY IN THE
REGION:

Compensation shall be paid on a per semester credit hour basis. Lecturers who live outside the county where a regional course is taught will receive additional compensation based on the distance between place of residence and the workplace (time on road). The formula for determination of the amount of time-on-road pay will be the same as that used for full-time faculty with place of residence used instead of campus. Additionally, such faculty who reside outside the county where the course is taught may be reimbursed for travel and food expenses. The rate of expense reimbursement is that fixed by the State. A receipt may be required for

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expenses other than food. Except in the case of an emergency, there is no provision to reimburse such faculty for overnight lodging expenses. Distance will be determined by the official mileage chart that is maintained in the Office of Business Services.

Each college Dean will submit a request to the Vice President for Academic Affairs for the number of such faculty needed each semester. This request should be submitted only after a check is made to determine if qualified faculty in other departments or colleges at the University are available to teach the needed courses. The Vice President for Academic Affairs will respond to the requests of the Deans by memorandum in which the number of positions available for each is designated. If requested positions are not used in a given college, the Vice President for Academic Affairs can make them available to another college.

COURSES TAUGHT
BY REGULAR OR
PART-TIME
UNIVERSITY
FACULTY IN
THE REGION:

The compensation for teaching in the region is based entirely upon the factor of distance from the campus (time-on-road). The compensation is based on the official miles for one round trip between the campus and the center. The formula to be used is:

1. \$6.00 per mile for the first 50 miles.
2. \$5.00 per mile for the next 50 miles or fraction thereof.
3. \$4.00 per mile for all remaining miles.

This formula is for a three-semester hour course requiring a minimum of 15 class sessions. For one- and two-semester hour courses, the formula is reduced to one-third

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Compensation**

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and two-thirds of the base amount, respectively. Also, if a three-hour course is in the nature of a workshop and thus requires less than 15 sessions or trips, the formula is reduced accordingly.

Each faculty member who teaches in the region will be compensated for one course per term whether it is taught as in-load or as overload. Deans should not schedule a faculty member for more than one regional course per term. If, because of extenuating circumstances, it is necessary for a faculty member to be assigned two regional courses during a given term, it must be approved in advance by the Vice President for Academic Affairs. There will be no time-on-road compensation for the second class.

Mileage expense and food allowance will be disbursed according to State regulations.

Distance will be determined by the official mileage chart that is maintained in the Office of Business Services.

Faculty who reside in counties where they are scheduled to teach an off-campus class will not receive time-on-road pay or travel expenses for that class.

**CORRESPONDENCE
COURSES:**

Correspondence course instructors are paid \$3.50 per correspondence course lesson graded and \$12.00 per final examination grade.

A faculty member who revises an existing course is paid \$400.00 for the course revision.

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COURSES TAUGHT
IN FOREIGN
OR IN DISTANT
PARTS OF THE
UNITED STATES:

The compensation for a faculty member teaching a course in foreign countries or within the United States but at a considerable distance from the University shall be determined by the formula used for faculty members who teach in the summer.

In the event travel expenses are not provided by any other agency, the University will reimburse the instructor's travel expenses in accordance with University travel regulations.

COURSES TAUGHT
WITHOUT
COMPENSATION:

Administrators (other than Department Chairs and Deans) who hold tenure and academic rank shall teach one course per calendar year when requested. Failure to accept the teaching assignment shall result in the loss of faculty status. In very unusual circumstances the President may grant a one-year exception if other unusual conflicting assignments merit such an adjustment.

The course shall be taught without extra compensation.

APPROVE POLICY ON
TENURE REVIEW - PAc-27

Background

The current University policy on Tenure and Promotion, PAc-2, has never had Section IV, "The Process," defined. In defining the process for tenure and promotion the Faculty Senate recommended that tenure and promotion be set forth in separate policies. The process added to this policy is the current practice at the University.

Analysis

This policy, PAc-27, sets forth the principles, criteria for tenure, statements regarding tenure and tenure process. The underlined section of the attached policy reflects the additions to the policy that did not appear in the original tenure review.

Recommendation

That the Board of Regents approve the adoption of PAc-27 as a separate policy addressing tenure review.

Subject: Tenure Review

Section Number: PAC - 27

Approval Date: 7/1/85

Revision Date:

PURPOSE:

To define the criteria, procedures, and conditions of the review of University academic personnel for the awarding of tenure.

I. GENERAL PRINCIPLES

**ACADEMIC
PRINCIPLES:**

Faculty members have an important responsibility in providing evaluations of peers in the tenure process. This responsibility involves the application of academic and professional judgments in a framework of shared authority among various levels of review and between faculty and academic administrators.

The tenure procedures consist of several levels of judgment and review: the department, the college, and the University. The initial reviews will take place at the level of the department and college and will focus on professional and scholarly judgments of the quality of the individual's academic work. Subsequent levels of University review will bring broader faculty and administrative judgment to bear and will also monitor general standards of quality, equity, and adequacy of the procedures used. At each level, the review process will reflect the competence and perspective of the reviewing body.

**EXPECTATIONS AND
STANDARDS OF EACH
UNIT:**

An important part of the whole tenure process for faculty members is that all parties to the process share common expectations and understandings. Since general statements of principles will be broad and inclusive, each academic unit may develop its own specific expectations and standards in addition to the broad, University wide standards as the operational basis for tenure recommendations. Statements concerning these additional

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expectations and standards will be available and on file in the Office of the Vice President for Academic Affairs, and will be given to each faculty member.

The review process for tenure is concerned with the academic and professional merits of particular candidates, judged in reference to all alternative candidates, including prospective faculty members. Tenure standards, therefore, cannot be fixed and absolute but will reflect to some extent the varying competitive positions of the University in attracting faculty. Accordingly, evaluations will be influenced by such considerations of relative standing. Likewise, progressively more exacting scrutiny will take place as the faculty member advances in academic rank.

**CHANGING NEEDS
AND PRIORITIES:**

Although the tenure process is geared, narrowly and properly, to evaluating individual performance, the changing needs and priorities of the institution may also affect the decision to grant tenure. Both equity and the long-range interests of the institution, however, require directing primary attention to University needs and priorities at the time of appointment and careful intermediate and longer range academic personnel planning.

TENURE DEFINED:

Tenure is a system by which competent, productive faculty members who meet certain stated criteria are informed that they have successfully completed their probationary period and are recognized as continuing members of the faculty free to pursue their academic interests and responsibilities with the confident knowledge that termination of their appointment can be only for cause (see Section III).

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II. CRITERIA FOR TENURE

GENERAL CRITERIA:

Tenure shall be based on the potential for future advancement in each of the areas as indicated by performance during the probationary period.

The minimal requirements listed below are not the sole determinants in the process:

1. Teaching excellence--as recognized by colleagues, department chairs, and deans and as assessed by students. Other evidence may include, but not be limited to, the following: student contact activities (advisement, supervision of internships and theses); development of new courses, programs, or innovative instructional techniques; teaching awards and honors.
2. Professional achievement--as related to the teaching area may include, but not be limited to, the following: research, scholarly or creative achievements; attendance at professional meetings and leadership roles in professional organizations; participation in seminars and workshops; additional graduate study in the teaching field; work experience; and consulting.
3. Service to the institution and the community--may include, but not be limited to, the following: active participation on University, college, department, and Faculty Senate ad hoc and standing committees; service as an official representative of the University; sponsorship of approved

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co-curricular activities;
coordination of and participation in
University workshops, conferences,
clinics, inservice and special
events; development of proposals;
development of relationships with
professional groups in business,
industry, trade, education, and
government; non-University service
rendered as a citizen, not as a
representative of Morehead State
University.

III. STATEMENTS REGARDING TENURE

TO WHOM TENURE PROVISIONS APPLY:

Provisions for holding academic tenure apply to all faculty members of Morehead State University holding full-time, regular Standing Appointments to the rank of Professor, Associate Professor, and Assistant Professor. Academic tenure is granted only in an academic program area.

PROBATIONARY OR PRE-TENURE

The probationary appointment period in the University is five years of continuous employment, beginning with the first full-time regular standing appointment to any rank. However, up to three years of equivalent professional service at other accredited institutions of higher education or an earlier appointment at Morehead State University may be applied toward this five-year probationary period upon appointment. Criteria for awarding equivalent professional service will be established by the Vice President for Academic Affairs.

A faculty member will not be retained beyond a total of six years of full-time employment in regular standing appointments without attaining tenure. To be tenured, a faculty member must make application for tenure

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through the appropriate tenure review structure, be recommended for tenure by the President of the University, and be approved by the Board of Regents for tenure.

This requirement will apply to eligible faculty members hired by the University who did not hold full-time regular Standing Appointments for the 1986-1987 academic year.

A faculty member who holds tenure-eligible rank must be reviewed for the awarding of tenure no later than the fifth year of probationary status.

**NON-TENURABLE
ACADEMIC
APPOINTMENTS:**

The tenure provisions defined herein do not apply to the following academic appointments:

1. Appointments designated as Standing II, Fixed-Term I, Fixed-Term II, or Visiting.
2. Appointments without remuneration.
3. Academic appointments to ranks other than Professor, Associate Professor, or Assistant Professor.

NOTE: Fixed-Term Appointments are discontinued automatically at the stated ending date or for cause during the term of the appointment but may be renewed. Standing II Appointments and Standing I Appointments in nontenure-eligible ranks are terminable under the conditions of termination stated in PAC - 26.

**TRANSITION
PROVISIONS:**

Faculty who held full-time regular Standing Appointments for the 1986-1987 academic year are subject to the following transition provisions:

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The probationary period for these faculty shall be no less than five years in a tenurable rank or five years beginning with the 1987-1988 academic year, whichever comes first.

Untenured faculty who by the fifth year of probationary status have been employed as faculty by the University for seven or more consecutive years shall not be required, but may elect, to undergo tenure review. (See PAC - 26, page 2, statement 4.) Faculty so exempted who do not request review for tenure within five years of attaining tenure-eligible rank forfeit the right to request tenure review in any subsequent year.

Those exempted faculty electing to apply for academic tenure forfeit their exempted status and shall undergo the same process with the same benefits/consequences as other faculty who apply for tenure.

NOTIFICATION
ABOUT
PROBATIONARY
PERIOD FOR
NEW FACULTY:

Each new faculty member is given a Contract for Academic Service on which the starting amount of probationary credit is stipulated.

A faculty member granted credit for probationary years upon appointment or promotion to a tenure eligible rank may request part or all of that time to be rescinded if he/she needs more time to develop credentials for tenure. However, such request may not be made after the tenure review process has started in the fifth probationary year.

A document signed by the Dean and the faculty member confirming the change in years of probationary status shall be executed.

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**COMPUTING A YEAR
OF CREDIT TOWARD
TENURE:**

In order to facilitate the administration of tenure review procedures, there shall be a common tenure anniversary date of July 1. This tenure anniversary date does not necessarily coincide with the faculty member's date of initial appointment. A year of credit toward tenure is earned in any year in which the tenure-eligible faculty member has full-time active employment status of no less than half of the July 1 through June 30 year (one semester if he/she normally is appointed for two semesters).

Since the purpose of the probationary period is to provide opportunity for observing the faculty member, time spent on leave of absence will not be counted as active employment, except for leave of absence for education purposes (see PG - 9).

**NOTICE OF
NONREAPPOINTMENT
AND TERMINATION:**

I. Standards for notice of non-reappointment for tenure-eligible positions are as follows:

A. Dates

1. Not later than March 1 of the first academic year of service.
2. Not later than December 15 of the second academic year of service.
3. After two or more years of service in the University, twelve months.

B. The President notifies the faculty member to be nonreappointed after consultation with the appropriate Academic Administrators.

II. All full-time and part-time faculty members of Morehead State University whose appointments are not being renewed

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have the right to a written statement of reasons for nonrenewal upon request to the President. A faculty member must request the written statement of reason(s) within thirty (30) calendar days of notice of nonreappointment. Such reasons for nonreappointment will be given by the President within thirty (30) calendar days following the request. All faculty members have the right to appeal to the Faculty Rights and Responsibilities Committee.

**ANNUAL PERFORMANCE
REVIEWS:**

Annual performance reviews are made of all faculty members.

TENURE PORTFOLIO:

The tenure portfolio must contain a curriculum vita and supporting documents.

The candidate's portfolio must document all qualifications, and it must be complete at the time of submission.

CURRICULUM VITAE:

The following are guidelines for constructing the curriculum vita. All categories will not apply to each candidate. Whenever appropriate specific titles, dates, pages, and publishers should be included. A reasonable sample of items under numbers III and IV should be presented.

I. Personal Data

- A. Name
- B. Present rank, administrative title (if applicable), and department
- C. Dates of initial rank assignment and promotions at Morehead State University
- D. Field or fields of specialization

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- E. Education completed: degrees, certifications, and/or licenses with institutions and dates awarded or granted
 - F. Teaching prior to Morehead State University or related work experience prior to Morehead State University
 - 1. Institutions
 - 2. Dates
 - 3. Responsibilities
 - 4. Rank changes and dates
 - G. Memberships in academic honor organizations
- II. Teaching--Note whenever reassigned time was given.
- A. Teaching load each semester
 - 1. Numbers and titles of courses taught
 - 2. Credit hours/workload
 - B. Student contact activities
 - 1. Number of advisees: graduate, undergraduate
 - 2. Supervisor of internships
 - 3. Direction of theses and service on theses committees
 - 4. Direction of independent studies
 - 5. Service on oral examination committees
 - 6. Other
 - C. New courses and programs developed

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D. Innovative instructional techniques developed

E. Teaching awards and honors

F. Other evidence of effective teaching

III. Professional Achievement

A. Scholarship

1. List of published articles
2. List of published books
3. List of published reviews
4. List of papers read at conferences
5. Editorship of or service on editorial boards of professional journals
6. Scholarly grants
7. Sabbaticals
8. Pure research completed
10. Fellowships awarded
11. Awards for scholarship

B. Creative Productions--List of:

1. Exhibits
2. Musical compositions published
3. Poems, plays, stories, novels published
4. Artistic performances
5. Speaking engagements
6. Inventions
7. Awards for creative productions

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- C. Service as official representative of the University
 - 1. Place
 - 2. Responsibility
 - 3. Date
- D. Coordination of and participation in Morehead State University workshops, conferences, clinics, inservice, and special events
 - 1. Title
 - 2. Form of participation
 - 3. Date
- E. Development of proposals to benefit the University
 - 1. Title of proposal
 - 2. Date submitted
 - 3. Accepted or rejected
- F. Development of relations with professional groups (business, industry, trade, education, and government)
- G. Honors and awards for service
- H. Other University service
- I. Non-University service

**SUPPORTING
DOCUMENTS:**

The supporting documents should be arranged in the following categories:

- 1. Documents which support personal data (for example):
 - copies of official transcripts
 - copies of official letters of promotion at other institutions

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2. Documents which support effectiveness of teaching (for example)
 - copies of results of teacher ratings
 - copies of descriptions of innovative instructional techniques
 - copies of teaching awards and honors
3. Documents which support evidence of professional growth (for example)
 - copies of published articles, books, reviews
 - copies of papers read at conferences
 - copies of conference programs
 - copies, slides, tapes of, or patents for creative productions
 - evidence of roles in academic organizations
 - evidence of continuing education including transcripts of graduate work
 - programs identifying speaking engagements
4. Documents which support service (for example)
 - copies of proposals to benefit the University
 - copies of honors or awards for service

TENURE
COMMITTEES:

Department, College, and University Tenure Committees will be formed and operate within the following structure and procedures:

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1. No candidate for tenure, candidate's spouse, department chairs, or deans will serve on tenure committees.
2. No faculty member will serve on more than one tenure committee.
3. Preference for committee membership shall be given to those who have undergone the tenure process.
4. The chairperson of each tenure committee will be elected by the committee.
5. In academic areas where schools are the administrative unit above the department level, the peer review will be by the department, college, and University tenure committees.
6. The University Tenure Committee shall consist of nine (9) faculty members elected by the Faculty Senate from the tenured, full-time faculty and must include three representatives from each college and shall include both males and females. No two representatives should be from the same department/school. Committee members shall be full professors. In the event that full professors are unavailable, associate professors may serve; if no associate professors are available, assistant professors may serve. Term of service shall be three years, with one member from each college being replaced each year. A member may not hold successive terms.
7. The College Tenure Committee shall consist of one representative from

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each department of the college. These members should be tenured, full-time faculty members. Each department will elect, by secret ballot, a representative to serve a two-year term on the college committee.

8. The Department Tenure Committee should consist of the department as a whole (if not excluded by conditions 1 and 2 above). Each department may choose to elect a Department Tenure Committee. All faculty who are not excluded by conditions 1 and 2 above are eligible for committee membership and are elected by secret ballot.
9. The quorum necessary for voting will be two-thirds of the total membership of a committee.
10. All voting on candidates will be by secret ballot. Recommendation for tenure requires an affirmative vote by a majority of the committee membership voting. There shall be no abstentions in the voting process. In all committee recommendations the number of "yes" votes and the number of "no" votes must be recorded.
11. In all cases, tenure committees must state in writing on the appropriate form the rationales for the majority recommendation and a numerical rating of qualification for tenure. Those in the minority must also state their rationale in writing.

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12. Tenure committees' deliberations must be treated confidentially and must not be discussed outside of tenure committee meetings.

IV. TENURE PROCESS

GUIDELINES:

All prospective candidates for tenure review may elect to attend an orientation workshop sponsored and presented by the Vice President for Academic Affairs and the previous year's chair of the University Tenure Committee that shall be held no later than April 15 of each year. Each candidate for tenure will receive peer review at the department, college, and University levels. In addition to peer review, each candidate will be reviewed by his/her Department Chair, Associate Dean (if applicable), College Dean, and the Vice President for Academic Affairs. The President makes the final recommendation to the Board of Regents.

INITIATION OF THE REVIEW PROCESS:

BY SEPTEMBER 15: The candidate applying for tenure review has the responsibility for submitting the required tenure portfolio, which includes the curriculum vita and supporting documents, to his/her college dean. The dean will place the portfolio in a secure area for review by the appropriate Department Tenure Committee, College Tenure Committee, Department Chair, Associate Dean (if applicable), and College Dean.

REVIEW OF PORTFOLIOS:

The review process will proceed as described below:

1. BY OCTOBER 1: Department Tenure Committee, Department Chair, College Tenure Committee, Associate Dean (if applicable), and College Dean independently review the portfolios

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and make a determination regarding a positive or negative recommendation. The recommendation, supporting rationale, and numerical rating of qualification for tenure are documented on the appropriate form (see attached Forms A and B) and submitted to the College representatives of the University Tenure Committee.

2. BY OCTOBER 5: As soon as these reviews are completed, the College Dean sends the portfolios to the Vice President for Academic Affairs, who places the portfolios in a secure area for review by the University Tenure Committee.
3. BY OCTOBER 5: The two college representatives of the University Tenure Committee inform the candidates of the appropriate Department Tenure Committee's, Department Chair's, College Tenure Committee's, Associate Dean's (if applicable), and College Dean's recommendations through presentation of the summary form (see attached Form C).
4. BY OCTOBER 10: If all recommendations are for tenure, the portfolio will automatically be reviewed by the University Tenure Committee. If any recommendation is against tenure, the candidate may withdraw the portfolio, request that it be sent on without responding, or request that it be sent on with a letter of response to any recommendation against tenure. If the candidate chooses to submit a letter of response, it must be

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submitted to the appropriate representative of the University Tenure Committee. To withdraw the portfolio, a candidate must submit a written request to the college representative of the University Tenure Committee, who will then return the portfolio to the candidate.

5. BY NOVEMBER 1: The University Tenure Committee reviews the candidate's portfolio; the recommendations by the Department Tenure Committee, the Department Chair, the College Tenure Committee, Associate Dean (if applicable), and College Dean; and any letter of response; and makes a determination regarding a positive or negative recommendation. The recommendation, supporting rationale, and numerical rating of qualification for tenure is documented on the appropriate form (see attached Form D).
6. BY NOVEMBER 20; The two University Tenure Committee representatives from each college will inform their college's candidates for tenure of the University Tenure Committee's recommendation. If the recommendation is for tenure, the portfolio will automatically be made available for review by the Vice President for Academic Affairs, the President, and the Board of Regents. If the University Tenure Committee's recommendation is against tenure, a college representative will inform the candidate; and the candidate may withdraw the portfolio, request that it be sent on without responding, or

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request that it be sent on with a letter of response. If the candidate chooses to submit a letter of response, it must be submitted to the Vice President for Academic Affairs. To withdraw the portfolio, a candidate must submit a written request to the college representative of the University Tenure Committee, who will then return the portfolio to the candidate.

7. The Vice President for Academic Affairs reviews the portfolio, the recommendations, and the letters of response. The Vice President makes a recommendation on each portfolio to the President, who in turn recommends to the Board of Regents, who will make the final decision.
8. BY 1 WEEK AFTER BOARD'S DECISION: Within one week of the Board of Regents' decision, the President informs each candidate in writing of the decision. The tenure portfolio will be available for return.
9. BY 2 WEEKS AFTER BOARD'S DECISION: Each candidate who does not receive tenure will be invited to meet with the Vice President for Academic Affairs for further explanation. The candidate has the option to decline this invitation.

**FORM B: COLLEGE TENURE COMMITTEE RECOMMENDATION OR
COLLEGE CHAIR OR ASSOCIATE DEAN RECOMMENDATION**

Candidate's name: _____

Department: _____ College: _____

Desires tenure from _____ to _____

Recommendation (circle one) PROMOTE DO NOT PROMOTE

Using a scale of 1 to 10 with 10 being the highest possible score, assign a numerical value to each of the following areas and multiply by the assigned factor. The sum of the three areas becomes the rating of qualification for tenure:

TEACHING _____ X 60% = _____

SERVICE _____ X 20% = _____

PROFESSIONAL ACHIEVEMENT _____ X 20% = _____

RATING OF QUALIFICATION FOR TENURE: _____

Vote(s) FOR _____ Vote(s) AGAINST _____

Please provide specific rationale which supports the final recommendation. Use the reverse side if needed.

College Dean's name _____

OR List of Committee Members and Chairperson

FORM C: SUMMARY OF RECOMMENDATIONS

Candidate's name: _____ Highest degree held _____

Department: _____ College: _____

Desires tenure from _____ to _____

Time at Morehead _____ Time since last advancement _____

Department Committee Recommendation FOR _____ AGAINST _____

Rating of Qualification for Tenure _____

Summary Rationale:

Department Chair's Recommendation FOR _____ AGAINST _____

Rating of Qualification for Tenure _____

Summary Rationale:

College Committee Recommendation FOR _____ AGAINST _____

Rating of Qualification for Tenure _____

Summary Rationale:

Associate Dean's Recommendation (if applicable) FOR _____ AGAINST _____

Rating of Qualification for Tenure _____

Summary Rationale:

FORM D: UNIVERSITY TENURE COMMITTEE RECOMMENDATION

Candidate's name: _____

Department: _____ College: _____

Desires tenure from _____ to _____

Recommendation (circle one) PROMOTE DO NOT PROMOTE

Using a scale of 1 to 10 with 10 being the highest possible score, assign a numerical value to each of the following areas and multiply by the assigned factor. The sum of the three areas becomes the rating of qualification for tenure:

TEACHING _____ X 60% = _____

SERVICE _____ X 20% = _____

PROFESSIONAL ACHIEVEMENT _____ X 20% = _____

RATING OF QUALIFICATION FOR TENURE: _____

Vote(s) FOR _____ Vote(s) AGAINST _____

Please provide specific rationale which supports the final recommendation. Use the reverse side if needed.

List of Committee Members and Chairperson

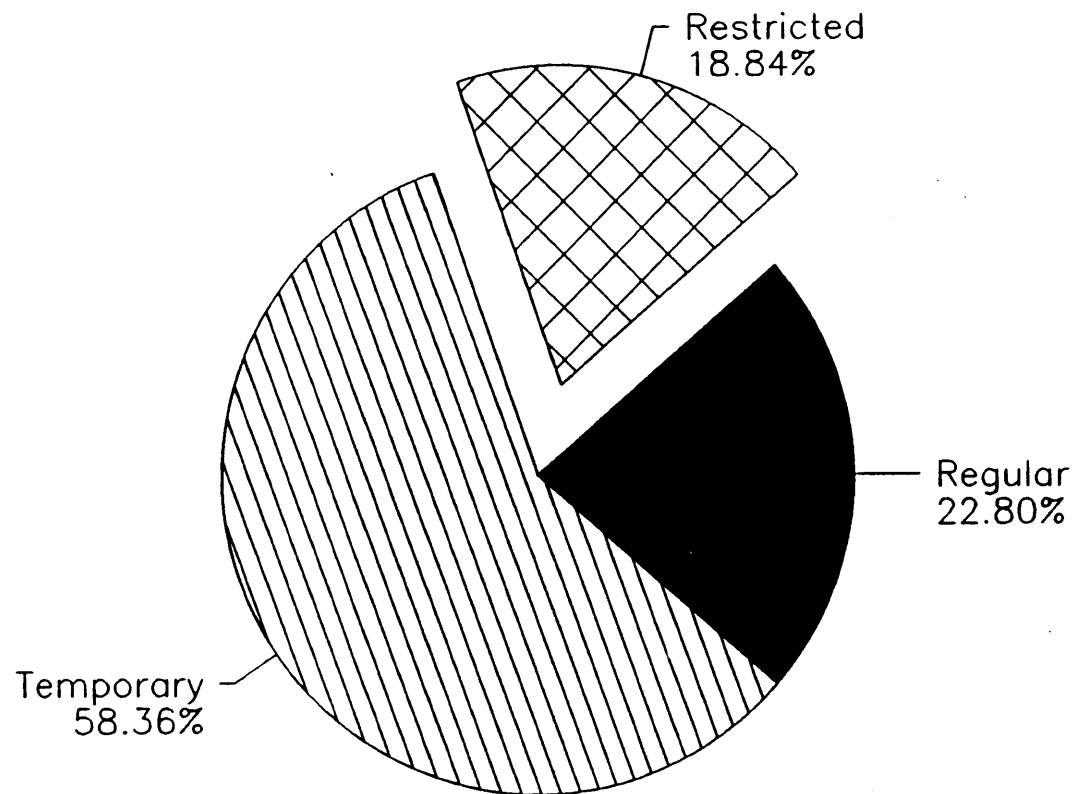
VI-C-1
August 6, 1988

PERSONNEL ACTIONS

Recommendation:

That the Personnel Actions for the period of June 1, 1988, through July 15, 1988, be ratified.

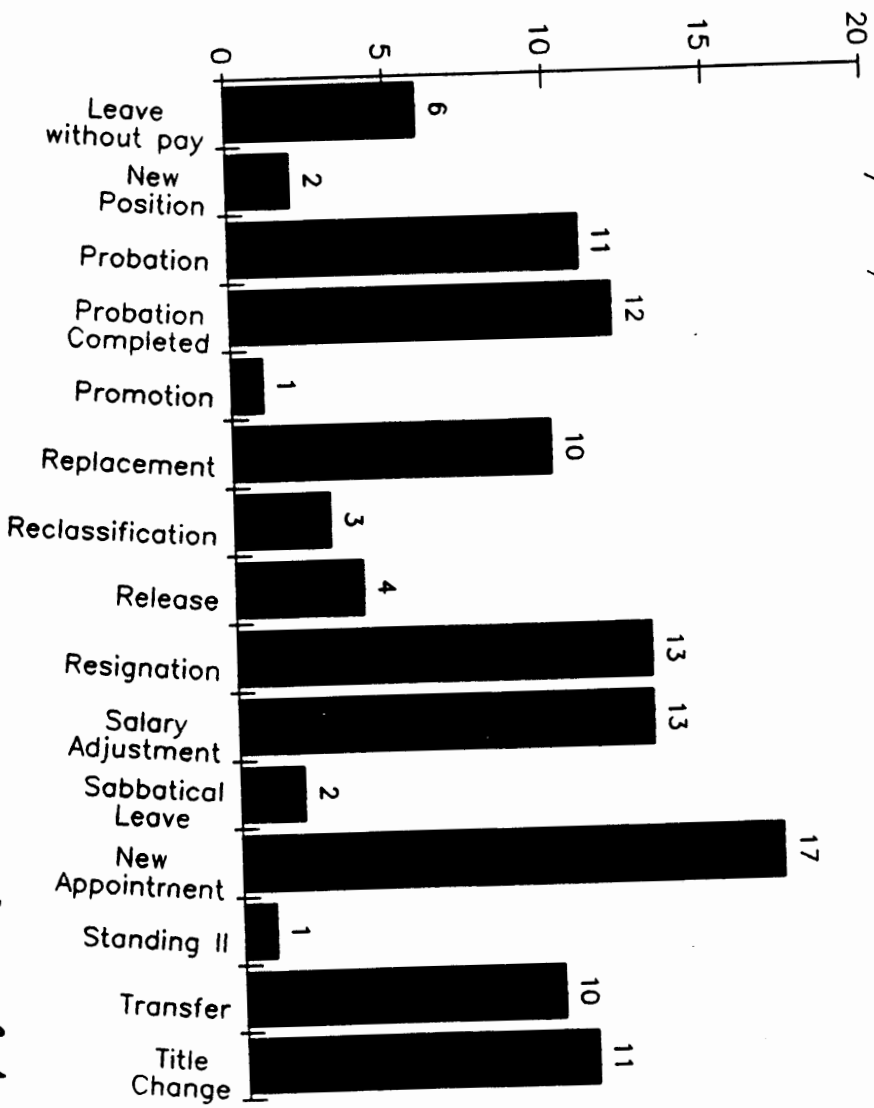
PERSONNEL ACTION REQUESTS 6/1/88 THRU 7/15/88



Total Number of PAR's = 329

*Prepared by the
Office of Computing Services*

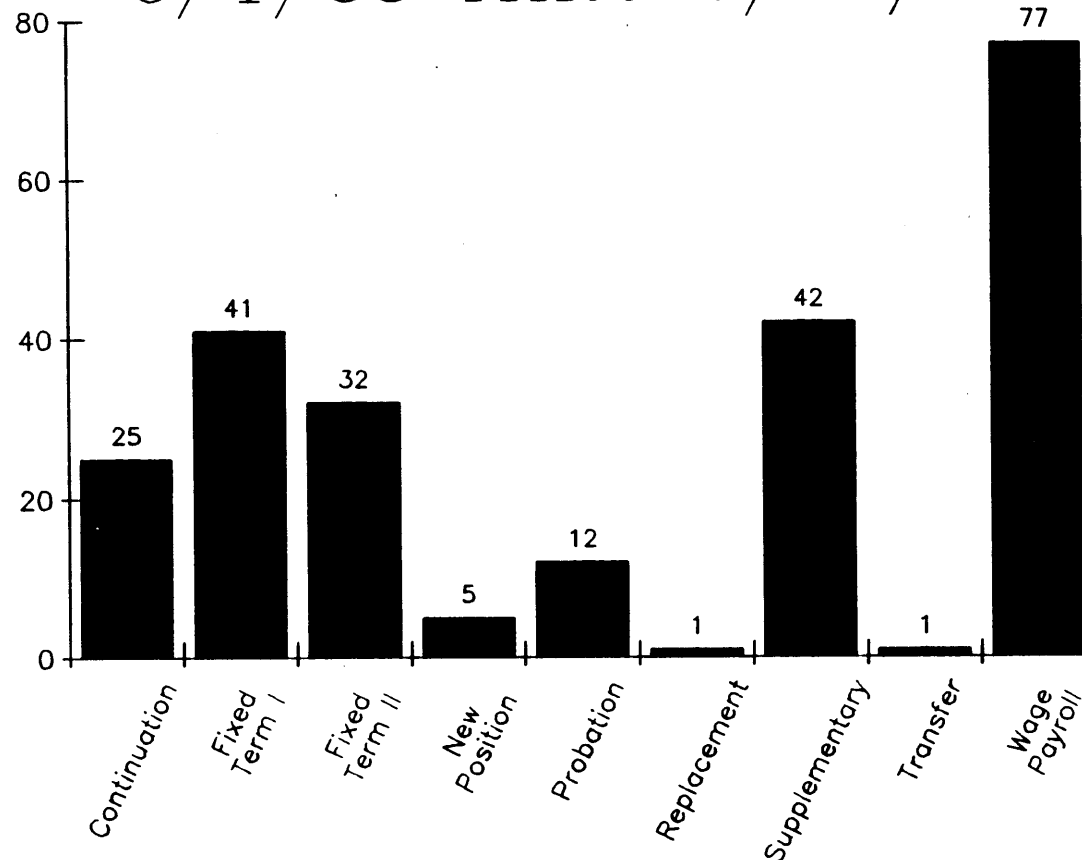
PERSONNEL ACTIONS FOR REGULAR POSITIONS 6/1/88 THRU 7/15/88



Total Number of PAR's = 75

Total Number of Actions = 116

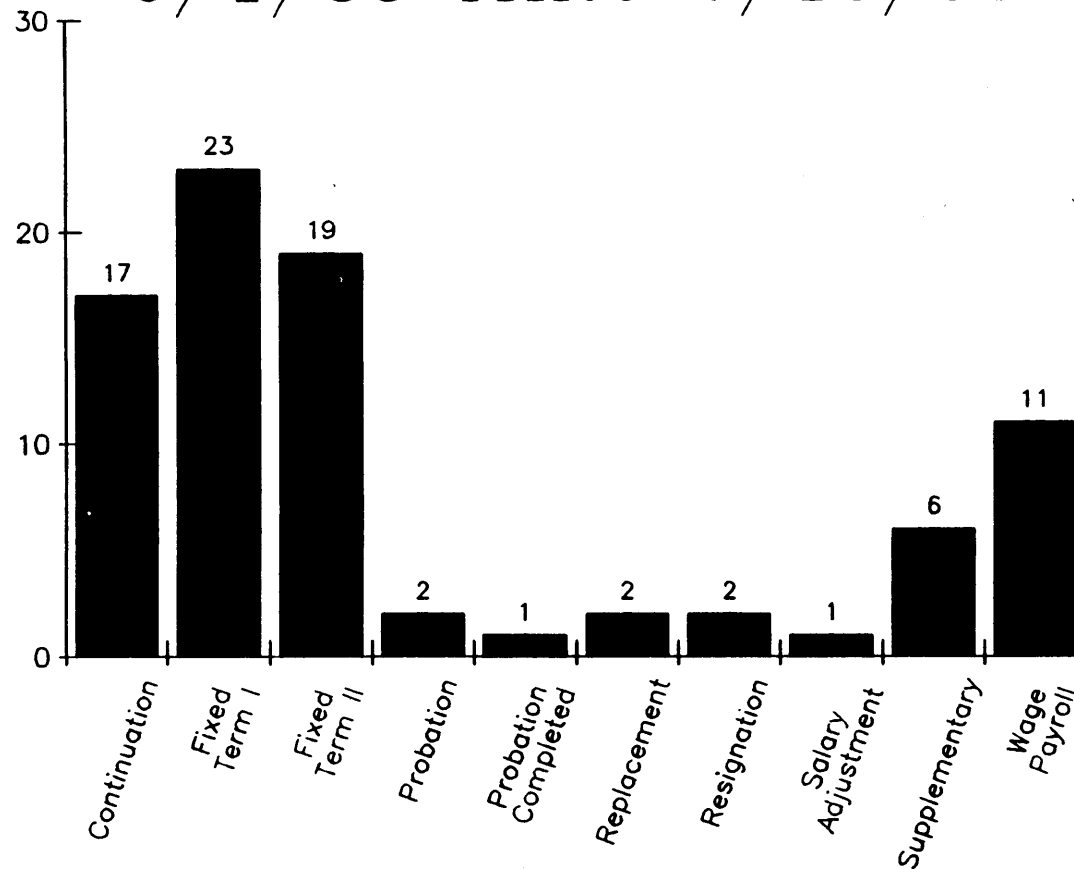
PERSONNEL ACTIONS FOR
TEMPORARY POSITIONS
6/1/88 THRU 7/15/88



Total Number of PAR's = 192

Total Number of Actions = 236

PERSONNEL ACTIONS FOR RESTRICTED POSITIONS 6/1/88 THRU 7/15/88



Total Number of PAR'S = 62

Total Number of Actions = 84

07/21/88

MOREHEAD STATE UNIVERSITY

POSITIONS SUMMARY

07/15/88

<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	8	0	6	75.00
UNIVERSITY ADVANCEMENT	20	20	0	19	95.00
ATHLETICS	32	32	0	29	90.63
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	105	105	0	97	92.38
PHYSICAL PLANT	131	132	1	130	98.48
DIVISION OF STUDENT DEVELOPMENT	49	50	1	46	92.00
DIVISION OF ACADEMIC AFFAIRS	47	47	0	46	97.87
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	9	9	0	9	100.00
COLLEGE OF ARTS AND SCIENCES	161	161	0	154	95.65
COLLEGE OF PROFESSIONAL STUDIES	147	146	-1	133	91.10
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	83	83	0	75	90.36
ACADEMIC SUPPORT SERVICES	33	34	1	31	91.18
AUXILIARY SERVICES	116	116	0	99	85.34
	—	—			
TOTALS:	941	943			

DEFINITIONS OF ACTIONS

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.

07/22/88

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

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
<u>Office, University Advancement</u>				
<u>Office, University Advancement</u>				
BURGE, JAN GWYNETTE	Title Change	Director, Conf. Services	7/1/88	\$20,439.00
GREER, DALE DENTON	Supplementary	Assistant Professor of R/TV (Write and produce radio and TV announcements)	7/1/88 - 6/30/89	\$2,400.00
JOHNSON, JOSEPH SEAN	Wage Payroll Transfer	General Office Worker (From Custodian to General Office Worker)	6/1/88 - 8/5/88	\$3.35/hr.
YANCY, JUDITH D.	Title Change	Director, Media Relations	7/1/88	\$29,192.00
<u>Office of Media Relations</u>				
KINCAID, LORI FRANCES	Wage Payroll	Staff Writer	7/1/88 - 8/12/88	\$4.00/hr.
<u>Office of Development</u>				
SERGEANT, JOYCE ANNA	Wage Payroll	Clerk Typist (25 hours per week)	5/31/88 - 7/29/88	\$4.00/hr.
<u>Office of Publications</u>				
HOLLEY, JOHN A.	Probation Completed	Director of Publications	4/1/88	\$25,000.00
HOLLEY, JOHN A.	Supplementary	Director of Publications (Maintain desegregation supplement from previous contract year)	7/1/88 - 7/15/88	\$42.00
HOLLEY, JOHN A.	Resignation	Director of Publications	7/15/88	\$25,500.00

07/22/88

PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off of Director, Athletics</u>				
HAMILTON, STEVE ABSHER	Promotion Salary Adjustment Title Change	Director of Athletics	7/6/88	\$48,500.00 (\$9,951.00 incr)
SPANIOL, FRANK JONATHAN	Fixed Term I	Assistant Baseball Coach	7/1/88 - 6/30/89	\$23,500.00
SPANIOL, FRANK JONATHAN	Probation Completed	Assistant Baseball Coach	6/30/88	\$11,667.00
<u>Sports Information</u>				
STACY, RANDY L.	Standing I Probation	Sports Information Dir.	6/2/88	\$23,500.00
<u>Football</u>				
CHIN, TERRY JAY	Probation Completed	Assistant Football Coach	6/1/88	\$20,000.00
CLARK, VICTOR ALLEN	Probation Completed	Assistant Football Coach	6/30/88	\$25,000.00
HARBAUGH, JOHN W.	Probation Completed	Assistant Football Coach	6/30/88	\$16,000.00
<u>Swimming and Cross Country</u>				
FORD, MICHAEL EARL	Fixed Term II	Men and Women's Swimming Coach	8/17/88 - 5/17/89	\$6,418.00
LINDSEY, DANIEL KEVIN	Fixed Term II	Men and Women's Cross Country Coach	8/17/88 - 5/17/88	\$6,120.00

07/22/88

PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm., Fiscal Services				
<u>Off. Budget & Mgt. Info. Serv.</u>				
LOO, CHIH YIH	Probation Completed	Research Assistant	6/14/88	\$5.00/hr.
LOO, CHIH YIH	Fixed Term I	Research Assistant	7/1/88 - 6/30/89	\$19,000.00
OSBORNE, JEANNE SLOCUM	Supplementary	Research Analyst (Compensation as data collection specialist for SACS self study)	1/2/88 - 5/30/88	\$900.00
<u>Office of Computing Services</u>				
CORNETT, ANDREA F.	Transfer Replacement Title Change Salary Adjustment Probation	Programmer/Analyst (From Programmer to Programmer/Analyst, Replacing C.B. McCoy, \$29,939)	7/1/88	\$20,110.00 (\$1,731.00 incr)
HALL, RANDY LEE	Salary Adjustment Reclassification	Programmer/Analyst	7/1/88	\$21,119.00 (\$1,006.00 incr)
HENDERSON, DREW WILLIAM	Salary Adjustment Reclassification	Programmer/Analyst	7/1/88	\$21,119.00 (\$1,006.00 incr)
JAMES, KEVIN BERT	Salary Adjustment Reclassification	Systems Analyst	7/1/88	\$27,685.00 (\$1,319.00 incr)
MORROW, JULIE LYNN	Wage Payroll	Staff Assistant	6/1/88 - 6/30/88	\$8.00/hr.
SLOCUM, JOHN PAUL	Standing I Probation	Software Analyst (Replacing Steve Frazier, \$22,036.00)	6/13/88	\$19,716.00
<u>Office of Personnel Services</u>				
LAWSON, M. DIANE	Leave without pay	Secretary	6/9/88 - 6/24/88	\$5.70/hr.

07/22/88

PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off VP, Adm., Fiscal Services				
<u>Office of WMKY Radio</u>				
FLAVELL, JUDITH ANN	Fixed Term I	Promotion and Development Director	7/1/88 - 6/30/89	\$9,018.00
<u>Office of Safety and Security</u>				
CAUDILL, CANDACE ANN	Probation Completed	Secretary	6/21/88	\$5.70/hr.
HOLBROOK, ROGER LEE	Salary Adjustment Title Change	From Associate Director of Safety and Security to Acting Director of Safety and Security	7/1/88	\$29,192.00 (\$7,105.00 incr)
JOINTER, DAVID JOHN	Resignation	Security Officer	7/8/88	\$7.27/hr.
<u>Office of Printing Services</u>				
RUTHERFORD, HOWARD DAVID	Standing I Probation	Copy Center Operator	6/13/88	\$4.93/hr.
Off. VP, Student Development				
<u>Off. Univ. Couns. & Hlth. Serv</u>				
BELCHER, JANET L	Wage Payroll	Staff Assistant	6/1/88 - 6/30/88	\$5.00/hr.
BELCHER, JANET L	Fixed Term I	Staff Psychologist	7/1/88 - 6/30/89	\$19,716.00
BLAIR, MARY J.	Salary Adjustment	Nurse (R.N.) (From 12 month to 10 month contract)	7/15/88	\$18,700.00 (\$3,740.00 decr)
BLEVINS, BRIQITTE ANN	Probation Completed	Clerk/Typist	6/28/88	\$4.93/hr.

07/22/88

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

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. VP, Student Development</u>				
<u>Off. Univ. Couns. & Hlth. Serv</u>				
MAHANEY, DALE FAIR	Wage Payroll	Equipment Room Clerk	6/2/88 - 6/17/88	\$4.93/hr.
SILKER, GARY LEE	Resignation	Staff Counselor	6/30/88	\$30,576.00
 <u>Office of Financial Aid</u>				
BURKE, JENNIFER FRAZIER	Standing I Replacement Probation	Clerk/Typist (Replacing Lana Crum, \$4.93/hr.)	7/11/88	\$4.93/hr.
CRUM, LANA B.	Resignation	Clerk Typist	6/10/88	\$4.93/hr.
 <u>Office of Residence Education</u>				
AFFINITO, CHRISTINE	Standing II Replacement	Student Assistant (Replacing Michael Ebright, \$4,300.00)	8/1/88 - 5/19/89	\$4,300.00
CONKLIN, PEGGY LYNN	Fixed Term I Probation	Residence Hall Director	7/18/88 - 6/30/89	\$13,500.00
EBRIGHT, MICHAEL PAUL	Fixed Term I Probation	Residence Hall Director	7/5/88 - 6/30/89	\$13,500.00
FAIR, TONI A.	Resignation	Residence Hall Director	7/29/88	\$13,500.00
MCKAY, WILLIAM DENNIS	Fixed Term I Probation New Position	Residence Hall Director	8/8/88 - 6/30/89	\$13,500.00
REYNOLDS, DONNA GAY	Resignation	Residence Hall Director	8/4/88	\$13,500.00

07/22/88

PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. VP, Student Development				
<u>Off. Univ. Ctr. & Stud. Act.</u>				
UECKER, JACQUELINE E	Wage Payroll	Pool Supervisor	7/1/88 - 8/5/88	\$5.00/hr.
Off., VP Academic Affairs				
<u>Off., Asst. VP Acad. Affairs</u>				
FUOSS, PAMELA WEBB	Wage Payroll	Secretary (20 hrs. per week)	7/11/88 - 6/30/89	\$5.70/hr.
GLASSER, MARC D	Supplementary	Professor of English (Reassigned time - 3 hrs. Working with SACS)	6/6/88 - 7/1/88	\$1,988.00
TACKITT, LOIS CONN	Resignation	Data Entry Specialist II	6/30/88	\$6.40/hr.
Off. Dean, Grad. & Spec. Acad				
<u>Off. Dean, Grad. & Spec. Acad</u>				
GOTSICK, JAMES E.	Fixed Term I	Acting Dean of Graduate & Special Academic Programs	7/1/88 - 7/31/88	\$2,158.00
STEPHENS, DENA R.	Supplementary	Secretary (Extending current contract)	7/1/88 - 7/29/88	\$6.30/hr.
WILLIAMS, TONY L.	Standing I Replacement	Dean of Graduate & Special Academic Programs & Professor of Education (Replacing James Gotsick, \$50,249.00)	8/1/88	\$50,500.00

07/22/88

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

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
<u>Off. Dean, Grad. & Spec. Acad</u>				
<u>MSU-Morgan Center</u>				
BROWN, BRENDA SUE	Wage Payroll Continuation	Secretary, MSU Ed. Ctr. in Morgan County	6/1/88 - 6/30/88	\$5.69/hr.
 <u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Art</u>				
SWAIN, ADRIAN	Fixed Term I	Curator/Folk Art Collection	7/1/88 - 6/30/89	\$9,792.00
 <u>Communications</u>				
GOUGH, PAUL ALEXANDER	Fixed Term I	Instructor	8/19/88 - 5/13/89	\$16,320.00
HAMILTON, KYUNG K	Salary Adjustment	Instructor of Theatre - 75% time and Costumer - 25% time	8/15/88 - 5/15/89	\$10,404.00 (\$204.00 incr)
HAMILTON, KYUNG K	Fixed Term I	Theatre Costumer (Supersedes PAR dated 4/25/88)	8/15/88 - 5/15/89	\$10,404.00
LINDELL, CALVIN D.	Fixed Term I	Instructor of Speech	8/19/88 - 5/13/89	\$19,330.00
MULKEY, RONALD ALLAN	Wage Payroll	Laborer	7/1/88 - 8/17/88	\$4.19/hr.
 <u>English, Foreign Lang. & Phil.</u>				
EIMERS, NANCY	Fixed Term II	Lecturer (Writers Workshop)	6/7/88 - 6/10/88	\$600.00
HILTERBRAND, ANGELA C	Fixed Term I	Instructor of English	8/19/88 - 5/13/89	\$18,500.00

07/22/88

PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>English, Foreign Lang. & Phil.</u>				
MINCEY, KATHRYN CRUSIE	Fixed Term I	Assistant Professor of English	8/19/88 - 5/13/89	\$19,000.00
MORRISON, SARAH R.	Fixed Term I	Assistant Professor of English	8/19/88 - 5/13/89	\$21,000.00
RILEY, JAMES ALAN	Fixed Term II	Instructor (Teaching ENG 593 at Pikeville)	6/6/88 - 7/1/88	\$1,290.00
SPRAGUE, STUART S	Supplementary	Professor of History (Speaker at the 1988 Jesse Stuart Symposium)	6/21/88 - 6/21/88	\$75.00
<u>Geog., Govt., History</u>				
CAUDILL, DANNY P.	Fixed Term II	Instructor (Teach GOVT 394-090)	6/2/88 - 7/21/88	\$1,200.00
CONKLIN, PEGGY LYNN	Fixed Term II	Lecturer (Teach KET-HIS 141)	6/6/88 - 7/23/88	\$840.00
HENSLEY, CAROLYN S.	Supplementary	Secretary Specialist (Typing of manuscript for emeritus faculty)	5/20/88 - 6/30/88	\$138.00
<u>Music</u>				
MANNING, JANET LEE	Standing I Replacement Probation	Clerk Typist (Replacing Sandra Brown, \$5.45/hr.)	6/20/88	\$4.93/hr.
MEINECKE, KATRICIA DEAN	Wage Payroll	Clerk Typist	6/1/88 - 6/17/88	\$4.93/hr.
MILES, MELANIE	Wage Payroll	Staff Assistant	7/1/88 - 12/31/88	\$4.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Physical Sciences</u>				
LIERMAN, ROBERT T.	Fixed Term I	Instructor of Geoscience	8/19/88 - 5/13/89	\$18,000.00
MASON, CHARLES E	Salary Adjustment	Assistant Professor of Geoscience (75% time)	8/19/88	\$19,000.00 (\$6,398.00 decr)
<u>Academy of Arts</u>				
BALDWIN, YVONNE HONEYCUTT	Fixed Term I	Director, Academy of Arts Instructor of History	7/1/88 - 6/30/89	\$19,716.00
BEANE, ANNE T	Supplementary	Instructor of Music (Private voice instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
BIGHAM JR, WILLIAM MARVIN	Supplementary	Professor of Music (Private clarinet instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
FLINT, VIVIAN W.	Fixed Term II	Lecturer (Keyboard instruction)	9/1/88 - 6/30/89	\$8.00 private \$20.00 group
FLIPPIN, RUSSELL JAY	Supplementary	Associate Professor of Music (Private keyboard instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
FRANZINI, ROBERT J	Supplementary	Associate Professor of Art (Group drawing instruction)	7/18/88 - 6/30/89	\$25.00/hr.
KEENAN, KATHRYN JOANNE	Supplementary	Instructor of Music (Private voice instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
KEENAN, LARRY W	Supplementary	Professor of Music (Private keyboard instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
KUHN, HEDY	Fixed Term II	Lecturer (Group Ballet instruction and Recital coaching)	9/1/88 - 6/30/89	\$17.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Academy of Arts</u>				
LAYNE, SYLVIA ELIZABETH	Fixed Term II	Lecturer (Group Ballet instruction and Recital coaching)	9/1/88 - 6/30/89	\$15.00/hr.
LEE, TAMMY RENEE	Fixed Term II	Lecturer (Group Dance instruction and Recital coaching)	7/18/88 - 6/30/89	\$15.00/hr.
MEFFORD, H. ANNE	Fixed Term II	Lecturer (Keyboard instruction)	7/1/88 - 6/30/89	\$5.00/hr. private \$15.00/hr. group
MUELLER, FREDERICK	Supplementary	Professor of Music (Private Bassoon instruction)	7/1/88 - 6/30/89	\$11.00/half hr.
NORDEN, EUGENE C	Supplementary	Assistant Professor of Music (Private saxophone instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
RAY, BRENDA CAROLE	Fixed Term II	Lecturer (Art instruction)	7/18/88 - 6/30/89	\$10.00/hr. private \$15.00/hr. group
SPRAGUE, CAROLA H	Fixed Term II	Lecturer (Group Ballet instruction and Recital coaching)	9/1/88 - 6/30/89	\$17.00/hr.
STETLER, LUCRETIA CRUM	Supplementary	Associate Professor of Music (Private keyboard instruction)	9/1/88 - 6/30/89	\$11.00/half hr.
VENETTOZZI, VASILE JEAN	Supplementary	Associate Professor of Music (Private voice instruction)	7/1/88 - 6/30/89	\$11.00/half hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Business and Economics</u>				
BROWN, DONALD EUGENE	Fixed Term I	Instructor of Economics	8/19/88 - 5/15/89	\$21,420.00
GILLISPIE, JUDITH ANN	Resignation	Secretary	6/30/88	\$5.70/hr.
WALTERS, SHARON TUTTLE	Fixed Term I	Instructor of Accounting	8/19/88 - 5/15/89	\$21,420.00
<u>Education</u>				
BLAIR, SHIRLEY S	Salary Adjustment Title Change Replacement	From Coordinator of Clinical and Field Experience to Director of Student Teaching (Replac- ing John Payne, \$42,324)	7/1/88	\$30,911.00
BLAIR, SHIRLEY S	Supplementary	Coordinator of Clinical and Field Experience (2-Week Training Period)	6/13/88 - 6/30/88	\$1,725.00
BRAZELL, DARRYL WAYNE	Fixed Term II	Lecturer (Teach EDEL 337 and EDEL 562)	6/6/88 - 7/1/88	\$2,400.00
BROWN, DONALD EUGENE	Supplementary	Instructor of Economics (Develop and prepare materials for Economic Education Program)	6/6/88 - 6/30/88	\$650.00
EIDSON, SUSAN L.	Probation Completed	Secretary	6/7/88	\$5.70/hr.
EVANS, ROBERT JOHN	Fixed Term II	Lecturer (Teach EDSP 537 and 601)	6/6/88 - 7/1/88	\$2,400.00
EYSTER, MARION BRINCH	Fixed Term II	Lecturer (Teach EDEL 337)	6/6/88 - 7/1/88	\$1,200.00
FREELAND, KENT E	Sabbatical Leave	Professor of Education	8/22/88 - 12/17/88	\$32,364.00
GIFFORD, JAMES M	Supplementary	Executive Director, Jesse Stuart Foundation (Teach EDSE 599 Jesse Stuart Workshop in Ashland, KY)	5/2/88 - 5/28/88	\$1,200.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
GRINDSTAFF, COLLETA Y	Supplementary	Assistant Professor of Education (Complete writing of doctoral dissertation)	6/6/88 - 6/30/88	\$3,268.00
HAYES, ROBERT	Fixed Term II	Lecturer (Teach EDGC 619 and EDF 211)	6/6/88 - 7/1/88	\$2,400.00
HOLLIN, TAYLOR N	Fixed Term I New Position	Asst. Prof. of Education	8/19/88 - 5/13/89	\$32,640.00
HOLLIN, TAYLOR N	Fixed Term II	Lecturer (Teach EDAD 685 1.00 hr. EDAD 678 .50 hr.)	6/6/88 - 7/1/88	\$600.00
HUNTER, JEWELL FAY	Fixed Term I Continuation	Secretary	7/1/88 - 12/31/88	\$5.70/hr.
LINTON, ROSCOE M	Fixed Term I New Position	Assistant Coordinator MSU/Jefferson County Public School Partnership	6/13/88 - 6/30/88	\$981.00
LUCAS, LINDA ANN	Fixed Term I New Position	Director of Minority Teacher Education Recruitment Projects	7/5/88 - 6/30/89	\$28,000.00
MCCLURE, DOUGLAS EDWARD	Wage Payroll	Staff Assistant	5/10/88 - 5/20/88	\$3.35/hr.
MEGGERSON-MOORE, JOYCE	Fixed Term I Replacement	Assoc. Prof. of Education (Replacing Dean Owen, \$29,503.00)	8/19/88 - 5/12/89	\$30,000.00
MILLER, TIMOTHY E.	Standing I	Associate Professor of Education	8/19/88	\$31,000.00
DAKES, PHYLLIS B.	Fixed Term I New Position	Assistant Professor of Education	8/19/88 - 5/12/89	\$21,000.00
OWEN, DEAN WALLACE	Leave without pay	Professor of Education	6/6/88 - 8/19/89	\$29,503.00
POLLOCK, MARY ANNE	Supplementary	Assistant Professor of Education (Complete writing of dissertation)	6/6/88 - 6/30/88	\$2,728.00
ROSE, N HAROLD	Supplementary	Professor of Education (Summer ABE evaluation)	5/15/88 - 6/24/88	\$1,200.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Education</u>				
RUDY, MARY FOWLER	Fixed Term I	Program Manager	7/1/88 - 6/30/89	\$25,288.00
SABIE, LAYLA BAYATTI	Sabbatical Leave	Assoc. Prof. of Education	1/9/89 - 5/13/89	\$31,069.00
SMITH, COLLEEN M.	Probation Completed	Secretary	6/20/88	\$5.70/hr.
VENCILL, SUE	Fixed Term I	Secretary	7/1/88 - 6/30/89	\$5.81/hr.
WELLS, RANDALL L.	Supplementary	Coordinator of School Relations (Overload - EDEL 680, Whitesburg)	1/13/88 - 5/15/88	\$1,200.00
WELLS, RANDALL L.	Supplementary	Professor of Education (Overload Pay - Teaching EDSE 634 in Whitesburg)	8/17/87 - 12/31/87	\$1,200.00
<u>Education - Child Development</u>				
HUIE, JEANNE KEGLEY	Supplementary	Teacher's Aide (Attend training seminars)	6/28/88 - 6/30/88	\$123.16
<u>Health/P.E./Recreation</u>				
BIGNON, KIMBERLY LYNN	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
CARSNER, CATHLEEN MAE	Fixed Term II	Physician's Assistant (Assist with physical exams)	6/4/88 and 6/11/88	\$100.00
CARSNER, CATHLEEN MAE	Wage Payroll	Medical Coordinator	6/27/88 - 7/29/88	\$8.00/hr.
CONNORS, DRUECILLA	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
COOK, JOHN WESLEY	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
EVERMAN, TAMMY LYNN	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Health/P.E./Recreation</u>				
FORD, MICHAEL EARL	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
FRANKLIN, ADRIAN BRENT	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
FRAZIER, PHILLIP R	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
GRIESINGER, ANGIE MARIE	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
HELTON, MELISSA R	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
HESTER, JEFF CLAY	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
HUFF, SHEILA	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
KUHN, HELEN MAE	Fixed Term II	Lecturer	8/24/88 - 5/12/89	\$7,906.00
LARGE, ESTHER JEANIE	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
MANTOOTH, ROBIN DAWN	Wage Payroll	NCAA Employee	6/20/88 - 7/29/88	\$4.00/hr.
MANTOOTH, SUZANNE CHASE FITTS	Wage Payroll	Enrichment Coordinator	6/27/88 - 7/29/88	\$8.57/hr.
MILLER, GREEN RUSSELL	Supplementary	Associate Professor of Economics (Program administration for Center for Economic Education)	7/5/88 - 8/1/88	\$2,150.00
OUSLEY, ELIZABETH ANNE	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
PARKER, TERESIA MARIE	Supplementary	Physician's Assistant (Assist with physical exams)	6/4/88 and 6/11/88	\$100.00
RIDDLE, ROBIN LYNN	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
SCOTT, JAMES E	Fixed Term II	Activity Director	6/27/88 - 7/29/88	\$3,500.00
STONE, SHEILA ROBIN	Supplementary	Physician's Assistant (Assist with physical exams)	6/4/88 and 6/11/88	\$100.00
TRENT, THEODORE LEE	Fixed Term II	Liaison Officer	6/27/88 - 7/29/88	\$1,500.00
WHITT, TIMOTHY EDWARD	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.
WOLFE, BECKY ANN	Wage Payroll	Project Aide	6/27/88 - 7/29/88	\$5.14/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Sociology, Soc. Work & Corr</u>				
LATIMER, JONATHAN T.	Standing I	Asst. Prof., Social Work	8/19/88	\$30,000.00
 <u>Psychology</u>				
CODY, STEVEN G.	Resignation	Asst. Prof. of Psychology	7/1/88	\$23,812.00
CODY, STEVEN G.	Fixed Term II	Lecturer (Teach PSY 674 and 676)	7/11/88 - 8/2/88	\$714.00
JOHNSON, PATRICIA ANN	Fixed Term II	Instructor (Teach PSY 609 at Pikeville)	6/6/88 - 7/1/88	\$1,380.00
MALON, SCOTT V.	Resignation	Staff Psychologist	6/3/88	\$7,700.00
 Off. of Dean, App. Scie. & Tec				
<u>Ag-Nat. Resources-Agriculture</u>				
HARPER, ROCHELLE L.	Standing I Replacement Probation	Horticulture Technician (Replacing Darrell Blevins, \$5.02/hr.)	6/20/88	\$4.93/hr.
 <u>Ag./Nat. Resources-Farm</u>				
BRATCHER, CAROLYN SUE	Release	Farm Laborer (Equine)	6/17/88	\$4.25/hr.
PORTER, GARY LEE	Standing I Replacement Probation	Farm Laborer (Replacing Darrell Fraley, \$5.52/hr.)	6/20/88	\$4.93/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. & Tec</u>				
<u>Aq./Nat. Resources-Farm</u>				
ROWLAND, KEVIN SCOTT	Supplementary	Swine Herdsman (Additional duties as Farm Manager)	4/24/88 - 5/31/88	\$250.00
<u>Home Economics</u>				
BERNSTEIN, DANIEL H.	Standing I	Asst. Prof. of Home Economics (Replacing Deborah Patton \$24,115.00)	8/19/88	\$28,000.00
FRYMAN, JANIE M	Wage Payroll	Secretary	6/15/88 - 6/30/88	\$5.70/hr.
FRYMAN, JANIE M	Wage Payroll	Secretary	7/6/88 - 7/8/88	\$5.70/hr.
LEWIS, WILMA I	Leave without pay	Secretary	6/15/88 - 6/30/88	\$5.88/hr.
LEWIS, WILMA I	Leave without pay	Secretary	7/1/88 - 7/8/88	\$5.83/hr.
<u>Ind. Educ. & Technology</u>				
PATRICK, W. CHARLES	Transfer Salary Adjustment Title Change	Asst. Prof. of Mining (From Coordinator of Mining Technology, 11 mo. to Assistant Professor of Mining, 9 mo.)	7/1/88	\$27,183.00 (\$2,716.00 decr)
SMALLWOOD, JAMES E.	Standing I Replacement	Assistant Professor of IET (Replacing George Kerekgyarto, \$31,000. Salary of \$29,000 after completion of degree)	8/19/88	\$28,000.00
SPANGLER, RONALD DALE	Supplementary	Asst. Prof. of Industrial Technology (Develop a correspondence course - OCT 103 - Technical Drawing)	6/3/88 - 8/1/88	\$400.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, App. Scie. & Tec				
<u>Ind. Educ. & Technology</u>				
VANHOOSE, JOHN S	Supplementary	Asst. Prof., Woods Tech. (Field Base Teacher Ed.)	5/15/88 - 6/30/88	\$4,384.00
WINFIELD, ERNESTINE MILDRED	Wage Payroll	Staff Assistant	7/5/88 - 8/15/88	\$4.93/hr.
 <u>Nursing & Allied Health</u>				
RAMEY, PAULINE	Transfer	Assoc. Prof. of Nursing (From Coordinator of Nursing Continuing Ed. Program to Nursing Faculty replacing Hedwine Caldwell, \$23,812)	5/27/88	\$28,043.00
 Academic Support Services				
<u>Academic Assessment</u>				
ELDRIDGE, PATTY V.	Supplementary	Coord. of Testing Prog. (GED Testing in Morgan Co.)	6/10/88 - 6/10/88	\$150.00
 <u>Office of the Registrar</u>				
THOMPSON, KATHLEEN E.	Resignation	Clerk/Typist	6/16/88	\$4.93/hr.

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Academic Support Services				
<u>Academic Services Center</u>				
MCGLONE, JOHN KEVIN	Fixed Term II	Tutor/Counselor	7/1/88 - 7/15/88	\$316.25
PRICE, DREAMA D.	Supplementary	Assistant Coordinator of (Teach 090 Reading for Summer University Enrichment Program)	6/6/88 - 7/15/88	\$1,938.00
SAXON, JOYCE FAYE	Supplementary	Assistant Professor of Mathematics (Teach 090 Math for Summer University Enrichment Program)	6/6/88 - 7/15/88	\$2,235.00
THOMAS, LESLIE KARAN	Resignation	General Studies Advisor	6/30/88	\$19,716.00
TOTICH, DONNA JEAN	Supplementary	General Studies Advisor (Supervise the study activities and Residence Hall, organize recreational activities)	6/6/88 - 6/30/88	\$583.75
TOTICH, DONNA JEAN	Standing I Probation New Position	Provisional Studies Advisor	7/1/88	\$20,111.00
TOTICH, DONNA JEAN	Supplementary	General Studies Advisor (Additional duties during summer University Enrichment Program)	7/1/88 - 7/15/88	\$316.25
WALTERS, SHARON TUTTLE	Fixed Term II	Lecturer (Tutor Math for University Enrichment Program)	6/7/88 - 6/30/88	\$268.00
WALTERS, SHARON TUTTLE	Fixed Term II	Lecturer (Tutor Math for University Enrichment Program)	7/1/88 - 7/15/88	\$134.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Physical Plant Administration				
<u>General Services</u>				
BARNETT, MARK ANTHONY	Fixed Term I	General Serviceman	7/1/88 - 6/30/89	\$4.16/hr.
BLACK, JACKIE	Fixed Term I Probation	Warehouseman	7/5/88 - 6/30/89	\$4.93/hr.
<u>Build. Maint.-Mechanical Shop</u>				
CONN, JAMES EDWARD	Fixed Term I Probation	Preventive Maintenance Technician	7/1/88 - 6/3/89	\$6.48/hr.
PETITT, BOBBY NEAL	Fixed Term I Probation	Preventive Maintenance Technician	7/1/88 - 6/30/89	\$6.48/hr.
<u>Build. Maint.-Carpenters</u>				
BENTLEY, SANFORD	Wage Payroll	Carpenter	7/18/88 - 1/11/89	\$6.48/hr.
ELLIOTT, AVERY D	Fixed Term I Continuation	Carpenter	7/1/88 - 12/31/88	\$6.61/hr.
HAMILTON, FREEMAN J	Title Change	From Utilities Super- intendent to Construction Coordinator	7/1/88	\$25,343.00
HOOD, RUSSELL B.	Fixed Term I Probation	Carpenter	7/11/88 - 6/30/89	\$6.48/hr.
HOWARD, CLIFTON	Wage Payroll Continuation	Carpenter's Helper	7/1/88 - 8/29/88	\$4.00/hr.
JOHNSON, HOWARD RANDY	Fixed Term I Continuation	Carpenter	7/1/88 - 12/31/88	\$6.61/hr.
WINKLE, WENDELL LEE	Fixed Term I Continuation	Carpenter	7/1/88 - 12/31/88	\$6.61/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Physical Plant Administration				
<u>Landscaping & Grounds Maint.</u>				
BALDRIDGE, LANNY	Wage Payroll Continuation	Groundsman	7/1/88 - 10/14/88	\$3.35/hr.
BUTLER, GEORGE CALVIN	Wage Payroll Continuation	Groundsman	7/1/88 - 10/14/88	\$3.35/hr.
<u>Custodial</u>				
BARKER, DETTA FRANCES	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/88 - 6/30/89	\$3.35/hr.
BEAIR, DONALD LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/88 - 6/30/89	\$3.35/hr.
BOWLING, LINDA IRENE	Fixed Term I Probation	Custodian	7/5/88 - 6/30/89	\$4.16/hr.
CAUDILL, SHERL	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/88 - 6/30/89	\$3.35/hr.
COX, TAMMY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/88 - 6/30/89	\$5.00/hr.
HAMM, DAVID ALLEN	Fixed Term I Probation	Custodian	7/5/88 - 6/30/89	\$4.16/hr.
KING, EARSEL LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/88 - 6/30/89	\$3.35/hr.
MABRY, THOMAS ALLEN	Wage Payroll	Laborer	6/6/88 - 12/3/88	\$4.00/hr.
STAMPER, MARY ANN	Wage Payroll	Custodian	5/23/88 - 6/30/88	\$3.35/hr.
THORNSBERRY, ROBIN HAMER	Fixed Term I Probation	Custodian	7/5/88 - 6/30/89	\$4.16/hr.
WILLIAMS, RICKY JOE	Wage Payroll Continuation	Electrician Helper	7/1/88 - 9/28/88	\$4.50/hr.

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Physical Plant Administration				
<u>Custodial</u>				
WILSON, RANDY DWAYNE	Wage Payroll	Laborer	6/6/88 - 12/3/88	\$4.00/hr.
WINKLE, GLEN D.	Wage Payroll	Laborer	6/6/88 - 12/3/88	\$4.00/hr.
 <u>Preventative Maintenance</u>				
LEITZ, STEVE P.	Standing I New Position Transfer Salary Adjustment Title Change Probation	Engineer (From Warehouseman to Engineer)	7/1/88	\$19,716.00
 Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
BEAR, LINDA	Probation Completed	Food Service Worker	6/15/88	\$4.16/hr.
BREWER, BARRY L.	Standing I Probation	Food Service Manager	7/5/88	\$13,398.00
MARCUM, REBECCA A	Wage Payroll	Food Service Worker	6/6/88 - 12/05/88	\$4.00/hr.
MARCUM, REBECCA A	Resignation	Food Service Worker	6/15/88	\$4.00/hr.
NICKELL, WANDA L.	Leave without pay	Food Service Worker	4/25/88 - 6/30/88	\$4.16/hr.
NICKELL, WANDA L.	Leave without pay	Food Service Worker	7/1/88 - 10/31/88	\$4.16/hr.
OCKERMAN, TED HARPER	Wage Payroll	Food Service Worker (Not to exceed 100 hours per month)	7/1/88 - 12/31/88	\$3.35/hr.
PFANNENSCHMIDT, CHARLES	Wage Payroll	Head Cook	6/6/88 - 12/05/88	\$4.93/hr.
RIDDLE, CHARLES MICHAEL	Probation Completed	Food Service Manager	7/5/88	\$15,000.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
STACY, MARY JO	Wage Payroll Continuation	Food Service Worker	5/15/88 - 11/14/88	\$3.35/hr.
STACY, ROCKY L	Release	Storeroom Clerk	6/28/88	\$3.35/hr.
WHITE, RONALD	Wage Payroll	Food Service Worker (Not to exceed 100 hours per month)	7/1/88 - 12/31/88	\$3.35/hr.
 <u>Residence Education</u>				
FAIR, TONI A.	Supplementary	Residence Hall Director (Extension of contract)	7/1/88 - 7/29/88	\$1,125.00
 <u>Custodial-Res. Hall Services</u>				
BAYS, KEITH DOUGLAS	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	6/1/88 - 6/30/89	\$3.35/hr.
BAYS, KEITH DOUGLAS	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
BEAMON, MYRTLE KATHY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
BEAMON, MYRTLE KATHY	Fixed Term I Probation	Custodian	7/5/88 - 6/30/89	\$5.19/hr.
BIGGS, VELDA JEWELL	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
BLEVINS, GLORIA	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/11/88 - 6/30/89	\$3.35/hr.

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PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
BLEVINS, KELLY E	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/5/88 - 9/30/88	\$3.35/hr.
BLEVINS, SCOTT	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/11/88 - 6/30/89	\$3.35/hr.
BUTLER, DONA DIANE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
CAMBELL, ROBIN	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/11/88 - 6/30/89	\$3.35/hr.
CAUDILL, STUART	Wage Payroll	Custodian (Working 40 hours per week)	7/5/88 - 8/27/88	\$3.35/hr.
CAUDILL, TAMMY SUE	Wage Payroll	Custodian	6/6/88 - 9/1/88	\$3.35/hr.
CONYERS, ERNEST DEWAYNE	Wage Payroll	Custodian	6/13/88 - 8/27/88	\$3.35/hr.
DEHART, JIMMY ELLIS	Fixed Term I	Custodian	7/1/88 - 6/30/89	\$5.29/hr.
DEHART, KENDILL SHANNON	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/11/88 - 9/30/88	\$3.35/hr.
EVANS, GREGORY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 6/30/89	\$3.35/hr.
EVANS, GREGORY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	6/1/88 - 6/30/88	\$3.35/hr.
FERGUSON, CAROLYN DENISE	Transfer	Custodian (From Food Services to Housing)	5/15/88 - 9/1/88	\$3.35/hr.
HENDERSON, ALFREDIA	Wage Payroll	Custodian	5/16/88 - 9/1/88	\$3.35/hr.
HOWARD, BRENDA S.	Release	Custodian	5/16/88	\$3.35/hr.
HOWARD, PEGGY LYNN	Release	Custodian	5/16/88	\$3.35/hr.

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PERSONNEL ACTIONS

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
MEADE, TIMOTHY RAY	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/5/88 - 9/30/88	\$3.35/hr.
MILLER, CARL E	Fixed Term I Probation	Custodian	7/5/88 - 6/30/89	\$5.19/hr.
MUSE, MARY M.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
PIGMAN, KEVIN B	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/11/88 - 6/30/89	\$3.35/hr.
REYNOLDS, BERTHA FAYE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
ROYSE, PHYLLIS	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/5/88 - 5/30/89	\$3.35/hr.
STONE, TOMMIE L.	Transfer	Custodian (From Food Services to Housing)	5/15/88 - 9/1/88	\$3.35/hr.
STRANGE, AMANDA LOUISE	Transfer	Custodian (From Food Services to Housing)	5/15/88 - 9/1/88	\$3.35/hr.
SURFACE, DEBBIE LYNN	Transfer	Custodian (From Food Services to Housing)	5/15/88 - 9/1/88	\$3.35/hr.
WELSH, JUANITA R.	Wage Payroll	Custodian	6/13/88 - 8/27/88	\$3.35/hr.

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06/01/88 thru 07/15/88

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Talent Search - TRIO</u>				
ADKINS, SANDRA SUE	Fixed Term I Continuation	Talent Search Counselor	7/1/88 - 6/30/89	\$21,641.00
CARSCADDON, ELLEN A	Fixed Term I Continuation	Talent Search Counselor	8/1/88 - 5/31/89	\$19,054.00
DOWLING, KATHLEEN B.	Fixed Term I Continuation	Bookkeeper	7/1/88 - 6/30/89	\$5.82/hr.
UPCHURCH, ANN PARKER	Fixed Term I Continuation	Talent Search Coordinator	7/1/88 - 6/30/89	\$25,624.00
<u>Special Services - TRIO</u>				
CHANEY, BOBBIE MAE	Fixed Term I Salary Adjustment	Secretary	7/1/88 - 6/30/89	\$5.81/hr. (\$1.10/hr. incr)
CRAGER, JENNY B	Fixed Term I Continuation	Special Services Counselor	8/17/88 - 5/16/89	\$18,911.00
PARKER, DIANE MARIE	Fixed Term II	Learning Lab Supervisor	7/1/88 - 8/5/88	\$1,000.00
REED, DEBRA SUE	Fixed Term I Continuation	Special Services Counselor	7/1/88 - 6/30/89	\$21,314.00
SAMMONS, BELVA LYNN	Fixed Term I Continuation	Special Services Counselor	7/1/88 - 6/30/89	\$22,292.00
<u>Upward Bound - TRIO</u>				
BARBER, CYNTHIA SUE	Fixed Term II	Lecturer (Teach Math classes for the summer program)	6/4/88 - 7/13/88	\$1,300.00
EDINGER, JUDITH ANNE	Fixed Term I Continuation	Upward Bound Coordinator	7/1/88 - 6/3/88	\$24,557.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>Upward Bound - TRIO</u>				
ELDRIDGE, BRENT ALAN	Fixed Term II	Tutor Counselor (Will serve as Tutor Counselor for the summer program)	6/4/88 - 7/13/88	\$1,000.00
FLINT, VIVIAN W.	Fixed Term II	Lecturer (Teach two piano classes for the summer program)	6/6/88 - 7/10/88	\$800.00
KIBBEY, CONNIE LYNN	Fixed Term I Continuation	Upward Bound Counselor	7/1/88 - 6/30/89	\$20,298.00
ROY, PERRY J	Fixed Term II	Tutor Counselor (Serve as Tutor Counselor for the summer program)	6/4/88 - 7/13/88	\$1,000.00
VANFLEET, PATRICIA LYNNE	Fixed Term II	Tutor Counselor (Serve as Tutor Counselor for the summer program)	6/4/88 - 7/10/88	\$800.00
WHITAKER, WILLIAM M	Fixed Term II	Disc Jockey for Upward Bound Prom	7/9/88	\$225.00
<u>Job Training Part. Act Prog.</u>				
MCKINNEY, CONSTANCE C.	Fixed Term I Continuation	Bookkeeper	7/1/88 - 6/30/89	\$5.57/hr.
SCOTT, JACQUELYN HARBOR	Fixed Term I Continuation	Job Training Coordinator	7/1/88 - 6/30/89	\$20,558.00
SWIM, STEVE LOREN	Probation Completed	Trainer	6/2/88	\$14,554.00
SWIM, STEVE LOREN	Supplementary	Trainer (Extension of contract)	6/17/88 - 6/30/88	\$661.54
THOMAS, MARJORIE BROWN	Fixed Term I Continuation	Trainer	7/18/88 - 7/21/89	\$15,516.00

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>Small Business Dev. Ctr. Prog.</u>				
AKERS, SALLY L.	Wage Payroll	General Office Worker	7/6/88 - 8/16/88	\$4.93/hr.
GRIER, REBECCA LYN	Wage Payroll	General Office Worker	7/6/88 - 8/16/88	\$4.93/hr.
 <u>KET-GED on T.V.</u>				
BRUNK, BRENDA S.	Fixed Term I Continuation	KET Student Services Analyst	7/1/88 - 6/30/89	\$11,475.00
JACKSON, SHARON MOORE	Fixed Term I Continuation	Project Director	7/1/88 - 6/30/88	\$24,281.00
LITTLETON, WANDA LOUISE	Fixed Term I Continuation	KET Student Advisor	7/1/88 - 6/30/89	\$10,232.00
MOORE, PAMELA JEAN	Fixed Term I Continuation	KET Student Advisor	7/1/88 - 6/30/89	\$10,642.00
STONE, SHEILA ROBIN	Fixed Term I Continuation	KET Student Advisor	7/1/88 - 6/30/89	\$10,232.00
 <u>KEDC</u>				
BARNETT, MYRON DAVID	Fixed Term II	FPMS Regional Trainer (One update session in Fleming Co.)	6/1/88 - 6/1/88	\$150.00
COLLINS, EFFIE CHARLENE	Fixed Term II	FPMS Trainer (One update session in Letcher Co.)	6/10/88 - 6/10/88	\$150.00
FRANKLIN, JERRY RUDOLPH	Supplementary	Assistant Professor of Education (Administer FPMS Assessment)	6/28/88	\$150.00
HENSLEY, ANN M	Wage Payroll	Secretary	7/1/88 - 12/31/88	\$5.25/hr.

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>KEDC</u>				
JOHNSON, MAXINE	Fixed Term II	Teacher Educator (Conduct update session in Breathitt County)	6/10/88 - 6/10/88	\$150.00
JONES, PAUL R	Fixed Term II	FPMS Regional Trainer (One update session in Magoffin Co.)	6/2/88 - 6/2/88	\$150.00
POLING, JUNIOR FRANKLIN	Fixed Term II	FPMS Trainer (Conduct update session in Carter County)	6/20/88 - 6/20/88	\$150.00
QUISENBERRY, JAMES EDWARD	Supplementary	Professor of Speech (In-service to Bath Co. Teachers)	6/2/88 - 6/3/88	\$300.00
REEDER, MAURICE GRIMES	Fixed Term II	Teacher/Educator (Beg. Teacher Internship)	5/24/88 - 6/30/88	\$400.00 (4 interns)
SLONE, OGIE MEADE	Fixed Term II	Teacher Educator (One addition spring intern)	1/1/88 - 6/30/88	\$100.00
STAMM, VONDA KAY	Fixed Term I	Teacher/Educator (FPMS Update in Menifee Co.)	6/20/88 - 6/20/88	\$150.00
TILLER, WARREN PARKER	Fixed Term II	FPMS Trainer (Conduct update for Jenkins Ind. Personnel)	6/8/88 - 6/8/88	\$150.00
TRIPLETT, BILLY R	Fixed Term II	Teacher/Educator (FPMS Update in Knott Co)	6/28/88 - 6/28/88	\$150.00
VANHOOSE, JOHN S	Supplementary	Assistant Professor of Woods Technology (Training in New Class- room Observation Instru- ment in Bowling Green)	5/30/88 - 6/3/88	\$750.00
WHITT, GLEN S	Fixed Term II	Teacher/Educator (FPMS Update in Morgan Co.)	6/9/88 - 6/9/88	\$150.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Adult Basic Educ./Morgan Co.</u>				
MOTLEY, BARBARA W.	Supplementary	Adult Basic Education Teacher (Extension of contract)	6/7/88 - 6/30/88	\$10.00/hr.
 <u>Career Planning & Placement</u>				
HOLBROOK, PAUL W.	Resignation	Cooperative Education Job Developer	6/17/88	\$12,000.00
 <u>Martiki Research Project</u>				
BRATCHER, CAROLYN SUE	Wage Payroll	Farm Laborer (Will be working 60 hours per week)	6/20/88 - 6/30/88	\$4.25/hr.
BRATCHER, CARDLYN SUE	Wage Payroll	Farm Laborer	7/1/88 - 8/20/88	\$4.25/hr.
GREEN, IMOGENE MAXIE	Fixed Term I Replacement	Farm Laborer (Replacing Dana McCleese, \$4.10/hr.)	7/1/88 - 6/30/89	\$4.08/hr.
GREEN, MARTIN RAY	Fixed Term I	Poultry Technician	7/1/88 - 6/30/89	\$5.47/hr.
HALE, TONY	Wage Payroll	Laborer	6/23/88 - 6/30/88	\$3.75/hr.
HALE, TONY	Wage Payroll	Farm Laborer	7/1/88 - 9/3/88	\$3.75/hr.
JOHNSON, JAMES D.	Fixed Term II	Acting Farm Manager	6/21/88 - 6/30/88	\$800.00
JOHNSON, JAMES D.	Fixed Term II	Acting Farm Manager	7/1/88 - 9/3/88	\$3,600.00
JUDE, DARRELL	Wage Payroll	Farm Laborer	7/1/88 - 9/30/88	\$3.75/hr.
JUDE, JULIUS	Wage Payroll	Farm Laborer	7/1/88 - 9/30/88	\$3.75/hr.
MOORE, SHELBY	Fixed Term I Probation Replacement	Truck Driver (Replacing Onda Webb, \$6.22/hr.)	7/1/88 - 6/30/89	\$6.22/hr.

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

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06/01/88 thru 07/15/88

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>Martiki Research Project</u>				
NEFF, TERESA ANN	Wage Payroll	Farm Laborer	6/20/88 - 6/30/88	\$4.25/hr.
NEFF, TERESA ANN	Wage Payroll	Farm Laborer	7/1/88 - 8/20/88	\$4.25/hr.
ROWLAND, KEVIN SCOTT	Supplementary	Swine Herdsman (Additional duties as Farm Manager)	6/1/88 - 6/15/88	\$100.00
ROWLAND, KEVIN SCOTT	Resignation	Swine Herdsman	6/24/88	\$15,471.00
SITES, TONY LEE	Fixed Term I Probation	Farm Laborer	7/1/88 - 6/30/89	\$4.08/hr.

VI-C-2
August 6, 1988

PERSONAL SERVICE CONTRACTS

Recommendation

That the Board ratify the attached list of personal service contracts, which represents all such contracts issued with amounts greater than \$1,000 between June 4, 1988, and July 25, 1988.

PERSONAL SERVICE CONTRACTS JUNE 4 THROUGH JULY 25
COMPANY.NAME..... PEAT, MARWICK, MAIN & CO.
COMPANY.CITY..... NEW YORK
COMPANY.STATE..... NY
CONTRACT.DESC.... FISCAL RESOURCE CONSULTANTS
CUR.CONT.B.DATE.. 07/15/88
CUR.CONT.E.DATE.. 08/31/88
FEE.DESC..... \$28,765
SELECTION.METHOD. COMPETITIVE BID .

1 record listed.

**AUTHORIZE THE APPOINTMENT OF AN ARCHITECT AND/OR ENGINEER
FOR THE THOMPSON HALL RENOVATION PROJECT**

Background

Morehead State University's 1988-90 Capital Construction Request contained the Thompson Hall and Fields Hall renovation projects. The Council on Higher Education and the Governor endorsed the projects and recommended an institutionally supported Housing and Dining System revenue bond issue to fund the projects. Each project is included in the 1988-90 appropriation act at \$3,080,000. On May 13, 1988, the Board of Regents authorized the appointment of an architect for the Fields Hall project. The State Finance and Administration Cabinet is in the process of selecting an architect.

In order to expedite the planning of the Thompson Hall renovation project and permit the State, if they so elect, to assign the Fields architect to the Thompson project, we have asked the Finance and Administration Cabinet to initiate procedures to select the Thompson Hall architect. Like the Fields Hall project, a \$3,080,000 project cost would necessitate an approximate \$3.5 million bond issue amortized at the rate of about \$110,000 per \$1 million in bonds at a net interest rate of 9.5 percent. The Board of Regents must authorize the issuance of Housing and Dining bonds prior to a bond sale by the State Properties and Buildings Commission.

Analysis

Thompson Hall was constructed in 1927 and can accommodate 157 students. Thompson Hall is currently occupied but will need renovation if it is to remain a part of the housing system. Enrollment projections and applications for student housing this fall indicate a long-term need for this hall as part of our housing system. The design and renovation of both Fields and Thompson Halls within the same relative time period would permit the State to consolidate funding into a single bond issue.

Recommendation

That the Board of Regents ratify the University's June 21, 1988 request to the Finance and Administration Cabinet, to begin the process for the selection of an architect and/or engineer to develop preliminary plans and cost estimates for the Thompson Hall renovation project.

ACQUISITION OF REAL PROPERTY

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. The Council on Higher Education staff review and approval are required on all single acquisitions up to \$200,000 (legislative approval is required in advance of 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 value established by the state for the property. The University's Comprehensive Facilities and Land Use Planning Committee has favorably reviewed and supports the acquisition of the property.

Description of Property to Purchase and Intended Use -- Garred Property

On January 29, 1988, the Board of Regents authorized the appraisal of a tract approximately 167' x 161' with dwelling and small structure. The dwelling could be used as general usage office space and provide additional parking spaces convenient to the main campus. The tract fronts on one of the main entrances to the campus.

Recommendation

That the Board of Regents authorize the President to request review and approval of the proposed acquisition by the Council on Higher Education staff and that the Finance and Administration Cabinet enter into negotiations with the respective property owner for the purpose of acquiring the property for the use and benefit of Morehead State University within the value established by the state. Funds are available for the acquisition from the unexpended capital construction land acquisition account and the University unallotted year-end balance.

FY 89 OPERATING BUDGET AMENDMENT

Background

The 1988-89 Operating Budget Resolution requires the President to report changes in the current year operating budget in advance when possible. The Resolution also contains budget amendment guidelines that require the Board's prior approval when increases in the original budget are two percent or greater, or when one of the institution's major operating divisions has anticipated expenditure increases of seven percent or greater.

Analysis

Instruction:

The 1988-89 budget was premised on a fall enrollment projection of 6,800 students. Our four summer orientation and registration sessions have resulted in the preregistration and enrollment of students that has caused us to revise the earlier estimate. We are now predicating our fall faculty and staffing needs on an enrollment estimate of 7,092 students. As result, ten additional faculty positions have been authorized at a cost of \$300,000. Travel, supplies, and equipment funds totalling \$32,000 have also been made available for the classroom and office needs of the additional faculty and students. Uncommitted funds totalling \$18,000 to meet unforeseen expenditure needs will be set aside in the University contingency. Tuition revenue estimates for the fall and spring semesters will be revised upward by \$350,000 to reflect the growth and increased expenditure needs.

Housing:

Residence Hall occupancy was projected to be 3,153 when the budget was prepared. Summer applications again have caused us to amend our projection. Occupancy is expected to be 3,754. Expenses associated with this growth include the purchase of new beds, mattresses, refrigerators, and furnishings, plus the need for temporary employees for pre-fall setup. Additional custodial services and student residence hall advisors will be added once the semester begins. The cost for these expenses is approximately \$190,000.

The need for additional parking must also be addressed. The preparation and security of four areas to accommodate the expected additional freshman parking requirement will cost approximately \$40,000.

Budget amendments totalling \$230,000 are necessary. Fall and spring housing revenue estimates will be revised by \$230,000 to meet the increased expenditure needs associated with housing and parking.

Financial Summary:

- * The increased expenditure needs of the institution associated with the growth is \$580,000, representing a 1.3% overall adjustment in the original \$47,004,969 authorization.
- * Increases associated with growth by Division are as follows:

<u>Income Source</u>	<u>Dollar Amount</u>	<u>Budget Unit</u>
Tuition	\$332,000	Academic Affairs
Tuition	\$ 18,000	Other - Other Transfers
Housing	\$190,000	Student Development
Housing	\$ 40,000	Admin. & Fiscal Services

- * Internal transfers and other revenue adjustments totalling \$7,854 have also occurred since July 1, 1988, and are so reflected in the budget report.

Recommendation

That the Board of Regents amend the institution's 1988-89 Operating Budget to reflect a revised expenditure level of \$47,592,823 in accordance with the detailed budget information provided.

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MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP REVENUE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

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DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	REVENUES	UNREALIZED REVENUES
TUITION AND FEES	\$9,246,525	\$350,400	\$9,596,925	3.8%	\$3,940,190	\$5,656,735
GOV'T APPROPRIATIONS	\$26,965,500	\$0	\$26,965,500	0.0%	\$46,069	\$26,919,431
PRIVATE GIFTS	\$271,100	\$0	\$271,100	0.0%	\$0	\$271,100
INDIRECT COST REIMB	\$121,000	\$0	\$121,000	0.0%	\$1,391	\$119,609
SALES AND SERVICES	\$484,280	\$4,525	\$488,805	0.9%	\$7,536	\$481,269
OTHER SOURCES	\$1,509,417	\$1,943	\$1,511,360	0.1%	\$44,266	\$1,467,094
AUXILIARY ENTERPRISES	\$8,407,147	\$230,986	\$8,638,133	2.7%	\$1,570,118	\$7,068,015
FISCAL YEAR TOTALS:	\$47,004,969	\$587,854	\$47,592,823	1.3%	\$5,609,570	\$41,983,253

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MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

PAGE: 001

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
<u>Division of President & Administr</u>							
BOARD OF REGENTS	\$2,450.00	\$0.00	\$2,450.00	0.0%	\$187.00	\$0.00	\$2,263.00
STUDENT PUBLICATIONS	\$89,739.00	\$0.00	\$89,739.00	0.0%	\$164.92	\$103.80	\$89,470.28
Subtotal	\$92,189.00	\$0.00	\$92,189.00	0.0%	\$351.92	\$103.80	\$91,733.28
PRESIDENT	\$256,753.00	\$0.00	\$256,753.00	0.0%	\$16,226.87	\$360.00	\$240,166.13
INST RESEARCH, PLAN	\$109,093.00	\$0.00	\$109,093.00	0.0%	\$0.00	\$0.00	\$109,093.00
Subtotal	\$365,846.00	\$0.00	\$365,846.00	0.0%	\$16,226.87	\$360.00	\$349,259.13
UNIV ADVANCEMENT	\$203,121.00	\$-1,086.00	\$202,035.00	-0.5%	\$21,765.16	\$4,542.03	\$175,727.81
ALUMNI RELATIONS	\$165,600.00	\$0.00	\$165,600.00	0.0%	\$7,727.25	\$4,585.36	\$153,287.39
DEVELOPMENT	\$149,475.00	\$0.00	\$149,475.00	0.0%	\$12,399.74	\$848.15	\$136,227.11
MEDIA RELATIONS	\$115,010.00	\$0.00	\$115,010.00	0.0%	\$14,152.07	\$323.45	\$100,534.48
PUBLICATIONS	\$54,192.00	\$50.00	\$54,242.00	0.1%	\$44.24	\$0.00	\$54,197.76
Subtotal	\$687,398.00	\$-1,036.00	\$686,362.00	-0.2%	\$56,088.46	\$10,298.99	\$619,974.55
ATHLETICS-DIRECTOR	\$167,865.00	\$7,231.00	\$175,096.00	4.3%	\$11,616.27	\$1,496.80	\$161,982.93
TRAINER	\$105,188.00	\$0.00	\$105,188.00	0.0%	\$4,030.32	\$782.46	\$100,375.22
SPORTS INFO DIRECTOR	\$60,444.00	\$0.00	\$60,444.00	0.0%	\$0.00	\$0.00	\$60,444.00
BASEBALL-MENS	\$89,973.00	\$-7,231.00	\$82,742.00	-8.0%	\$2,410.30	\$279.70	\$80,052.00
BASKETBALL-MENS	\$307,290.00	\$0.00	\$307,290.00	0.0%	\$17,058.58	\$16,799.51	\$273,431.91
FOOTBALL-MENS	\$656,409.00	\$0.00	\$656,409.00	0.0%	\$23,368.65	\$43,095.02	\$589,945.33
GOLF-MENS	\$23,546.00	\$0.00	\$23,546.00	0.0%	\$0.00	\$0.00	\$23,546.00
SOCCER	\$11,411.00	\$0.00	\$11,411.00	0.0%	\$0.00	\$0.00	\$11,411.00
TENNIS-MENS	\$26,451.00	\$0.00	\$26,451.00	0.0%	\$0.00	\$0.00	\$26,451.00
SWIMMING	\$17,479.00	\$0.00	\$17,479.00	0.0%	\$0.00	\$2,097.00	\$15,382.00
CROSS COUNTRY	\$13,573.00	\$0.00	\$13,573.00	0.0%	\$0.00	\$0.00	\$13,573.00
BASKETBALL-WOMENS	\$137,728.00	\$400.00	\$138,128.00	0.3%	\$4,567.70	\$350.60	\$133,209.70
SOFTBALL-WOMENS	\$42,005.00	\$0.00	\$42,005.00	0.0%	\$0.00	\$0.00	\$42,005.00
TENNIS-WOMENS	\$25,200.00	\$0.00	\$25,200.00	0.0%	\$0.00	\$0.00	\$25,200.00
VOLLEYBALL-WOMENS	\$80,420.00	\$0.00	\$80,420.00	0.0%	\$1,208.19	\$6,422.80	\$72,789.01
Subtotal	\$1,764,982.00	\$400.00	\$1,765,382.00	0.0%	\$64,260.01	\$71,323.89	\$1,629,798.10
Total President & Administr	\$2,910,415.00	\$-636.00	\$2,909,779.00	0.0%	\$136,927.26	\$82,086.68	\$2,690,765.06

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MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

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DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
Division of Admin & Fiscal Svcs							
VP ADMIN-FISCAL SERV	\$121,668.00	\$-1,015.75	\$120,652.25	-0.8%	\$9,673.27	\$698.30	\$110,280.68
BUDGETS-MGT INFO SER	\$153,201.00	\$0.00	\$153,201.00	0.0%	\$9,847.78	\$12.91	\$143,340.31
BUSINESS SERVICES	\$724,558.00	\$0.00	\$724,558.00	0.0%	\$65,034.63	\$15,326.42	\$644,196.95
COMPUTING SERVICES	\$808,650.00	\$0.00	\$808,650.00	0.0%	\$39,932.62	\$11,469.18	\$757,248.20
PERSONNEL SERVICES	\$215,467.00	\$1,953.75	\$217,420.75	0.9%	\$14,542.64	\$781.00	\$202,097.11
WMKY RADIO	\$320,845.00	\$0.00	\$320,845.00	0.0%	\$27,358.21	\$461.01	\$293,025.78
SAFETY AND SECURITY	\$447,731.00	\$-38,133.00	\$409,598.00	-8.5%	\$33,236.24	\$3,621.95	\$372,739.81
COMMUNICATION SERV	\$260,821.00	\$1,117.15	\$261,938.15	0.4%	\$15,852.13	\$2,522.79	\$243,563.23
TELECOMMUNICATIONS	\$378,101.00	\$0.00	\$378,101.00	0.0%	\$2,394.56	\$4,033.75	\$371,672.69
PRINTING SERVICES	\$263,067.00	\$0.00	\$263,067.00	0.0%	\$14,657.55	\$3,282.62	\$245,126.83
POST OFFICE	\$65,188.00	\$0.00	\$65,188.00	0.0%	\$14,427.26	\$29.94	\$50,730.80
STAFF CONGRESS	\$5,000.00	\$0.00	\$5,000.00	0.0%	\$313.50	\$0.00	\$4,686.50
Subtotal	\$3,764,297.00	\$-36,077.85	\$3,728,219.15	-1.0%	\$247,270.39	\$42,239.87	\$3,438,708.89
PHYSICAL PLANT ADMIN	\$573,431.00	\$62,987.00	\$636,418.00	11.0%	\$31,719.92	\$505.04	\$604,193.04
UTILITIES - E & G	\$953,000.00	\$-44,678.00	\$908,322.00	-4.7%	\$5,212.73	\$0.00	\$903,109.27
POWER PLANT	\$596,997.00	\$0.00	\$596,997.00	0.0%	\$17,489.51	\$8,676.11	\$570,831.38
BLD MAINT-MECHANICAL	\$209,713.00	\$0.00	\$209,713.00	0.0%	\$20,966.66	\$2,672.38	\$186,073.96
BLDG MAINT-CARPENTRY	\$371,909.00	\$0.00	\$371,909.00	0.0%	\$26,645.64	\$1,204.70	\$344,058.66
LAND & GROUNDS MAINT	\$170,462.00	\$0.00	\$170,462.00	0.0%	\$9,124.84	\$18.92	\$161,318.24
GENERAL SERVICES	\$179,775.00	\$12,530.00	\$192,305.00	7.0%	\$14,769.68	\$0.00	\$177,535.32
CUSTODIAL SERVICES	\$723,614.00	\$32,148.00	\$755,762.00	4.4%	\$55,397.44	\$1,335.00	\$699,029.56
PEST CONTROL	\$21,646.00	\$0.00	\$21,646.00	0.0%	\$1,373.10	\$0.00	\$20,272.90
WAREHOUSE	\$25,420.00	\$0.00	\$25,420.00	0.0%	\$0.00	\$6,348.70	\$19,071.30
FACILITY REMODELING	\$161,747.00	\$85,967.00	\$247,714.00	53.1%	\$5,457.00	\$15.00	\$242,242.00
MOTOR POOL	\$213,954.00	\$66,000.00	\$279,954.00	30.8%	\$10,828.25	\$9,769.62	\$259,356.13
UPHOLSTERY SHOP	\$55,155.00	\$0.00	\$55,155.00	0.0%	\$2,742.59	\$0.00	\$52,412.41
PREVENTATIVE MAINTEN	\$221,985.00	\$-26,437.00	\$195,548.00	-11.9%	\$3,092.49	\$3,644.80	\$188,810.71
Subtotal	\$4,478,808.00	\$188,517.00	\$4,667,325.00	4.2%	\$204,819.85	\$34,190.27	\$4,428,314.88
CABLE TV	\$112,998.00	\$-1,117.15	\$111,880.85	-1.0%	\$2,312.55	\$18.60	\$109,549.70
RES HALL-TELEPHONE	\$213,260.00	\$0.00	\$213,260.00	0.0%	\$534.00	\$500.40	\$212,225.60
COPY CENTER	\$335,000.00	\$0.00	\$335,000.00	0.0%	\$1,271.14	\$19,934.04	\$313,794.82
MARRIED HOUSING	\$104,140.00	\$0.00	\$104,140.00	0.0%	\$1,536.26	\$0.00	\$102,603.74
RES HALL-ODM	\$1,037,550.00	\$-63,000.00	\$974,550.00	-6.1%	\$7,401.98	\$-.02	\$967,148.04
UNIV CTR - ODM	\$60,000.00	\$0.00	\$60,000.00	0.0%	\$977.62	\$0.00	\$59,022.38
LAUNDRY	\$52,110.00	\$0.00	\$52,110.00	0.0%	\$2,314.36	\$0.00	\$49,795.64
FOOD SERVICES	\$1,027,732.00	\$0.00	\$1,027,732.00	0.0%	\$35,638.84	\$3,639.60	\$988,453.56
ADUC CAFETERIA	\$509,922.00	\$0.00	\$509,922.00	0.0%	\$35,988.06	\$6,787.17	\$467,146.77
ALUMNI TOWER CAFE	\$282,154.00	\$0.00	\$282,154.00	0.0%	\$9,970.84	\$22.08	\$272,161.08
CATERING	\$68,220.00	\$0.00	\$68,220.00	0.0%	\$90.31	\$701.98	\$67,427.71
UNIVERSITY STORE	\$1,520,967.00	\$0.00	\$1,520,967.00	0.0%	\$130,259.60	\$1,000.00	\$1,389,707.40
GOLF COURSE	\$132,077.00	\$-1,417.00	\$130,660.00	-1.1%	\$5,127.54	\$0.00	\$125,532.46
FAC/STAFF HOUSING	\$80,800.00	\$0.00	\$80,800.00	0.0%	\$139.66	\$0.00	\$80,660.34
STOREROOM/CONCESSION	\$64,662.00	\$0.00	\$64,662.00	0.0%	\$2,265.88	\$371.98	\$62,024.14
AUX FACILITY REMODEL	\$370,000.00	\$40,000.00	\$410,000.00	10.8%	\$-420.00	\$0.00	\$410,420.00
Subtotal	\$5,971,592.00	\$-25,534.15	\$5,946,057.85	-0.4%	\$235,408.64	\$32,975.83	\$5,677,673.38
Total Admin & Fiscal Svcs	\$14,214,697.00	\$126,905.00	\$14,341,602.00	0.9%	\$687,498.88	\$109,405.97	\$13,544,697.15

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MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

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DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
<u>Division of Student Development</u>							
VP STU DEVELOPMENT	\$162,049.00	\$0.00	\$162,049.00	0.0%	\$11,493.90	\$234.47	\$150,320.63
CAREER PLAN & PLACE	\$65,707.00	\$0.00	\$65,707.00	0.0%	\$4,753.15	\$168.00	\$60,785.85
UNIV COUNS & HLTH SV	\$360,815.00	\$-804.00	\$360,011.00	-0.2%	\$16,646.00	\$107,086.90	\$236,278.10
FINANCIAL AID	\$164,927.00	\$0.00	\$164,927.00	0.0%	\$19,754.12	\$200.00	\$144,972.88
GRANTS-SCHOLARSHIPS	\$2,817,992.00	\$0.00	\$2,817,992.00	0.0%	\$6,980.00	\$0.00	\$2,811,012.00
CHEERLEADERS-STU DEV	\$11,670.00	\$0.00	\$11,670.00	0.0%	\$2,035.15	\$6,202.57	\$3,432.28
UNIV CTR & STU ACT	\$381,692.00	\$14,816.00	\$396,508.00	3.9%	\$82,161.71	\$3,661.78	\$310,684.51
ADMISSIONS	\$503,855.00	\$-28,000.00	\$475,855.00	-5.6%	\$124.23	\$2,245.69	\$473,485.08
MINORITY AFFAIRS	\$109,710.00	\$0.00	\$109,710.00	0.0%	\$4,455.22	\$529.00	\$104,725.78
UNIV ENROLL SERVICES	\$63,606.00	\$34,000.00	\$97,606.00	53.5%	\$36.38	\$436.00	\$97,133.62
UNIV BOWLING LANES	\$47,791.00	\$1,005.00	\$48,796.00	2.1%	\$2,761.63	\$351.40	\$45,682.97
Subtotal	\$4,689,814.00	\$21,017.00	\$4,710,831.00	0.4%	\$151,201.49	\$121,115.81	\$4,438,513.70
STUDENT HOUSING	\$191,940.00	\$129,673.00	\$321,613.00	67.6%	\$6,302.06	\$99,595.16	\$215,715.78
UNIV CTR - HOUSING	\$76,390.00	\$0.00	\$76,390.00	0.0%	\$4,430.73	\$135.11	\$71,824.16
RES HALL - HOUSING	\$504,794.00	\$24,719.00	\$529,513.00	4.9%	\$39,579.05	\$22,007.70	\$467,926.25
RESIDENCE EDUCATION	\$386,521.00	\$30,594.00	\$417,115.00	7.9%	\$6,095.73	\$2,404.67	\$408,614.60
RECREATION ROOM	\$29,000.00	\$0.00	\$29,000.00	0.0%	\$439.28	\$2,059.50	\$26,501.22
AUX DEBT SERVICE	\$1,246,910.00	\$0.00	\$1,246,910.00	0.0%	\$0.00	\$0.00	\$1,246,910.00
Subtotal	\$2,435,555.00	\$184,986.00	\$2,620,541.00	7.6%	\$56,846.85	\$126,202.14	\$2,437,492.01
Total Student Development	\$7,125,369.00	\$206,003.00	\$7,331,372.00	2.9%	\$208,048.34	\$247,317.95	\$6,876,005.71

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MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

PAGE: 004

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
<u>Division of Academic Affairs</u>							
VP ACADEMIC AFFAIRS	\$293,660.00	\$-304.00	\$293,356.00	-0.1%	\$11,272.38	\$56.52	\$282,027.10
LIBRARY-INSTR MEDIA	\$1,404,847.00	\$0.00	\$1,404,847.00	0.0%	\$214,488.52	\$1,376.51	\$1,188,981.97
FACULTY/STAFF DEV	\$70,500.00	\$-895.00	\$69,605.00	-1.3%	\$0.00	\$1,005.00	\$68,600.00
FACULTY SENATE	\$12,073.00	\$0.00	\$12,073.00	0.0%	\$0.00	\$0.00	\$12,073.00
UNDIST INSTRUC SUPPO	\$324,203.00	\$187,923.00	\$512,126.00	58.0%	\$2,413.46	\$33.12	\$509,679.42
CONCERT & LECTURE SE	\$28,450.00	\$0.00	\$28,450.00	0.0%	\$0.00	\$0.00	\$28,450.00
Subtotal	\$2,133,733.00	\$186,724.00	\$2,320,457.00	8.8%	\$228,174.36	\$2,471.15	\$2,089,811.49
GRAD-SPEC ACAD DEAN	\$452,109.00	\$0.00	\$452,109.00	0.0%	\$13,590.42	\$0.00	\$438,518.58
HONORS PROGRAM	\$5,710.00	\$0.00	\$5,710.00	0.0%	\$0.00	\$65.32	\$5,644.68
FACULTY RESEARCH	\$80,000.00	\$0.00	\$80,000.00	0.0%	\$0.00	\$500.00	\$79,500.00
INDIRECT COST REBATE	\$10,000.00	\$0.00	\$10,000.00	0.0%	\$0.00	\$527.80	\$9,472.20
REGIONAL CAMPUS	\$309,819.00	\$0.00	\$309,819.00	0.0%	\$50.00	\$864.61	\$308,904.39
SUMMER SESSIONS	\$560,000.00	\$-295,895.00	\$264,105.00	-52.8%	\$0.00	\$0.00	\$264,105.00
MSU-ASHLAND CENTER	\$72,394.00	\$0.00	\$72,394.00	0.0%	\$0.00	\$0.00	\$72,394.00
MSU-MORGAN CO. CTR	\$80,402.00	\$0.00	\$80,402.00	0.0%	\$0.00	\$0.00	\$80,402.00
INTERNATIONAL STUDY	\$2,701.00	\$0.00	\$2,701.00	0.0%	\$0.00	\$39.99	\$2,661.01
Subtotal	\$1,573,135.00	\$-295,895.00	\$1,277,240.00	-18.8%	\$13,640.42	\$1,997.72	\$1,261,601.86
COLL ARTS & SCI DEAN	\$256,091.00	\$-11,268.00	\$244,823.00	-4.4%	\$19,334.98	\$12,979.06	\$212,508.96
ACADEMY OF ARTS	\$38,500.00	\$882.00	\$39,382.00	2.3%	\$1,994.49	\$125.12	\$37,262.39
ART	\$424,150.00	\$38,449.00	\$462,599.00	9.1%	\$11,629.26	\$15,961.30	\$435,008.44
ART GALLERY	\$7,400.00	\$-500.00	\$6,900.00	-6.8%	\$0.00	\$175.00	\$6,725.00
BIOLOGICAL & ENV SCI	\$575,845.00	\$20,526.00	\$596,371.00	3.6%	\$6,565.47	\$7,981.58	\$581,823.95
WATER ANALYSIS LAB	\$37,736.00	\$0.00	\$37,736.00	0.0%	\$1,830.04	\$46.59	\$35,859.37
COMMUNICATIONS	\$735,160.00	\$23,230.00	\$758,390.00	3.2%	\$8,179.64	\$3,201.05	\$747,009.31
TV PRODUCTION	\$93,653.00	\$0.00	\$93,653.00	0.0%	\$5,310.98	\$1,524.30	\$86,817.72
ENG, FOR LANG & PHIL	\$1,080,563.00	\$122,024.00	\$1,202,587.00	11.3%	\$6,699.29	\$0.00	\$1,195,887.71
GEO, GOVT & HISTORY	\$649,479.00	\$15,172.00	\$664,651.00	2.3%	\$6,007.35	\$336.00	\$658,307.65
MATHEMATICS	\$540,107.00	\$18,651.00	\$558,758.00	3.5%	\$7,389.19	\$205.40	\$551,163.41
MUSIC	\$993,023.00	\$12,685.00	\$1,005,708.00	1.3%	\$14,457.38	\$3,803.70	\$987,446.92
PHYSICAL SCIENCES	\$580,137.00	\$27,004.00	\$607,141.00	4.7%	\$6,707.45	\$5,829.63	\$594,603.92
Subtotal	\$6,011,844.00	\$266,855.00	\$6,278,699.00	4.4%	\$96,105.52	\$52,168.73	\$6,130,424.75
COL PROF STUDY DEAN	\$226,366.00	\$-25,441.00	\$200,925.00	-11.2%	\$10,943.51	\$2,895.96	\$187,085.53
SCHOOL OF BUS-ECON	\$1,565,417.00	\$39,446.00	\$1,604,863.00	2.5%	\$13,887.11	\$2,402.30	\$1,588,573.59
SCHOOL OF EDUCATION	\$1,905,875.00	\$61,664.00	\$1,967,539.00	3.2%	\$16,904.58	\$1,070.87	\$1,949,563.55
SECONDARY EDUCATION	\$0.00	\$11,275.00	\$11,275.00	100.0%	\$477.66	\$167.40	\$10,629.94
ELEMENTARY EDUCATION	\$0.00	\$17,050.00	\$17,050.00	100.0%	\$195.58	\$232.08	\$16,622.34
EDUCATIONAL SERVICES	\$0.00	\$3,475.00	\$3,475.00	100.0%	\$162.75	\$48.00	\$3,264.25
CHILD DEVEL CENTER	\$46,163.00	\$0.00	\$46,163.00	0.0%	\$11.09	\$0.00	\$46,151.91
IN-SERVICE TEACH ED	\$55,392.00	\$-54.00	\$55,338.00	-0.1%	\$1,365.12	\$0.00	\$53,972.88
HPER	\$678,563.00	\$9,610.00	\$688,173.00	1.4%	\$8,778.63	\$2,613.74	\$676,780.63
MILITARY SCIENCE	\$24,929.00	\$1,450.00	\$26,379.00	5.8%	\$1,350.73	\$394.81	\$24,633.46
PSYCHOLOGY	\$382,060.00	\$16,364.00	\$398,424.00	4.3%	\$5,685.27	\$154.46	\$392,584.27
SOCIOLOGY	\$503,842.00	\$17,988.00	\$521,830.00	3.6%	\$6,186.28	\$123.60	\$515,520.12
Subtotal	\$5,388,607.00	\$152,827.00	\$5,541,434.00	2.8%	\$65,948.31	\$10,103.22	\$5,465,382.47

07/26/88

MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

PAGE: 005

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
COLLEGE A S & T, DEAN	\$171,087.00	\$0.00	\$171,087.00	0.0%	\$9,623.87	\$2,806.56	\$158,656.57
UNIVERSITY FARM	\$313,574.00	\$0.00	\$313,574.00	0.0%	\$12,582.83	\$6,214.31	\$294,776.86
BREEDING PROGRAM	\$25,000.00	\$0.00	\$25,000.00	0.0%	\$1,212.73	\$2,385.70	\$21,401.57
AGRICULTURE	\$401,420.00	\$2,620.00	\$404,040.00	0.7%	\$27,741.55	\$1,908.57	\$374,389.88
MINING TECH PROGRAM	\$71,437.00	\$0.00	\$71,437.00	0.0%	\$0.00	\$0.00	\$71,437.00
VET TECH PROGRAM	\$208,164.00	\$0.00	\$208,164.00	0.0%	\$13,007.09	\$1,344.67	\$193,812.24
HOME ECONOMICS	\$334,475.00	\$0.00	\$334,475.00	0.0%	\$5,422.48	\$2,405.70	\$326,646.82
INDUSTRIAL ED & TECH	\$616,471.00	\$16,348.00	\$632,819.00	2.7%	\$7,128.85	\$1,956.04	\$623,734.11
NURSING-ALLIED HLTH	\$569,422.00	\$0.00	\$569,422.00	0.0%	\$6,505.06	\$265.75	\$562,651.19
RAD TECH PROGRAM	\$102,073.00	\$0.00	\$102,073.00	0.0%	\$7,651.09	\$84.94	\$94,336.97
Subtotal	\$2,813,123.00	\$18,968.00	\$2,832,091.00	0.7%	\$90,875.55	\$19,372.24	\$2,721,843.21
ACAD AFFAIRS SUPPSER	\$64,667.00	\$-4,599.00	\$60,068.00	-7.1%	\$402.67	\$0.00	\$59,665.33
ACADEMIC ASSESSMENT	\$72,417.00	\$0.00	\$72,417.00	0.0%	\$4,364.29	\$198.90	\$67,853.81
REGISTRAR	\$247,546.00	\$0.00	\$247,546.00	0.0%	\$16,795.67	\$1,020.00	\$229,730.33
EXTENDED CAMPUS	\$176,719.00	\$0.00	\$176,719.00	0.0%	\$9,193.95	\$4,091.10	\$163,433.95
RESEARCH, GRANTS-CONT	\$161,890.00	\$0.00	\$161,890.00	0.0%	\$0.00	\$100.00	\$161,790.00
ACADEMIC SERV. CTR.	\$200,174.00	\$0.00	\$200,174.00	0.0%	\$6,960.95	\$350.68	\$192,862.37
REGIONAL DEV. SERV.	\$155,525.00	\$3,897.00	\$159,422.00	2.5%	\$7,409.88	\$692.73	\$151,319.39
AREA HLTH ED SYSTEM	\$20,640.00	\$0.00	\$20,640.00	0.0%	\$0.00	\$0.00	\$20,640.00
UNIV ENRICHMENT PGRM	\$30,393.00	\$0.00	\$30,393.00	0.0%	\$0.00	\$0.00	\$30,393.00
Subtotal	\$1,129,971.00	\$-702.00	\$1,129,269.00	-0.1%	\$45,127.41	\$6,453.41	\$1,077,688.18
Total Acadmic Affairs	\$19,050,413.00	\$328,777.00	\$19,379,190.00	1.7%	\$539,871.57	\$92,566.47	\$18,746,751.96

07/26/88

MOREHEAD STATE UNIVERSITY
FY 1988-89 OVERLAP EXPENDITURE BUDGET
FOR PERIOD 07/01/88 TO 06/30/89

PAGE: 006

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
<u>Other</u>							
UNDIS INST SUPPORT	\$138,200.00	\$-938.00	\$137,262.00	-0.7%	\$14,192.51	\$12,281.68	\$110,787.81
UNDIS PUBLIC SERVICE	\$17,077.00	\$0.00	\$17,077.00	0.0%	\$0.00	\$0.00	\$17,077.00
OTHER TRANSFERS	\$810,220.00	\$-72,257.00	\$737,963.00	-8.9%	\$0.00	\$0.00	\$737,963.00
FAC/STAFF BENEFITS	\$327,902.00	\$0.00	\$327,902.00	0.0%	\$4,239.00	\$0.00	\$323,663.00
E & G DEBT SERVICE	\$2,208,294.00	\$0.00	\$2,208,294.00	0.0%	\$0.00	\$0.00	\$2,208,294.00
MATCHING FUNDS	\$202,382.00	\$0.00	\$202,382.00	0.0%	\$194,858.00	\$0.00	\$7,524.00
Subtotal	\$3,704,075.00	\$-73,195.00	\$3,630,880.00	-2.0%	\$213,289.51	\$12,281.68	\$3,405,308.81
Total Other	\$3,704,075.00	\$-73,195.00	\$3,630,880.00	-2.0%	\$213,289.51	\$12,281.68	\$3,405,308.81
FISCAL YEAR TOTALS:	\$47,004,969.00	\$587,854.00	\$47,592,823.00	1.3%	\$1,785,635.56	\$543,658.75	\$45,263,528.69

VII-B-1
August 6, 1988

**STATUS REPORT
LAND ACQUISITIONS**

<u>NAME OF PROPERTY/OWNER</u>	<u>VALUE</u>	<u>STATUS</u>
MSU Foundation, Inc. 2nd Street	\$ 26,104	Acquired 4-7-88
Kissick 2nd Street	\$ 31,100	Acquired 5-27-88
James 4th Street	\$ 18,000	Purchased by MSU Foundation, Inc. Contract signed by MSU/State to repurchase from Foundation.
Martindale 2nd Street	\$ 37,500	Contract between owner, MSU/State signed 7-5-88
Williams Normal Avenue	\$ 96,500	Contract between owner, MSU/State signed 7-5-88

ENROLLMENT AND HOUSING PROJECTIONS

The 1988 fall enrollment and housing projections presented at the March Board of Regents meeting reflected a total headcount of 6,920 students and a residence hall occupancy of 3,144. A recent and more comprehensive study of enrollment trends and historical data now strongly suggests that our enrollment for the 1988 fall semester will approach 7,092 students, approximately a 10 percent increase over the 6,490 figure recorded for the fall of 1987. New students will include 1,435 freshmen and 513 transfers. On July 22, 1988, housing applications were 39 percent ahead of last year and our projected occupancy for residence halls is now 3,754. This number is based upon a projection of 4,315 total applications, less 13 percent for "no shows" and "cancellations."

In support of the enrollment data also included are the final figures for our Summer Orientation and Registration (SOAR) programs.

ENROLLMENT COMPARISONS

	<u>Fall '87</u>	<u>Fall '88 (March Projection)</u>	<u>Fall '88 (Current Projection)</u>
Freshman*	2,151	2,300	2,389
Sophomore	959	1,291	1,291
Junior	910	767	907
Senior	1,048	1,083	1,083
Graduate	<u>1,422</u>	<u>1,479</u>	<u>1,422</u>
	6,490	6,920	7,092

*New and continuing

HOUSING COMPARISONS

	<u>Fall '87</u>	<u>Fall '88 (March Projection)</u>	<u>Fall '88 (Current Projection)</u>
	3,009	3,144	3,754

SOAR COMPARISONS

	<u>1986</u>	<u>1987</u>	<u>1988</u>
Program #1	163	335	468
Program #2	147	326	478
Program #3	165	426	486
Program #4	251	276	319
Program #5	<u>184</u>	<u>N/A</u>	<u>N/A</u>
	910	1,363	1,751