

M I N U T E S

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY**

March 31, 1989

The Board of Regents of Morehead State University met in the Riggle Room of the Adron Doran University Center on Friday, March 31, 1989, at 2 p.m. in Morehead, Kentucky. Chairman William R. Seaton presided.

CALL TO ORDER

Chairman Seaton called the meeting to order.

INVOCATION

The invocation was delivered by Regent Howell.

BOARD APPOINTMENTS

Chairman Seaton announced that information had been received that day that the Governor had reappointed Mr. Wayne Martin, Hazard, and that Mr. William Cofield, Frankfort, had been appointed to the Board of Regents.

OATH OF OFFICE

The oath of office was administered by Mrs. Carol Johnson, Notary Public, to Mr. Wayne Martin, appointed by Governor Wallace Wilkinson to the unexpired term of Dr. Allan Lansing and reappointed for a term expiring March 31, 1993.

ROLL CALL

On roll call, the following members were present:

Mr. Walter W. Carr
Mr. Duane Hart
Mr. Jerry F. Howell
Mr. Sheridan Martin
Mr. Wayne Martin
Mr. William R. Seaton
Dr. Alban Wheeler
Mr. Charles Wheeler

Absent: Mr. J. Calvin Aker

Also, present were Ms. Lisa Browning, President of the MSU Alumni Association, and Mr. Robert Chenoweth, University Legal Counsel.

APPROVAL OF MINUTES

There being no corrections, additions or deletions to the Minutes of the meeting held on February 24, 1989, Mr. Wheeler moved, seconded by Mr. Howell, that the Minutes be approved as distributed. The motion unanimously carried.

**1989 FOUNDERS DAY
AWARD**

RECOMMENDATION: That the Board of Regents ratify the selection of John E. Collis as the recipient of the 1989 Founders Day Award for University Service.

(Additional background information attached to these Minutes and marked VI-A-1)

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

VOTE: The motion unanimously carried.

PERSONNEL ACTIONS

RECOMMENDATION: That the Personnel Actions for the period of February 6, 1989, through March 3, 1989, be ratified.

(Personnel Actions attached to these Minutes and marked VI-B-1)

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

VOTE: The motion carried with Mr. Carr voting Nay and Dr. Wheeler asking to be disqualified from voting due to reference to him in the Personnel Actions.

**PERSONAL SERVICE
CONTRACTS**

RECOMMENDATION: That the Board ratify the list of personal service contracts, which represents all such contracts issued with amounts greater than \$1,000 between February 24, 1989, and March 20, 1989.

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

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

VOTE: The motion unanimously carried.

1989-90 FEE SCHEDULE

RECOMMENDATION: That the Board approve the 1989-90 Fee Schedule (as contained in VI-B-3).

Vice President Dailey noted that the tuition rate increase of \$10 per semester was adopted by the Council on Higher Education in October, 1987. He said that, in effect, the Board was being asked to ratify the Council's action. It represents a 1.9 percent increase in the present tuition rate. Further, the housing rate increase represents approximately a 6 percent increase for the majority of students. There are reductions in some of the residence halls as well as a rebate arrangement for those students who will live in expanded capacity rooms. The student activity fee, which was last increased in 1986-87, is recommended to remain unchanged.

Mr. Sheridan Martin indicated that he supported the fee schedule as presented. He said that he, along with several other students, was involved in the process and informed as the planning went forth. While the increase is unfortunate, the students understand that it is necessary and support it.

Mr. Andy Parker, President of the Student Government Association, also spoke in support of the fee schedule.

MOTION: Mr. Wayne Martin moved, seconded by Mr. Wheeler, that the Fee Schedule be approved.

VOTE: The motion unanimously carried.

**1989-90 BANKING
SERVICES CONTRACT**

RECOMMENDATION: That the Board of Regents exercise the option to renew the banking service agreement with the People's First Bank of Morehead for the fiscal year beginning July 1, 1989, to June 30, 1990.

(Additional background information attached to these Minutes and marked VI-B-4)

Mr. Mike Walters, Assistant Vice President for Fiscal Services, noted that this was the second renewal period of a four-year option that the University has under the present banking service agreement. The contract will be rebid in January, 1992.

MOTION: Mr. Hart moved, seconded by Mr. Sheridan Martin, that the Board approve the President's recommendation.

VOTE: The motion unanimously carried.

**DRUG-FREE WORKPLACE
POLICY**

RECOMMENDATION: That the Board ratify the adoption of the Drug-Free Workplace Policy (PG-47) with authority, if required by the final federal regulations, to amend the policy.

(Policy and additional background information attached to these Minutes and marked VI-B-5)

Dr. Grote advised that implementation of the new law carried a compliance deadline of March 18, 1989, but that the detailed federal rules and regulations for administering the law had not been finalized and distributed. Accordingly, he instructed the Office of Personnel to develop and put in place the proposed policy subject to ratification by the Board. The policy has been reviewed by legal counsel and by the executive staff and will be submitted to the Faculty Senate and Staff Congress for further internal review. Once the final federal rules and regulations have been received, the policy will be amended as necessary. If there are substantive changes, the policy will subsequently be returned to the Board for ratification.

MOTION: Mr. Howell moved, seconded by Mr. Wayne Martin, that the President's recommendation be approved.

VOTE: The motion unanimously carried.

**INTERIM REPORT ON
ATHLETICS PROGRAM**

Following a five-minute recess, Dr. Grote and members of his staff, Mr. Steve Hamilton, Director of Athletics, Mr. Porter Dailey, Vice President for Administrative and Fiscal Services, and Mr. Keith Kappes, Executive Assistant to the President for University Advancement, made a series of presentations as an Interim Report on Intercollegiate Athletics at Morehead State University. An outline of the presentations and copies of the reports are attached to the minutes and marked exhibit VII-A-1.

At the conclusion of the presentations and following discussion, Dr. Grote indicated that he planned to submit to the Board at its meeting on May 5, 1989, cost containment recommendations concerning the athletics program.

Three individuals from the audience were recognized by the Chair to make comments relative to the athletics program. They were:

Dr. Walter Blevins, State Representative
Dr. Roscoe Playforth, Retired MSU Administrator
and Former Chairman of the Athletics Committee
Mr. Sonny Allen, Retired MSU Administrator and
Former Baseball Coach

The three individuals spoke in favor of the University remaining a member of the Ohio Valley Conference (OVC) and maintaining its athletic program at the Division I level.

Chairman Seaton reminded everyone that, as far as he knew, no one was recommending that the University drop from the OVC. The request was that the Board of Regents be presented a plan according to the Board Policy adopted on May 22, 1987.

Dr. Wheeler made the following statement:

I know the athletic program is important to MSU and is linked to other aspects of the University, but we are facing some very difficult times and our academic programs are stressed for resources also. Faculty salaries at MSU are the lowest among the state universities in Kentucky. We must carefully reexamine our priorities and do what is best for the total University.

**STATUS REPORT ON
FORMULA**

Following a ten-minute recess, a status report on the revision of the state appropriation formula was presented. Vice President Dailey responded to questions and advised that he would send some formula comparison percentages to the Board. (See VII-B-1 for Status Report)

1989-90 BUDGET

Dr. Grote indicated that at the time he brings the preliminary budget recommendations to the Board, he will also advise the Board of any recommendations he has received from the Staff Congress and/or Faculty Senate.

MSU SPOTLIGHT

The "MSU Spotlight" featured the Office of Grants and Contracts. Mrs. Carole Morella, Director of the Office of Research, Grants, and Contracts, along with members of her staff, Dr. Carl V. Ramey, Associate Director, and Mr. Phillip Shay, Program Development Specialist, made the presentation.

**STATEWIDE CONFERENCE
FOR BOARD MEMBERS**

Chairman Seaton advised that in the fall of 1989, the Council on Higher Education will sponsor a workshop for presidents and board members with members of the CHE. He asked the Board for their ideas and possible topics for the conference.

1989 ALUMNI DIRECTORY

Ms. Lisa Browning, President of the MSU Alumni Association, presented on behalf of the Association, a copy of the 1989 Alumni Directory to each of the Regents.

**GOVERNOR'S CAPITOL TO
COUNTIES VISIT**

Dr. Grote advised that the "Governor's Capitol to the Counties" program would be coming to Rowan County on Tuesday, April 11, and would be held from 1-4 p.m. at Rowan County High School. The University has been involved in providing the logistical support for the visit.

NEXT QUARTERLY MEETING

The next regular quarterly meeting of the Board has been scheduled for 10 a.m. on Friday, May 5, 1989.

ADJOURNMENT

Mr. Wheeler moved, seconded by Dr. Wheeler, that the meeting adjourn. The motion unanimously carried.


Chairman


Secretary

RATIFICATION OF 1989 FOUNDERS DAY AWARD FOR UNIVERSITY SERVICE

Background

The Founders Day Award for University Service was established by the Board of Regents in 1978 and has been presented each year to an individual with a record of outstanding service to the University over a sustained period. Only one award is presented each year and the presentation is part of the annual Founders Day observance. Previous recipients have included W. E. Crutcher, 1978; Linus A. Fair, 1979; Carl D. Perkins, 1980; Dr. Warren C. Lappin, 1981; Dr. Ted L. Crosthwait, 1982; Monroe Wicker, 1983; Lloyd Cassity, 1984; Grace Crosthwaite, 1985; Boone Logan, 1986; Dr. Rondal D. Hart, 1987; and George T. Young, 1988.

Mr. John E. Collis served the University as a staff member and volunteer for more than 40 years. Retired from full-time employment since last fall, he continues to be active in several campus and community organizations. A former president of the MSU Alumni Association, he was among the founders of the MSU Quarterback Club and the Morehead Optimist Club.

His work in the community brought him the Silver Beaver Award of the Boy Scouts of America and recognition as a donor of 14 gallons of blood to the Red Cross blood program. He also is a trustee of the Morehead United Methodist Church. By any measure, Mr. Collis is among the University's most dedicated employees and alumni.

He was recommended for this honor by the Founders Day Committee after being nominated by several alumni of the University.

Recommendation

That the Board of Regents ratify the selection of John E. Collis as the recipient of the 1989 Founders Day Award for University Service.

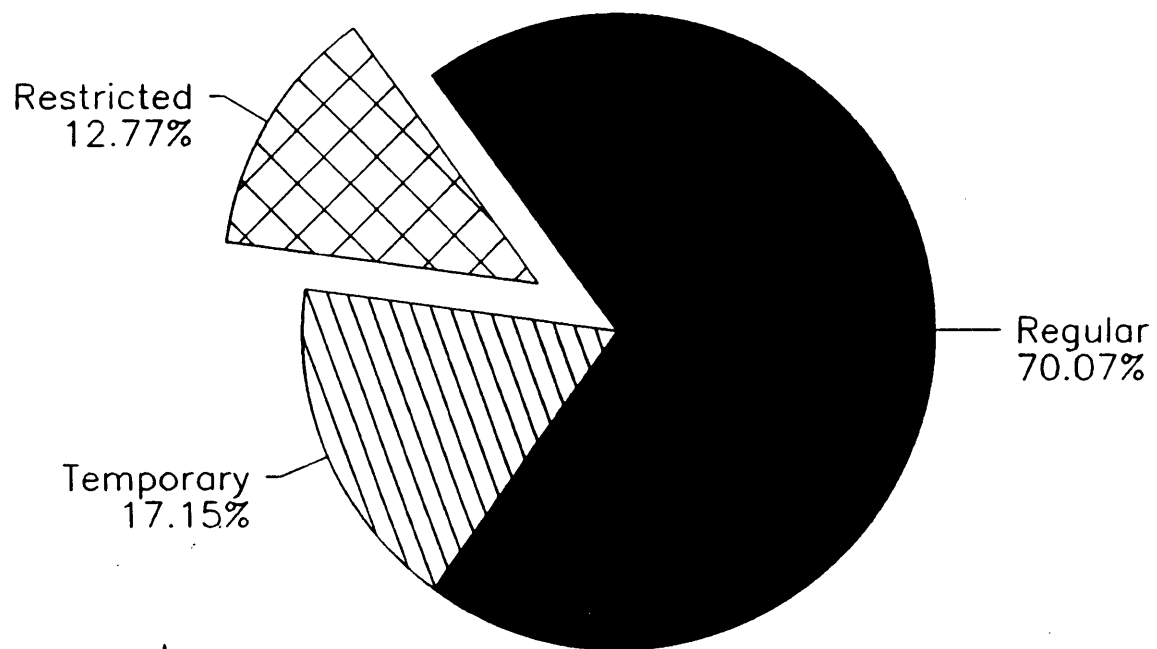
March 31, 1989
VI-B-1

PERSONNEL ACTIONS

Recommendation

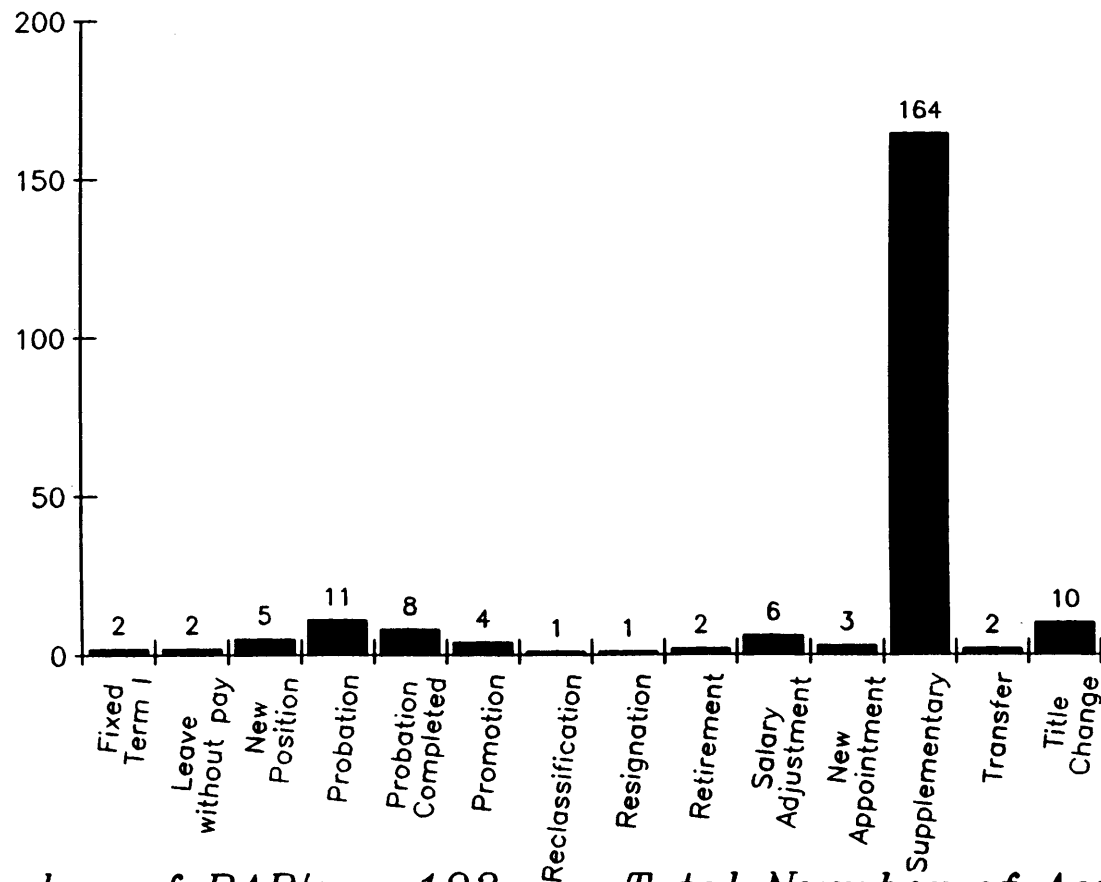
That the Personnel Actions for the period of February 6, 1989, through March 3, 1989, be ratified.

PERSONNEL ACTION REQUESTS 2/6/89 THRU 3/3/89



Total Number of PAR's = 274

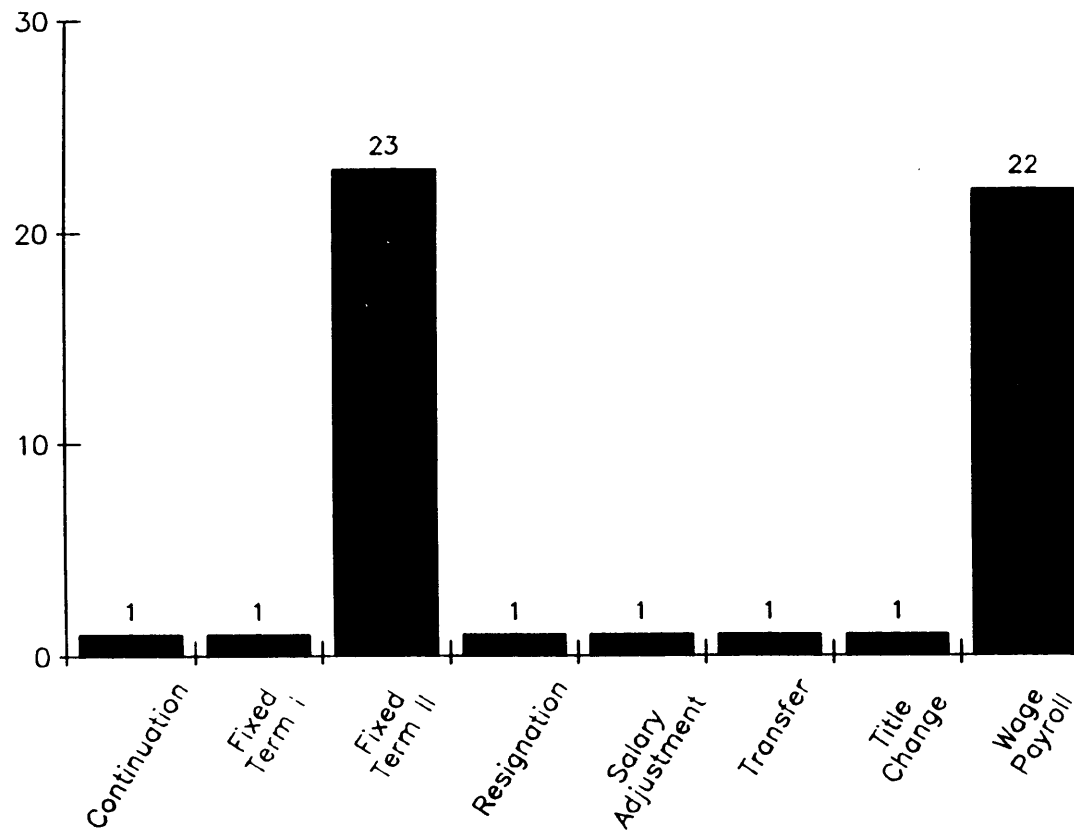
PERSONNEL ACTIONS FOR
STANDING I & II POSITIONS
2/6/89 THRU 3/3/89



Total Number of PAR's = 192

Total Number of Actions = 221

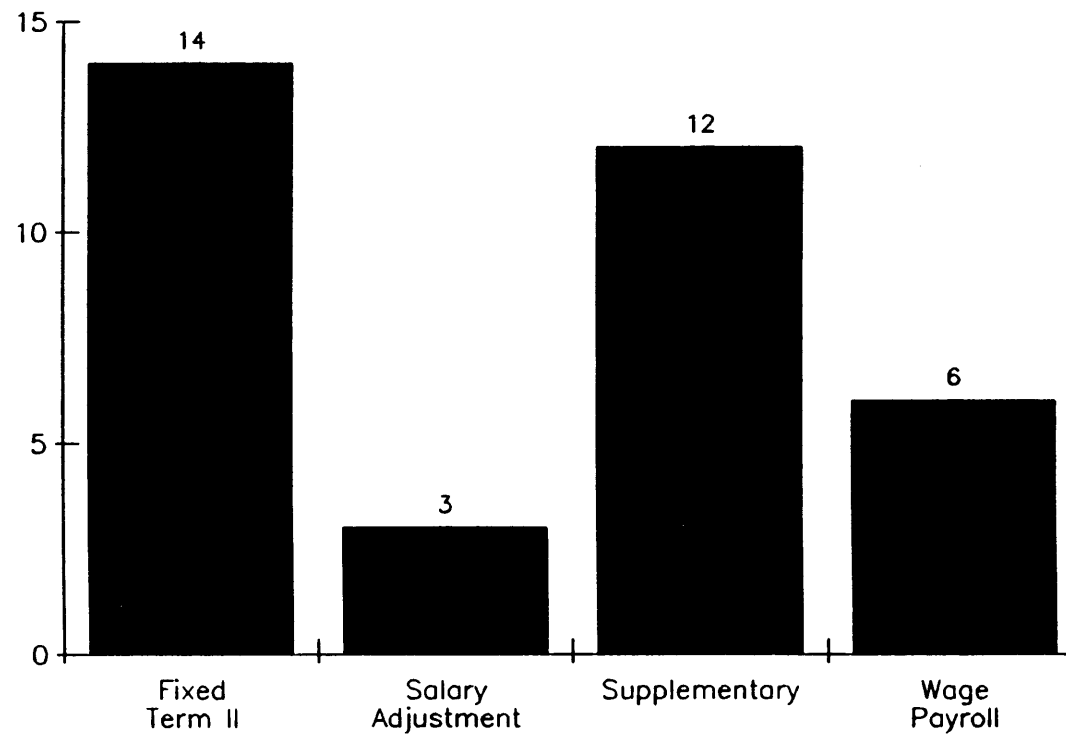
PERSONNEL ACTIONS FOR
TERM APPOINTMENTS
2/6/89 THRU 3/3/89



Total Number of PAR's = 47

Total Number of Actions = 51

PERSONNEL ACTIONS FOR
RESTRICTED APPOINTMENTS
2/6/89 THRU 3/3/89



Total Number of PAR's = 35

Total Number of Actions = 35

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY
03/03/89

<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	7.20	3.20	-4.00	3.20	100.00
OFFICE OF SCHOOL RELATIONS	0.00	2.00	2.00	2.00	100.00
UNIVERSITY ADVANCEMENT	19.70	19.70	0.00	18.00	91.37
ATHLETICS	26.20	26.80	0.60	25.40	94.78
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	104.20	109.70	5.50	99.70	90.88
PHYSICAL PLANT	131.00	133.00	2.00	130.00	97.74
DIVISION OF STUDENT LIFE	47.45	50.25	2.80	48.25	96.02
DIVISION OF ACADEMIC AFFAIRS	37.00	39.50	2.50	39.50	100.00
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	9.00	9.00	0.00	8.00	88.89
COLLEGE OF ARTS AND SCIENCES	157.75	165.55	7.80	144.55	87.32
COLLEGE OF PROFESSIONAL STUDIES	143.60	147.10	3.50	132.60	90.14
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	82.00	83.00	1.00	77.00	92.77
CAMDEN-CARROLL LIBRARY	41.50	41.50	0.00	41.50	100.00
AUXILIARY SERVICES	111.90	108.90	-3.00	88.50	81.27
TOTALS:	918.50	939.20			

NOTE: Positions are expressed in terms of full-time equivalency.

03-08-89

MOREHEAD STATE UNIVERSITY
MISCELLANEOUS POSITIONS SUMMARY
03/03/89

<u>DEPARTMENT NAME</u>	<u>TERM APPOINTMENTS</u>	<u>RESTRICTED APPOINTMENTS</u>
OFFICE OF THE PRESIDENT	0	0
OFFICE OF SCHOOL RELATIONS	0	0
UNIVERSITY ADVANCEMENT	5	0
ATHLETICS	0	0
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	19	2
PHYSICAL PLANT	32	0
DIVISION OF STUDENT LIFE	47	1
DIVISION OF ACADEMIC AFFAIRS	13	40
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	5	0
COLLEGE OF ARTS AND SCIENCES	66	0
COLLEGE OF PROFESSIONAL STUDIES	41	105
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	15	10
CAMDEN-CARROLL LIBRARY	2	0
AUXILIARY SERVICES	45	0
	<u>290</u>	<u>158</u>

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.

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off of Director, Athletics				
<u>Football</u>				
KEENY, DAVID WILLIAM	Fixed Term I Probation	Assistant Football Coach (Replacing Dan Gooch, \$22,500.00)	2/13/89 - 12/31/90	\$21,000.00/annual
SCHLAGER, JOSEPH J	Fixed Term I Probation	Assistant Football Coach (Replacing John Harbaugh, \$17,000.00)	1/17/89 - 12/31/90	\$18,500.00/annual
 Off VP, Adm., Fiscal Services				
<u>Off. of Information Technology</u>				
ADKINS, JAMES R	New Position Probation Salary Adjustment Title Change Promotion	From Senior Cable TV Technician to Coordinator of Electronics	1/30/89	\$22,875.00 (\$664.00 incr.)
BLEVINS, CHARLES WENDELL	Title Change	From Computer Operator to Communications Technician	1/30/89	\$7.41/hr.
BLEVINS, CHARLES WENDELL	Resignation	Computer Comm. Technician	2/24/89	\$7.41/hr.
HALL, RANDY LEE	Promotion Probation New Position Salary Adjustment Title Change	From Programmer/Analyst to Coordinator of Applications	1/30/89	\$22,875.00 (\$1,756.00 incr.)
HORTON, VANESSA MAYSE	Wage Payroll	Secretary	1/30/89 - 2/10/89	\$5.70/hr.
HORTON, VANESSA MAYSE	Standing I Probation	Secretary	2/13/89	\$5.70/hr.
HOWE, PAUL ALLAN	Wage Payroll	Computer Operator	1/31/89 - 6/30/89	\$4.93/hr.
JONES, BRENT NEWTON	Promotion Probation New Position Salary Adjustment Title Change	From Electronic Tech. II to Academic Technical Support Specialist	1/30/89	\$17,452.50 (\$452.50 incr.)

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Information Technology</u>				
MAHANEY, WILLIAM R	Title Change	From Manager of Operations to Manager of Technical Services	1/16/89	\$35,044.00
PATRICK, MATTIE BETH	Title Change	From Manager of Computer Applications to Manager of User Services	1/16/89	\$29,999.00
SLOCUM, JOHN PAUL	Promotion Probation New Position Salary Adjustment Title Change	From Software Analyst to Coordinator of Academic Computing	1/30/89	\$22,875.00 (\$3,159.00 incr.)
<u>Office of Personnel Services</u>				
DAVIS, ANITA KAY	Wage Payroll Transfer	From Student Advisor to Secretary	2/10/89 - 6/30/89	\$5.70/hr.
<u>Office of WMKY Radio</u>				
PICAZO, DANIEL MARDOQUEO	Fixed Term II	Acting Program Director	3/1/89 - 3/10/89	\$19,716.00/annual
PICAZO, DANIEL MARDOQUEO	Fixed Term II	Acting Program Director	5/1/89 - 10/31/89	\$19,716.00/annual
<u>Office of Public Safety</u>				
HOWARD, STEVEN EDWARD	Standing I Probation	Public Safety Officer	2/13/89	\$6.48/hr.
MCCARTY, LARRY	Supplementary	Public Safety Officer (Additional duties as Safety Officer)	1/1/89 - 1/31/89	\$369.75

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office VP, Student Life</u>				
<u>Office VP, Student Life</u>				
HUFFMAN, MADONNA BADGETT	Salary Adjustment Reclassification Title Change	From Director of Residence Education to Director of Student Support Services	2/1/89	\$33,000 (\$5,199.00 incr.)
<u>Off. Univ. Couns. & Hlth. Serv</u>				
FULTZ, BRIDGETT GAIL	Probation Completed	Secretary	1/10/89	\$5.76/hr.
<u>Office of Financial Aid</u>				
CORNETT, JANET LOUISE	Wage Payroll	General Office Worker	1/17/89 - 2/24/89	\$4.00/hr.
<u>Office of Minority Affairs</u>				
AARON, THOMAS	Fixed Term II	Lecturer (Producer/Message Theatre for Black History Month)	2/28/89 - 2/28/89	\$1,000.00
MUHAMMAD, KALLID A.	Fixed Term II	Lecturer (Black Scholar in Residence, Black History Month)	2/21/89 - 2/22/89	\$1,500.00
RAZZAG, GALEN ABDUR	Fixed Term II	Lecturer (Producer/Director for Black History Month)	2/17/89 - 2/17/89	\$1,800.00

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PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off., VP Academic Affairs</u>				
<u>Off., Plann., Inst. Res. & Eval</u>				
OSBORNE, JEANNE SLOCUM	Supplementary	Research Analyst (SACS work time, Fall 1988 Semester)	8/19/88 - 12/16/88	\$1,200.00
 <u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Off. of Dean, Col. Arts&Scienc</u>				
BALDWIN, YVONNE HONEYCUTT	Supplementary	Dir. Academy of Arts (Part-time Assistant to Dean)	2/1/89 - 6/30/89	\$250.00/month
 <u>Art</u>				
BARTLETT, DAVID JOHN	Supplementary	Assoc. Professor of Art (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
JONES, ROGER H	Supplementary	Professor of Art (Overload - 2.22 hrs.)	8/19/88 - 5/12/89	\$888.00
YOUNG, DON B	Supplementary	Asst. Professor of Art (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
 <u>Biological & Env. Sciences</u>				
BRUMAGEN, DAVID MILTON	Supplementary	Professor of Biology (Overload - 3.2 hrs.)	8/19/88 - 5/12/89	\$1,280.00
BUSROE, FRED M	Supplementary	Assoc. Prof. of Biology (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00

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PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Biological & Env. Sciences</u>				
DEMOSS, GERALD L	Supplementary	Department Chair & Professor of Biology (Overload - 2.7 hrs.)	8/19/88 - 5/12/89	\$1,080.00
HOWELL JR, JERRY F	Supplementary	Professor of Biology (Overload - 1.34 hrs.)	8/19/88 - 5/12/89	\$536.00
MAQRANE, DAVID T	Supplementary	Professor of Biology (Overload - 4.1 hrs.)	8/19/88 - 5/12/89	\$1,640.00
MCNEELY, DAVID L.	Supplementary	Assoc. Prof. of Biology (Overload - 1.5 hrs.)	8/19/88 - 5/12/89	\$600.00
MEADE, LESLIE E	Supplementary	Assoc. Prof. of Biology (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
PRYOR, MADISON E	Supplementary	Professor of Biology (Overload - 2.4 hrs.)	8/19/88 - 5/12/89	\$960.00
RISK, ALLEN CLAY	Supplementary	Instructor of Biology (Overload - 2.2 hrs.)	8/19/88 - 5/12/89	\$880.00
SAXON, DAVID J	Supplementary	Professor of Biology (Overload - 4.3 hrs.)	8/19/88 - 5/12/89	\$1,720.00
SETSER, HOWARD L	Supplementary	Professor of Biology (Overload - 3.15 hrs.)	8/19/88 - 5/12/89	\$1,260.00
<u>Communications</u>				
ALBERT, LAWRENCE S.	Supplementary	Asst. Prof. of Speech (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
BIEL, MICHAEL J	Supplementary	Assoc. Prof. of Radio-TV (Overload - 3.4 hrs.)	8/19/88 - 5/12/89	\$1,360.00
BROWN, W DAVID	Supplementary	Professor of Journalism (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
CALDWELL, JAN	Supplementary	Instructor of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00

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PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Col. Arts&Scienc				
<u>Communications</u>				
COPELAND, ELIZABETH ANNE	Supplementary	Instructor of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
DALES, LARRY NELSON	Supplementary	Asst. Prof. of Journalism (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
GOUGH, PAUL ALEXANDER	Supplementary	Instructor of Radio-TV (Overload - 4.5 hrs.)	8/19/88 - 5/12/89	\$1,800.00
GREER, DALE DENTON	Supplementary	Asst. Prof. of Radio-TV (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
HAMM, DURELL DEXTER	Supplementary	Instructor of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
HAMM, HARLEN L	Supplementary	Assoc. Prof. of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
KAPPES, KEITH R	Supplementary	Exec. Asst. Univ. Adv. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
LAYNE, SYLVIA HORTON	Fixed Term II	Lecturer (Teach additional course in THEA 375-002)	1/11/89 - 5/15/89	\$1,200.00
LINDELL, CALVIN D.	Supplementary	Instructor of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
SCOTT, THOMAS ELIHU	Supplementary	Asst. Prof. of Speech (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
THOMAS, CATHY LYNN	Supplementary	Asst. Prof. of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
WILSON, JACK E	Supplementary	Professor of Speech (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
YANCY, THOMAS L	Supplementary	Asst. Prof. of Radio-TV (Overload - 3 hrs., per credit hours in accordance to PAc-10)	8/19/88 - 5/12/89	\$1,472.00

03/08/89

PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>English, Foreign Lang. & Phil.</u>				
BAILEY, REBECCA LYNN	Supplementary	Professor of Philosophy (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
CAMPBELL, GLENNA EVANS	Supplementary	Assoc. Prof. of English (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
CAND, VICENTE	Supplementary	Assoc. Prof. Romance Languages (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
HAMILTON, BERNARD G	Fixed Term II	Lecturer (Teach GER 101-1 and 102)	1/11/89 - 5/13/89	\$1,600.00
LUCKEY, JR., GEORGE M	Supplementary	Professor of Philosophy (Overload - 1.5 hrs.)	8/19/88 - 5/12/89	\$600.00
PETERS, BETTY J.	Supplementary	Asst. Prof. of English (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
ROGERS, GLENN C	Supplementary	Professor of English (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
YOUNG, EUGENE D.	Supplementary	Assoc. Prof. of English (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
<u>Geog., Govt., History</u>				
BALDWIN, YVONNE HONEYCUTT	Supplementary	Director, Academy of Arts (Teach HIS 142, two sections)	8/22/88 - 5/12/89	\$2,400.00
COX, GARY C	Supplementary	Professor of Geography (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Mathematics</u>				
EASTON, RAYMOND	Supplementary	Asst. Prof. Mathematics (Overload - 4.1 hrs.)	8/19/88 - 5/12/89	\$1,640.00
FLORA, BEN V	Supplementary	Professor of Mathematics (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
FRYMAN, JOHNNIE G	Supplementary	Assoc. Prof. Mathematics (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
HAMMONS, CHARLES RODGER	Supplementary	Acting Chair & Professor of Mathematics (Overload - 1.8 hrs.)	8/19/88 - 5/12/89	\$720.00
JAISINGH, LLOYD R.	Supplementary	Asst. Prof. Mathematics (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00
JOHNSTON, GLENN EARL	Supplementary	Professor of Mathematics (Additional instructional related duties)	1/9/89 - 5/13/89	\$260.00
JOHNSTON, GLENN EARL	Supplementary	Professor of Mathematics (Overload - 5.1 hrs.)	8/19/88 - 5/12/89	\$2,040.00
LEIGH, CHARLES RANDALL	Supplementary	Instructor of Mathematics (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
MANN, JAMES DARWIN	Supplementary	Assoc. Prof. Mathematics (Overload - 1.8 hrs.)	8/19/88 - 5/12/89	\$720.00
PACK, TED M.	Supplementary	Instructor of Mathematics (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
ROSS, RANDY K.	Supplementary	Asst. Prof. Mathematics (Overload - 3.6 hours)	8/19/88 - 5/12/89	\$1,440.00
<u>Music</u>				
ANDERSON, DAVID LLOYD	Supplementary	Asst. Professor of Music (Overload - 1.66 hrs.)	8/19/88 - 5/12/89	\$664.00
BIGHAM JR, WILLIAM MARVIN	Supplementary	Professor of Music (Overload - 1.65 hrs.)	8/19/88 - 5/12/89	\$660.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
Music				
BLAIR, HAROLD LEO	Supplementary	Assoc. Professor of Music (Overload - .68 hrs.)	8/19/88 - 5/12/89	\$272.00
BLAIR, SUANNE H	Supplementary	Asst. Professor of Music (Overload - 5.73 hrs.)	8/19/88 - 5/12/89	\$2,292.00
BLOCHER, LARRY ROSS	Supplementary	Assoc. Professor of Music (Overload - 2.85 hrs.)	8/19/88 - 5/12/89	\$1,140.00
BRYANT, ROBERT	Fixed Term II	Lecturer (Teach MUSP 237, & 437)	1/25/89 - 5/13/89	\$2,000.00
BURGESS, JON WESLEY	Supplementary	Asst. Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
FLIPPIN, RUSSELL JAY	Supplementary	Assoc. Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
KUHN, MILFORD ELMER	Supplementary	Assoc. Prof. of Music (Overload - 1.09 hrs.)	8/19/88 - 5/12/89	\$436.00
LOUDER, EARLE L.	Supplementary	Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
MILES, MELANIE	Wage Payroll	Staff Assistant (Will work 15 hours per week)	1/16/89 - 6/30/89	\$4.00/hr.
MUELLER, FREDERICK A.	Supplementary	Professor of Music (Overload - 1.37 hrs.)	8/19/88 - 5/12/89	\$548.00
NORDEN, EUGENE C	Supplementary	Asst. Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
ODDIS, FRANK ALAN	Supplementary	Asst. Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
PRITCHARD, ROBERT D	Supplementary	Asst. Professor of Music (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
ROSS, RAYMOND PERRY	Supplementary	Asst. Professor of Music (Overload - 5.08 hrs.)	8/19/88 - 5/12/89	\$2,032.00
STETLER, LUCRETIA	Supplementary	Assoc. Professor of Music (Overload - 4.38 hrs.)	8/19/88 - 5/12/89	\$1,752.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Music</u>				
STROUSE, THOMAS GREGORY	Supplementary	Residence Hall Director (Assist with housing for Band Clinic)	1/22/89 - 2/14/89	\$400.00
STROUSE, THOMAS GREGORY	Supplementary	Residence Hall Director (Teach MUSP 219)	1/25/89 - 5/14/89	\$1,600.00
VENETTOZZI, VASILE JEAN	Supplementary	Assoc. Professor of Music (Overload - 2.41 hrs.)	8/19/88 - 5/12/89	\$964.00
VITON, JOHN	Supplementary	Asst. Professor of Music (Overload - 2.77 hrs.)	8/19/88 - 5/12/89	\$1,108.00
<u>Physical Sciences</u>				
BRENGELMAN, RUSSELL M	Supplementary	Professor of Physics (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
CAIN, HAROLD WADE	Supplementary	Asst. Prof. of Chemistry (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
CALHOUN, JAN EARL	Fixed Term II	Workshop Consultant (Principle Teacher Training workshop at Jenny Wiley)	2/2/89 - 2/3/89	\$1,350.00
CUTTS, DAVID R	Supplementary	Professor of Physics (Overload - 4.8 hrs.)	8/19/88 - 5/12/89	\$1,920.00
FALLS, WILLIAM R	Retirement	Department Chair & Professor of Sciences	6/30/89	\$47,908.00
FIEL, RONALD L	Supplementary	Professor of Science (Project Director for Principle Teacher Training workshop at Jenny Wiley)	2/2/89 - 2/3/89	\$625.00
HEDGECOCK, HERBERT C	Supplementary	Asst. Prof. of Chemistry (Overload - 1.25 hrs.)	8/19/88 - 5/12/89	\$500.00
HUNT, RICHARD L	Supplementary	Assoc. Prof. of Chemistry (Overload - 4.5 hrs.)	8/19/88 - 5/12/89	\$1,800.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Physical Sciences</u>				
HYLBERT, DAVID K	Supplementary	Professor of Geoscience (Additional instructional related duties)	1/1/89 - 5/12/89	\$360.00
HYLBERT, DAVID K	Supplementary	Professor of Geoscience (Overload - 2.1 hrs.)	8/19/88 - 5/12/89	\$840.00
MECHLING, KENNETH	Fixed Term II	Workshop Consultant (Principle Teacher Training workshop at Jenny Wiley)	2/2/89 - 2/3/89	\$1,350.00
WHIDDEN, CHARLES JACKSON	Supplementary	Professor of Physics (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
<u>Academy of Arts</u>				
BALDWIN, YVONNE HONEYCUTT	Supplementary	Director, Academy of Arts (Teach painting class)	3/1/89 - 4/1/89	\$25.00/hr.
SECOR, JOHN R.	Supplementary	Asst. Prof. of Romance (Teach Conversational Italian)	2/13/89 - 6/30/89	\$17.00/hr.
STROUSE, THOMAS GREGORY	Supplementary	Residence Hall Director (Teach mallet keyboard)	2/13/89 - 6/30/89	\$8.00/per half hour

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>School of Business & Economics</u>				
BERRY, HERBERT	Supplementary	Prof. of Data Processing (Overload - 2.25 hrs.)	8/19/88 - 5/12/89	\$900.00
BROWN, DONALD EUGENE	Supplementary	Instructor of Economics (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
BURGE, JAN GWYNETTE	Supplementary	Director, Conf. Services (Teach OADM 111-002)	1/11/89 - 5/12/89	\$1,200.00
CABLE, DWAYNE P.	Supplementary	Director of Infor. Tech. (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
CAUDILL, C DALE	Supplementary	Instructor of Management (Overload - 4.25 hrs.)	8/19/88 - 5/12/89	\$1,700.00
HARFORD, MICHAEL NEIL	Supplementary	Assoc. Prof. Management (Overload - 3.5 hrs.)	8/19/88 - 5/12/89	\$1,400.00
HU, SONG-HUA	Supplementary	Asst. Prof. of Economics (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
MCCORMICK, BEVERLY JOYCE	Supplementary	Asst. Prof. Real Estate (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00
MEADOWS, ROBERT E	Supplementary	Professor of Management (Overload - 5 hrs.)	8/19/88 - 5/12/89	\$2,000.00
MILLER, GREEN RUSSELL	Supplementary	Assoc. Prof. of Economics (Overload - 1.75 hrs.)	8/19/88 - 5/12/89	\$700.00
MULCAHY, PAUL JOSEPH	Supplementary	Instructor of Data Proc. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
OSBORNE, JOHN W	Supplementary	Asst. Prof. of Accounting (Overload - 2.5 hrs.)	8/19/88 - 5/12/89	\$1,000.00
OUSLEY, GAIL CROSTHWAITE	Supplementary	Asst. Prof. Business Ed. (Overload - 1.34 hrs.)	8/19/88 - 5/12/89	\$536.00
PEAVLER, ROSEMARY CARLSON	Supplementary	Asst. Prof. of Finance (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
PIERCE, BILL B	Supplementary	Professor of Marketing (Overload - 2.75 hrs.)	8/19/88 - 5/12/89	\$1,100.00
RODGERS, WILLIAM A	Supplementary	Prof. of Data Processing (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Prof. Studies</u>				
<u>School of Business & Economics</u>				
WHITLOW, PATRICIA C.	Supplementary	Residence Hall Director (Teach REAL 309-001)	1/11/89 - 5/12/89	\$1,200.00
YASIN, MESCHENA	Supplementary	Asst. Prof. of Economics (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
<u>Management & Marketing</u>				
ALBERT, ROBERT LEWIS	Supplementary	Instructor of Management (Preparation of KET class)	6/6/88 - 7/24/88	\$100.00
<u>Elem. Read. & Spec. Education</u>				
CARLSON, DOROTHY E	Fixed Term II	Lecturer (Teach EDEE 305-090 at Prestonsburg)	1/12/89 - 5/13/89	\$1,200.00
CASS, MICHAEL A.	Supplementary	Assoc. Prof. of Education (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
FREELAND, KENT E	Supplementary	Professor of Education (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
GEORGES, CAROL ANN	Supplementary	Asst. Prof. of Education (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00
HERZOG, KATHARINE D	Supplementary	Assoc. Prof. of Education (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
MANGRUM, FRANKLIN M	Supplementary	Professor of Philosophy (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
MILLER, TIMOTHY E.	Supplementary	Assoc. Prof. of Education (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
NIEMEYER, BARBARA EDITH	Supplementary	Asst. Prof. of Education (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Prof. Studies				
<u>Elem. Read. & Spec. Education</u>				
OAKES, PHYLLIS B.	Supplementary	Asst. Prof. of Education (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
TILLER, WARREN PARKER	Fixed Term II	Lecturer (Teach EDEL 632-091 at Belfry)	1/12/89 - 5/13/89	\$1,200.00
<u>Leadership & Secondary Educ.</u>				
BANKS, ANTONIA JUNE	Wage Payroll	Dropout Tutor	2/11/89 - 5/6/89	\$3.35/hr.
CONNELL, DANIEL J.	Supplementary	Director, Academic Serv. (Teach EDF 211)	1/11/89 - 5/13/89	\$1,200.00
DANIEL, RICHARD W.	Supplementary	Professor of Education (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00
DUNCAN, JOHN R	Supplementary	Professor of Education (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
HUGHES, RICHARD	Fixed Term II	Lecturer (Teach EDF 610)	1/11/89 - 5/13/89	\$1,200.00
KELTNER, LISA MARIE	Wage Payroll	Dropout Tutor	2/11/89 - 5/6/89	\$3.35/hr.
MOORE, WILLIAM F	Supplementary	Assoc. Prof. of Education (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00
THOMAS, DAN S	Supplementary	Professor of Education (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
WEIKEL, WILLIAM JOSEPH	Supplementary	Professor of Education (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00
WELLS, RANDALL L.	Supplementary	Professor of Education (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
WILSON, JEAN	Supplementary	Department Chair & Professor of Education (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
WILSON, KAREN ELIZABETH	Wage Payroll	Data Entry Specialist II	2/6/89 - 2/10/89	\$5.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Prof. Studies</u>				
<u>Leadership & Secondary Educ.</u>				
YOUNG, STEPHEN S	Supplementary	Professor of Education (Overload - 2 hrs.)	8/19/88 - 5/12/89	\$800.00
<u>Child Development Center</u>				
WHORDLEY, KATHLEEN DREW	Fixed Term II	Substitute Teacher	1/11/89 - 5/16/89	\$43.00
<u>Health, P.E. & Recreation</u>				
BENTLEY, EARL J	Supplementary	Professor of HPER (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
BROWN, LARADEAN K.	Supplementary	Asst. Professor of HPER (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00
NESBITT, ELIZABETH P	Supplementary	Asst. Professor of HPER (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00
NESBITT, HOWARD C	Supplementary	Professor of HPER (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
OSBORNE, GRETTA G	Supplementary	Asst. Professor of HPER (Overload - 5 hrs.)	8/19/88 - 5/12/89	\$2,000.00
OSBORNE, JAMES W	Supplementary	Asst. Professor of HPER (Overload - 1 hr.)	8/19/88 - 5/13/89	\$400.00
SWEENEY, HARRY FRANCIS	Supplementary	Assoc. Professor of HPER (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Psychology</u>				
ANDERSON, DANIEL A	Supplementary	Dir., Stud. Hlth. & Coun. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
CLOUGH, L. BRADLEY	Supplementary	Professor of Psychology (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
DEMAREE, ANNA L	Supplementary	Assoc. Prof. Psychology (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
GOTSICK, JAMES E.	Supplementary	Professor of Psychology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
JONES, ARNO ELDON	Wage Payroll	Software Specialist	1/29/89 - 5/12/89	\$5.00/hr.
MATTINGLY, BRUCE A	Supplementary	Professor of Psychology (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
OSBORNE, FRANCIS H	Supplementary	Professor of Psychology (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
<u>Sociology</u>				
BYLUND, ROBERT A	Supplementary	Assoc. Prof. of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
CROSTHWAITE, LOLA R	Supplementary	Assoc. Prof. Social Work (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
HALL, GERALDINE HALL	Fixed Term II	Lecturer (Teach SWK 340)	1/10/89 - 5/12/89	\$1,200.00
JOHNSON, DORIS Z.	Fixed Term II	Lecturer/Consultant (Teach SWK 310)	2/6/89 - 5/13/89	\$1,200.00
LATIMER, JONATHAN T.	Supplementary	Asst. Prof. Social Work (Overload - 4 hrs.)	8/19/88 - 5/12/89	\$1,600.00
MARSHALL, TED A	Supplementary	Assoc. Prof. Social Work (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
MUNSON, THOMAS B	Leave without pay	Assoc. Prof. of Sociology	2/7/89 - 2/28/89	\$29,323.00

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Administrative Unit/ Name	----- Action -----	Description -----	Effective Date	----- Salary -----
Off. of Dean, Prof. Studies				
<u>Sociology</u>				
PATTON, MARGARET D	Supplementary	Assoc. Prof. of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
REEVES, EDWARD B.	Supplementary	Assoc. Prof. of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
RUDY, DAVID R	Supplementary	Department Chair & Professor of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
SEELIG, JOHN MICHAEL	Supplementary	Assoc. Prof. of Social Work & Corrections (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
WELLS, DIANA LEE	Fixed Term II	Lecturer (Teach SOC/COR 420 at Morgan Center)	1/10/89 - 5/12/89	\$1,200.00
WHEELER, ALBAN LEWIS	Supplementary	Professor of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
WHITSON, PATSY R.	Supplementary	Assoc. Prof. of Sociology (Overload - 5 hrs.)	8/19/88 - 5/12/89	\$2,000.00
WHITSON, S. MONT	Supplementary	Professor of Sociology (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
Off. of Dean, App. Scie. & Tec				
<u>Ag-Nat. Resources-Agriculture</u>				
CLAXON, JAMES F.	Fixed Term II	Lecturer (Teach AGR 245 and one section of Lab)	1/23/89 - 5/13/89	\$1,256.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, App. Scie. & Tec				
<u>Ag./Nat. Resources-Farm</u>				
PADULA, MICHAEL	Wage Payroll	Janitor	1/23/89 - 2/23/89	\$4.16/hr.
SNIDER, WANDA BETHEL	Wage Payroll Continuation	Laborer	2/1/89 - 4/30/89	\$3.50/hr.
 <u>Home Economics</u>				
ARMSTRONG, MELINDA	Fixed Term II	Lecturer (Teach Hotel/Restaurant Management and advise students)	1/25/89 - 5/13/89	\$1,500.00
GABBARD, LINDA FERN	Fixed Term II	Lecturer (Teach HEC 336)	1/25/89 - 5/12/89	\$1,200.00
GRAHAM, NANCY K	Supplementary	Dir., Inst. Foods Lab. & Instructor of Home Ec. (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
KUNZ, MICHELLE B.	Supplementary	Asst. Prof. Home Ec. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
MCGINN, CAROLYN JEANINE	Fixed Term II	Lecturer (Teach HEC 136 and advise students)	1/19/89 - 5/13/89	\$1,500.00
MOREHEAD, RICK LEE	Supplementary	Instructor, Home Ec. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
SAMPLEY, MARILYN Y.	Supplementary	Department Chair (Overload - 5 hrs.)	8/19/88 - 5/12/89	\$2,000.00
TAYLOR, CAROLYN D	Supplementary	Asst. Prof. Home Ec. (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
WOODARD, BETTY FRITZ	Fixed Term II	Lecturer (Teach HEC 280 - Apparel Analysis)	1/19/89 - 5/13/89	\$1,200.00

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Off. of Dean, App. Scie. & Tec				
<u>Ind. Educ. & Technology</u>				
GILLOCK, WALTER SCOTT	Supplementary	Asst. Prof. Ind. Ed. (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
HAYES, ROBERT THOMAS	Supplementary	Asst. Prof. Ind. Ed. (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
NASS, EDWARD G	Supplementary	Assoc. Prof. Ind. Ed. (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
NEWTON, ROBERT E	Supplementary	Prof. of Ind. Education (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
SPANGLER, RONALD DALE	Supplementary	Asst. Prof. Ind. Ed. (Overload - 1 hr.)	8/19/88 - 5/12/89	\$400.00
TUCKER, RONALD F.	Supplementary	Prof. of Ind. Education (Overload - 6 hrs.)	8/19/88 - 5/12/89	\$2,400.00
VANHOOSE, JOHN S	Supplementary	Asst. Prof. Woods Tech. (Overload - 3 hrs.)	8/19/88 - 5/12/89	\$1,200.00
<u>Nursing & Allied Health</u>				
FLATT, CAROLYN S	Supplementary	Instructor of Personal Development (NAHS Continuing Ed. Program workshop on Women's Health Concerns)	5/5/89 - 5/5/89	Waived
NETHERTON, MARY JO	Supplementary	Assoc. Prof. of French (NAHS Continuing Ed. Program workshop on Women's Health Concerns)	5/5/89 - 5/5/89	Waived
WISE, LOIS LEE	Probation Completed	Clerk/Typist	2/14/89	\$4.99/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of Dean, Under. Program</u>				
<u>Office of Testing Center</u>				
ELDRIDGE, PATTY V.	Supplementary	Coord. Testing Programs (Administration of Kentucky Specialty Test of Instructional & Administrative Practices)	11/12/88 - 11/12/88	\$50.00
ELDRIDGE, PATTY V.	Supplementary	Coord., Testing Programs (QED Testing in Morgan Co.)	1/18/89 - 1/18/89	\$100.00
LITTLETON, WANDA W.	Standing I Probation Transfer	From KET Student Advisor to Clerk/Typist	2/27/89	\$5.51/hr.
<u>Off. Extended Campus Programs</u>				
JACKSON, RODI	Fixed Term II	Teacher (Assistance in Elderhostel preparation)	2/6/89 - 6/9/89	\$279.00
MCKEE, W. SCOTT	Wage Payroll	Community Ed. Instructor	2/27/89 - 5/1/89	\$15.00/hr.
MCNELLY, JAMES RAY	Wage Payroll	Community Ed. Instructor	2/25/89 - 4/22/89	\$4.00/hr.
UECKER, JACQUELINE E	Supplementary	Coord. University Pools (Provide swimming instructions in Community Education class)	2/25/89 - 4/22/89	\$10.00/hr.
<u>Academic Services Center</u>				
ADKINS, SANDRA SUE	Probation Completed	General Studies Advisor	2/15/89	\$21,857.00

03/08/89

PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office of Dean, Under. Program				
<u>Office Regional Dev. Services</u>				
COPELAND, ELIZABETH ANNE	Supplementary	Instructor of Speech (Coordinate the volunteers)	3/1/89 - 7/7/89	\$600.00
STERNAL, THOMAS	Supplementary	Department Chair & Professor of Art (Marketing Success workshop at Carter Caves)	2/23/89 - 2/23/89	\$100.00
SWAIN, ADRIAN	Supplementary	Curator (Marketing Success workshop at Carter Caves, Jenny Wiley and Berea College)	2/23/89 - 2/25/89	\$150.00
Off. Library & Instruc. Media				
<u>Off. Library & Instruc. Media</u>				
BENTLEY, LEMERLE BROWN	Retirement	Librarian III	9/1/89	\$26,646.00
RIDDLE, KATHY S	Probation Salary Adjustment Title Change	From Library Asst. I to Library Asst. III (Replacing Tamala Mulkey, \$6.71/hr.)	2/6/89	\$6.48/hr. (\$6.65 incr.)
STEVENS, BETTY JUNE	Probation Completed	Library Assistant II	2/14/89	\$5.76/hr.

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PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
<u>Office of Physical Plant</u>				
<u>Office of Physical Plant</u>				
WELLS, JAMES WARREN	Probation Title Change New Position Transfer	From Golf Course Manager to Physical Facilities Coordinator	3/1/89	\$18,828.00
WOODROW, CHARLES ARTHUR	Fixed Term I	Carpenter	2/14/89 - 10/31/89	\$6.48/hr.
<u>Build. Maint. -Carpenters</u>				
BOGGS, DARRELL WAYNE	Wage Payroll Salary Adjustment Title Change	From General Serviceman to Painter	2/21/89 - 5/6/89	\$5.00/hr. (\$1.65 incr.)
DAVIS, DENNIS ARNOLD	Wage Payroll	Carpenter	2/27/89 - 8/26/89	\$6.48/hr.
HAMM, JAMES DARREL	Wage Payroll	Painter	2/21/89 - 8/19/89	\$5.00/hr.
VICE, LEWIS RAY	Wage Payroll	Carpenter	2/27/89 - 8/26/89	\$6.48/hr.
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
BROWN, CLARENCE HOBERT	Wage Payroll	Food Service Worker	2/21/89 - 5/13/89	\$3.35/hr.
CALDWELL, VICKIE LYNN	Wage Payroll	Food Service Worker (Will work 32 hours per week)	2/13/89 - 5/13/89	\$3.35/hr.
DEHART, MICHELE DENISE	Wage Payroll	Food Service Worker (Will work 32 hours per week)	2/13/89 - 5/13/89	\$3.35/hr.
ESTEP, BONNIE M.	Leave without pay	Food Service Worker	1/9/89 - 2/7/89	\$4.55/hr.
KEETON, PHILLIP NEIL	Wage Payroll	Food Service Worker (Will work 32 hours per week)	2/21/89 - 5/13/89	\$3.35/hr.

03/08/89

PERSONNEL ACTIONS

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
KNIPP, LORRETTIA HAMM	Resignation	Food Service Worker	2/6/89	\$3.35/hr.
WILSON, GOLDIA LOUVENIA	Wage Payroll	Food Service Worker (Not to exceed 32 hours per week)	2/6/89 - 5/13/89	\$3.35/hr.
<u>Housing Office</u>				
GOINS, DONNA Y.	Probation Completed	Residence Hall Director	2/8/89	\$13,500.00
MCCOY, KENNETH D.	Probation Completed	Residence Hall Director	2/8/89	\$13,500.00
MCKAY, WILLIAM DENNIS	Probation Completed	Residence Hall Director	2/8/89	\$13,500.00
WHITLOW, PATRICIA C.	Probation Completed	Residence Hall Director	2/8/89	\$13,500.00
Federal -- Restricted Program				
<u>Upward Bound</u>				
CALLAHAN, ROBERT ERVIN	Fixed Term II	Lecturer (Guest Lecturer for Upward Bound Return Trip)	3/11/89 - 3/11/89	\$100.00
<u>Head Start</u>				
HAMM, DANIEL RAY	Fixed Term II	Substitute Bus Driver/ Teacher Aide	2/14/89 - 6/30/89	\$25.00/per day
HAMM, KATHY JO	Fixed Term II	Substitute Bus Driver/ Teacher Aide	2/14/89 - 6/30/89	\$25.00/per day
MILLER, JANE ELLEN	Wage Payroll	Substitute Teacher	2/9/89 - 6/30/89	\$30.00/per day

03/08/89

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Martiki</u>				
STANLEY, KENNETH MICHAEL	Wage Payroll	Laborer	1/23/89 - 3/25/89	\$3.75/hr.
<u>Job Training Part. Act Prog.</u>				
BAKER, MARY CATHERINE	Fixed Term II	Pharmacy Consultant (Provide 15 hours of instruction to 6 JTP students)	2/13/89 - 5/10/89	\$150.00
BRAMMER, JEFF	Fixed Term II	CPR Instructor (Provide one day training session in CPR)	2/22/89 - 2/22/89	\$150.00
FINNEY, CONSTANCE C.	Salary Adjustment	Bookkeeper I (Adjust wage to entry level plus annual increase)	1/23/89 - 6/30/89	\$5.86/hr. (\$.29 incr.)
ROUNDTREE, ROBERT M	Fixed Term II	Pharmacy Consultant (Provide 19 hours of instruction to 6 JTP students)	2/13/89 - 5/10/89	\$187.50
SAMMONS, GEORGIA	Supplementary	Data Entry Specialist II (Provide 50 hours of instruction to 6 JTP students)	1/30/89 - 3/13/89	\$500.00
SCOTT, JACQUELYN HARBOR	Salary Adjustment	Coord. Job Training (Adjust salary to entry level plus annual increase)	1/23/89 - 6/30/89	\$21,204.00 (\$646.00 incr.)
SHELY, CATHERINE LYNN	Fixed Term II	Pharmacy Consultant (Provide 41 hours of instruction to 6 JTP students)	2/13/89 - 5/10/89	\$412.50
SWIM, STEVE LOREN	Salary Adjustment	Trainer (Adjust salary to entry level plus annual increase)	1/23/89 - 6/30/89	\$16,721.00 (\$1,911.00 incr.)

03/08/89

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Job Training Part. Act Prog.</u>				
WALTER, DOROTHY JEAN	Fixed Term II	Trainer	1/23/89 - 6/30/89	\$4,524.00
<u>Small Business Dev. Ctr. Prog.</u>				
ALCORN, JOHN M	Supplementary	Assoc. Prof., Accounting (Serve as SBI Advisor)	2/10/89 - 5/13/89	\$150.00
CARLSON, RODGER D.	Supplementary	Coord., Marketing & Mngt. (Serve as SBI Advisor)	2/10/89 - 5/13/89	\$150.00
OSBORNE, MARY P	Supplementary	Asst. Prof. of Marketing (Serve as SBI Advisor)	2/10/89 - 5/13/89	\$150.00
WILLIAMS, LOWELL KIM	Supplementary	Assoc. Prof., Accounting (Serve as SBI Advisor)	2/10/89 - 5/13/89	\$150.00
<u>KET-QED on T.V.</u>				
LIFE, FLORENCE MARIE	Wage Payroll	KET Student Advisor	2/13/89 - 6/30/89	\$4.93/hr.
MARTIN, JULIA A.	Wage Payroll	KET Student Advisor	2/13/89 - 6/30/89	\$4.93/hr.
<u>Reg. Teacher Intern. Program</u>				
BROWN, PHILLIP	Fixed Term II	Teacher Educator (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
CAUDILL, BILLY F	Fixed Term II	Teacher Educator (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
DUVALL, DALE	Fixed Term II	Teacher Educator (3 Spring interns in Elliott Co.)	2/1/89 - 6/30/89	\$300.00

03/08/89

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Reg. Teacher Intern. Program</u>				
JOHNSON, JAMES	Fixed Term II	Teacher Educator (1 additional Spring intern)	2/1/89 - 6/30/89	\$100.00
JOHNSTON, GLENN EARL	Supplementary	Professor of Mathematics (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
MATNEY, BOBBY GENE	Fixed Term II	Teacher Educator (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
PRICE, DREAMA D.	Supplementary	Asst. Prof. of Education (4 Spring interns)	2/1/89 - 6/30/89	\$400.00
SAXON, JOYCE FAYE	Supplementary	Asst. Prof. Mathematics (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
SCOTT, THOMAS ELIHU	Supplementary	Asst. Prof. of Speech (1 Spring intern)	2/1/89 - 6/30/89	\$100.00
SLONE, WILLIAM RAY	Fixed Term II	Teacher Educator (2 Spring interns in Martin Co.)	2/1/89 - 6/30/89	\$200.00
VANHOOSE, JOHN S	Supplementary	Asst. Prof. Woods Tech. (6 interns)	1/15/89 - 6/15/89	\$1,200.00
<u>Dropout Prevention Program</u>				
EVANS, LISA K	Wage Payroll	Dropout Tutor	1/17/89 - 5/6/89	\$4.00/hr.
<u>Eastern KY. Employment Program</u>				
HENSLEY, CAROLYN S.	Supplementary	Administrative Secretary (Microcomputer work for Ted Marshall)	9/1/88 - 1/31/89	\$50.00

03/08/89

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

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02/06/89 thru 03/03/89

Administrative Unit/ Name	----- Action -----	Description -----	Effective Date	----- Salary -----
Federal -- Restricted Program				
<u>Eastern KY. Employment Program</u>				
MARSHALL, TED A	Supplementary	Assoc. Prof. Social Work (Project Director for Education Services Center)	9/1/88 - 1/31/89	\$2,135.00
<u>Martiki Research Project</u>				
REED, DON	Wage Payroll	Laborer	2/19/89 - 6/18/89	\$3.75/hr.

March 31, 1989
VI-B-2

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 February 24, 1989, and March 20, 1989.

Personal Service Contracts
February 24, 1989 through March 20, 1989

COMPANY NAME	NOEL-LEVITZ, INC.
COMPANY ADDRESS	CORALVILLE, IOWA
CONTRACT DESCRIPTION	CONSULTANT - STUDENT RETENTION
CONTRACT BEGINNING DATE	MARCH 7, 1989
CONTRACT ENDING DATE	MARCH 8, 1989
CONTRACT AMOUNT.	\$4,112.00
METHOD OF SELECTION	SINGLE SOURCE

FEE SCHEDULE 1989-90

Background

KRS Section 164 empowers the Council on Higher Education to establish tuition rates for public institutions in the Commonwealth of Kentucky and further stipulates that the Board of Regents of each institution establish all other incidental fees necessary to the operations of each institution. Accordingly, a comprehensive review of all university fees is conducted annually, and recommendations are presented to the Board for approval.

Analysis

The recommended Fee Schedule includes the tuition rates established by the Council on Higher Education for 1989-90, and also lists recommended rates for other incidental fees that must be established by the Board of Regents. It is possible that the Board of Regents does not need to approve such detailed fees, especially charges for items for resale.

The major changes in the Fee Schedule can be summarized as follows:

1. TUITION

An increase of \$10 per semester for Kentucky residents and \$30 per semester for non-residents has been established by the Council on Higher Education.

2. STUDENT ACTIVITY FEE

We are proposing no change in the current student activity fee of \$40 per semester. This fee was last changed in 1986-87, at which time it was increased from \$30 to the current \$40 per full time student.

3. STUDENT HEALTH FEE

We are proposing no change in the current student health fee of \$25 per semester. This fee was last changed in 1986-87, at which time it was increased from \$15 to \$25 per full time student. The student health fee is adequate to offset related student health service costs.

4. RESIDENCE HALL RATES

- a) An increase from \$500 to \$530 per semester, or 6%, is proposed for ten of our thirteen residence halls. Each of these halls is provided with air conditioning, cable TV, telephone service, and a small refrigerator.
- b) An increase from \$490 to \$500 per semester, or 2%, is proposed for two residence halls - Butler and Waterfield Halls. These halls are not air conditioned.
- c) A decrease from \$470 to \$450 is proposed for Thompson Hall, which will be renovated in 1990. While telephone service is provided, there is no cable TV service and room refrigerators are not furnished.
- d) As you know, demand for available student housing has necessitated expanding the occupancy of many residence hall rooms and suites to include one additional student above the standard occupancy rates of two per room and four per suite. We are proposing that each student who is assigned to an expanded occupancy room or suite for at least three weeks during a semester be issued a partial rebate of his/her residence hall rental fees. The rebate is proposed at \$50 for each student in an expanded capacity suite and \$70 for each student in an expanded capacity room.

5. MEAL PLANS

The current meal plan rates range from \$290 to \$725 per semester. We are proposing no change in meal plan rates at this time. We would like to reserve the right, however, to again review and revise meal plan rates after external food service proposals are evaluated.

6. **FACULTY/STAFF HOUSING**

A monthly increase of \$5 per unit is proposed.

7. **STUDENT FAMILY HOUSING**

A monthly increase of \$5 per unit is proposed for all units other than Ward Oates duplexes.

8. **PARKING FEE**

We are proposing no change in the current \$30 per year fee.

9. **GOLF COURSE**

Increases of \$1 in greens fees and \$20 in non-student membership fees are proposed. We are not proposing an increase in student membership fees.

10. **OTHER**

A comprehensive review of all university fees was conducted in the preparation of the Fee Schedule. A few nominal service fees and fines charged by the Library and bus rental fees charged by the Motor Pool were inadvertently omitted from prior fee schedules. These fees are presented in the 1989-90 Fee Schedule for your approval.

All approved fee changes, unless otherwise noted in the Fee Schedule, are to be effective in the fall 1989 semester.

Recommendation

That the Board of Regents approve the 1989-90 Fee Schedule.

**RECOMMENDED FEE SCHEDULE
MOREHEAD STATE UNIVERSITY
EFFECTIVE FALL SEMESTER 1989**

	<u>FY 1988-89</u>		<u>RECOMMENDED 1989-90</u>	
	FULL-TIME FALL & SPRING SEMESTERS	PART-TIME & SUMMER TERM PER CREDIT HR	FULL-TIME FALL & SPRING SEMESTERS	PART-TIME & SUMMER TERM PER CREDIT HR
<u>TUITION AND FEES *</u>				
Resident				
Undergraduate	\$560	\$47	\$570	\$48
Graduate	\$610	\$68	\$620	\$69
Non-Resident				
Undergraduate	\$1,600	\$134	\$1,630	\$136
Graduate	\$1,750	\$195	\$1,780	\$198

* Tuition rate includes \$40 Student Activity and Services Fee.

NOTE: 1.) Non-resident students enrolled in classes at off-campus centers are billed at resident tuition rates.

2.) Rates per credit hour as listed above are also applicable to extension courses, correspondence courses, and telecourses offered for credit.

	<u>FY 1988-89</u>			<u>RECOMMENDED 1989-90</u>		
	WEEKLY	PER SEMESTER	PER SUMMER TERM	WEEKLY	PER SEMESTER	PER SUMMER TERM
<u>RESIDENCE HALL RENTALS</u>						
Alumni Tower	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Butler Hall	\$36.00	\$490.00	\$148.00	\$38.00	\$500.00	\$158.00
Cartmell Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Cooper Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
East Mignon Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Mignon Tower	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Nunn Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Regents Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Thompson Hall	\$35.00	\$470.00	\$148.00	\$37.00	\$450.00	\$158.00
Waterfield Hall	\$36.00	\$490.00	\$148.00	\$38.00	\$500.00	\$158.00
West Mignon Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00
Wilson Hall	\$37.00	\$500.00	\$148.00	\$39.00	\$530.00	\$158.00

Rental rates as per above are established for standard occupancy of two per room or four per suite.

Private and semi-private occupancy:

Private rooms and semi-private suites, subject to availability, are billed at twice the standard rate listed above.

Expanded capacity rooms and suites:

Demand for available student housing may require assignment of five students per suite or three students per room.

A partial rebate will be issued to those students who, because of unavailable space, have not been reassigned to a standard capacity room or suite by September 8 for the Fall semester and by January 26 for the Spring semester. The rebate rate will be \$50 for each student in an expanded capacity suite and \$70 for each student in an expanded capacity room.

<u>COURSE AND RELATED FEES</u>	<u>FY 1988-89 PER SEMESTER</u>	<u>RECOMMENDED FY 1989-90 PER SEMESTER</u>
<u>COLLEGE OF APPLIED SCIENCES & TECHNOLOGY</u>		
Nursing Program Testing Fee - per course	\$3.00-\$22.00	\$4.00
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Historical Tours transportation fee	\$40.00	\$50.00
Music		
Composition Recital	\$60.00	\$60.00
Private lessons - per half hour	\$30.00	\$30.00
Recital fee, junior & senior (2 hrs)	\$30.00	\$30.00
Recital fee, senior (3 hrs) & graduate (2 hrs)	\$60.00	\$60.00
<u>COLLEGE OF PROFESSIONAL STUDIES</u>		
Military Science Activity Fee	\$4.00	\$4.00
<u>OTHER FEES</u>		
Deferred payment application fee	\$25.00	\$25.00
Reinstatement fee	\$25.00	\$25.00
Student Health Fee - per semester	\$25.00	\$25.00
Summer term	\$4.00	\$4.00
Per visit - part-time students	\$3.00	\$3.00
Student Insurance	\$25.00	cost

<u>SALES AND SERVICES OF EDUC. ACTIVITIES</u>	<u>FY 1988-89</u>	<u>RECOMMENDED FY 1989-90</u>
Athletics Admission Prices		
Football – season reserved	\$36.00	\$29.00
– season box	\$280.00	\$320.00
– gate reserved	\$7.00	\$7.25
– gate general admission	\$5.00	\$5.25
– gate general admission–child 12 & under	\$2.00	\$3.00
 Basketball – season reserved	 \$92.00	 \$94.25
– season reserved faculty/staff	\$46.00	\$47.00
– gate reserved	\$7.00	\$7.25
– gate general admission	\$5.00	\$5.25
– gate general admission–child 12 & under	\$2.00	\$3.00
 Athletics events parking		
– automobile		\$1.00
– camper and motor home		\$3.00
 Bowling		
Fee per game	\$1.00	\$1.00
Shoe rental	\$0.50	\$0.50
 Career Placement – per package	 \$1.00	 \$2.00
 Change of schedule	 \$5.00	 \$5.00
 Child Development Laboratory		
per semester – regular basic rate	\$640.00	\$720.00
including lunches, if required		\$842.00
– student basic rate	\$320.00	\$360.00
including lunches, if required		\$421.00
 I.D. Card Part – Time Student (optional)	 \$10.00	 \$10.00
– with special events	\$40.00	\$40.00
 I.D. Card replacement	 \$5.00	 \$5.00
 Late registration – on campus	 \$25.00	 \$25.00
– off campus	\$5.00	\$5.00

SALES AND SERVICES OF EDUC. ACTIVITIES (CONT)FY 1988-89RECOMMENDEDFY 1989-90

Library

Fines

Overdue library item - first day	\$0.25	\$0.25
- each subsequent day	\$0.10	\$0.10
Overdue reserve items - per hour		\$0.10
Overdue recalled items - per day (maximum \$15)		\$1.00
Overdue library AV equipment - per day		\$2.00

Lost item charges

Library science minimum		\$15.00
Non-print		cost
Regular print minimum		\$30.00

Other library fees

Graphics		\$0.40-\$2.50
Locker rentals - per semester		\$3.00
Microform reader-printer - per copy		\$0.15
Online database searches		cost

Testing Fees

ACT (residual)	\$12.00	\$14.00
CLEP	\$40.00	\$40.00
CTBS - Initial	\$5.00	\$5.00
- Retest	\$2.00	\$2.00
GED	\$10.00	\$10.00
Graduate Exit Exam	\$6.00	\$6.00
Guidance and Counseling Exam	\$6.00	\$6.00
Miller Analogy	\$30.00	\$30.00
Nelson - Denny Reading Exam	\$3.00	\$5.00
Strong-Campbell Interest Inventory	\$5.00	\$5.00

Thesis binding - per copy	\$6.00	cost
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Transcripts	\$2.00	\$2.00
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University Farm

Equestrian breeding fees	\$400.00-\$600.00	\$100.00-\$500.00
board fees - per day	\$6.00	\$6.00
Stable rentals per month - student		
- full service	\$150.00	\$150.00
- partial service	\$75.00	\$75.00

<u>OTHER CHARGES</u>	<u>RECOMMENDED</u>	
	<u>FY 1988-89</u>	<u>FY 1989-90</u>
Air conditioner installation	\$25.00	\$25.00
Blueprint fee	\$2.00	\$2.00
Coin operated copiers - per copy	\$0.10	\$0.10
Communications repair services		
Audio - per hour	\$12.00	\$12.00
Video - per hour	\$15.00	\$15.00
Housing/Room Deposits		
Faculty/Staff Housing	\$100.00	\$100.00
Faculty/Staff Hsg - pet damage deposit	\$50.00	\$50.00
Residence Halls	\$50.00	\$50.00
Student Family Housing	\$100.00	\$100.00
Student Family Housing - pet damage deposit		\$50.00
IMPACT Center - copy	\$0.10	\$0.10
- lamination	\$0.46-\$1.00	\$0.36-\$1.75
Instrument rental fee - per semester	\$10.00/\$15.00	\$10.00/\$15.00
Intramural team fee - per semester	\$8.00	\$8.00
Key replacement fee	\$25.00	\$25.00
Lock change - residence hall	\$10.00	\$10.00
Parking Fees		
Faculty, staff, student per year	\$30.00	\$30.00
Student, June - August	\$6.00	\$6.00
Student, January - August	\$18.00	\$18.00
Physical education - (optional)		
Men - uniform, towel & lock	\$5.00	\$5.00
Women - towel & lock	\$5.00	\$5.00
(includes refundable deposit of \$2.00)		
Post Office box rental - per semester	\$1.00	\$1.00
Service charge - returned checks	\$10.00	\$10.00

<u>OTHER CHARGES (CONT)</u>	<u>RECOMMENDED</u>	
	<u>FY 1988-89</u>	<u>FY 1989-90</u>
Shuttle bus rental		\$1.15/mile or \$15.00/hour
Special lab tests – health center		cost
Student teaching physical exam	\$12.00	\$12.00
Tour bus rental		\$1.25/mile or \$16.25/hour
Traffic Fines		
Fraudulent Registration	\$25.00	\$25.00
Handicapped parking space violations	\$25.00	\$25.00
Non-registered vehicles	\$10.00	\$10.00
Penalties after end of semester		
– \$10–\$49 balance	\$10.00	\$10.00
– \$50+ balance	\$25.00	\$25.00
Registered vehicles	\$5.00	\$5.00
– after 2 weeks	\$10.00	\$10.00
TV Productions		
Dubbing fees – per hour		
– video to video	\$10.00	\$10.00
– film transfer to video	\$50.00	\$50.00
Editing – per hour	\$50.00	\$50.00
Eng.–Efp. Package – per hour	\$25.00	\$25.00
– director/operator	\$10.00	\$10.00
– audio	\$8.00	\$8.00
Studio fees – per hour		
– one camera	\$100.00	\$100.00
– two cameras	\$150.00	\$150.00
– three cameras	\$175.00	\$175.00
– four cameras	\$200.00	\$200.00
Water analysis – per sample	\$6.00	\$6.00
Water – per 250 gallons	\$0.25	\$0.25

<u>AUXILIARY SERVICES</u>	<u>FY 1988-89</u> <u>PER MONTH</u>	<u>RECOMMENDED</u> <u>FY 1989-90</u> <u>PER MONTH</u>
STUDENT FAMILY HOUSING (EFFECTIVE JULY 1)		
Apartments - one bedroom	\$200.00	\$205.00
- with air conditioning	\$210.00	\$215.00
Lakewood Terrace - 2 bedroom *		\$220.00
- 3 bedroom *		\$240.00
Studio Apartment	\$185.00	\$190.00
TV Cable	\$10.00	\$10.00
Ward Oates Duplexes *	\$240.00	\$240.00
FACULTY/STAFF HOUSING (EFFECTIVE JULY 1)		
153 East Second Street *	\$285.00	\$290.00
514 N. Wilson Avenue *	\$275.00	\$280.00
ADUC Apartment	\$195.00	\$200.00
Gilley Apartments *	\$240.00	\$245.00
Lakewood Terrace - 2 bedroom *	\$230.00	\$235.00
- 3 bedroom *	\$250.00	\$255.00
McClure Circle and N. Wilson Avenue *	\$265.00	\$270.00
Ward Oates Duplexes *	\$250.00	\$255.00

* Recommended rate does not include utilities.

<u>OTHER AUXILIARY SERVICES</u>	<u>FY 1988-89</u>	<u>RECOMMENDED</u> <u>FY 1989-90</u>
Golf Course Fees (EFFECTIVE JULY 1)		
Cart-9 holes(non-members add \$1 for wkends)	\$7.00	\$8.00
-18 holes(non-members add \$1 for wkends)	\$12.50	\$14.00
Club rentals	\$3.00	\$4.00
Greens Fee-fac/staff,stu(add \$1 for weekends)	\$5.00	\$6.00
others (add \$1 for weekends)	\$7.00	\$8.00
Membership-faculty/staff single	\$150.00	\$170.00
-faculty/staff family	\$180.00	\$200.00
-others single	\$180.00	\$200.00
-others family	\$260.00	\$280.00
-students	\$105.00	\$105.00
Guest Room Rentals-per person per night		
University Center	\$12.00	\$12.00
Residence Halls	\$10.00	\$10.00
Laundry		
Wash - per cycle	\$0.75	\$0.75
Dry - per cycle	\$0.25	\$0.25
Meal Plans-per semester **		
20 meals/week-heavy eater	\$725.00	\$725.00
20 meals/week	\$655.00	\$655.00
15 meals/week	\$610.00	\$610.00
10 meals/week	\$495.00	\$495.00
5 meals/week	\$290.00	\$290.00
(lost card replacement)	\$15.00	\$15.00

** Note: Meal plan prices will be reviewed and are subject to revision.

Resale prices for the University Store, Concessions, soft drink vending, etc., will be established as appropriate.

<u>FACILITIES RENTALS</u>	FY 1988-89 RENTAL FEES		RECOMMENDED FY 1989-90 RENTAL FEES	
	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>
Academic-Athletic Center				
- per day	\$1,000.00	\$500.00	\$1,000.00	\$500.00
ADUC Meeting Rooms				
Crager - per 4 hours	\$100.00	\$50.00	\$100.00	\$50.00
- per day	\$200.00	\$100.00	\$200.00	\$100.00
East A & B - per 4 hours	\$10.00	\$5.00	\$10.00	\$5.00
- per day	\$20.00	\$10.00	\$20.00	\$10.00
Red,Gold, Eagle A & B				
- per 4 hours	\$30.00	\$15.00	\$30.00	\$15.00
- per day	\$60.00	\$30.00	\$60.00	\$30.00
Riggle - per 4 hours	\$30.00	\$15.00	\$30.00	\$15.00
- per day	\$60.00	\$30.00	\$60.00	\$30.00
Alumni Center				
- per 4 hrs (after 4:30 p.m. weekdays)	\$50.00	\$25.00	\$50.00	\$25.00
- per day (Sat. or Sun. Only)	\$100.00	\$50.00	\$100.00	\$50.00
Bowling Lanes per hour	\$40.00	\$20.00	\$40.00	\$20.00
Breckinridge Auditorium				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00
Button Auditorium				
- per 4 hours	\$200.00	\$100.00	\$200.00	\$100.00
- per day	\$400.00	\$200.00	\$400.00	\$200.00
- audio control system/hour	\$13.00	\$16.00	\$13.00	\$16.00
- lighting control system/hour	\$10.00	\$10.00	\$10.00	\$10.00
Button Drill Room				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00
Duncan Recital Hall				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00
Fulbright Auditorium (Baird 117)				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00

<u>FACILITIES RENTALS (CONT)</u>	<u>FY 1988-89 RENTAL FEES</u>		<u>RECOMMENDED FY 1989-90 RENTAL FEES</u>	
	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>
Golf Course				
- weekday - morning	\$250.00	\$125.00	\$250.00	\$125.00
- afternoon	\$350.00	\$175.00	\$350.00	\$175.00
- all day	\$800.00	\$400.00	\$800.00	\$400.00
- Saturday/Sunday - morning	\$1,000.00	\$500.00	\$1,000.00	\$500.00
- afternoon	\$1,250.00	\$625.00	\$1,250.00	\$625.00
- all day	\$2,000.00	\$1,000.00	\$2,000.00	\$1,000.00
- total weekend	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Jayne Stadium				
- per day	\$500.00	\$250.00	\$500.00	\$250.00
Kibbey Theatre				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00
Laughlin Health Building				
- Per day	\$400	\$200	\$400	\$200
- Dance Studio per hour	\$20	\$10	\$20	\$10
- Gym North per hour	\$20	\$10	\$20	\$10
- Gym South per hour	\$20	\$10	\$20	\$10
- Weight Room per hour	\$20	\$10	\$20	\$10
- Wrestling Room per hour	\$20	\$10	\$20	\$10
McClure Pool				
- includes 3 guards and one basketroom person per hour	\$50.00	\$25.00	\$50.00	\$25.00
Reed Auditorium (Room 419)				
- per 4 hours	\$50.00	\$25.00	\$50.00	\$25.00
- per day	\$100.00	\$50.00	\$100.00	\$50.00
Richardson Arena				
- per day	\$500.00	\$250.00	\$500.00	\$250.00
Senff Natatorium				
- includes 2 guards per hour	\$30.00	\$15.00	\$30.00	\$15.00
Wetherby Gymnasium				
- per day	\$500.00	\$250.00	\$500.00	\$250.00

FACILITIES RENTALS (CONT)

OVERTIME COMPENSATION SCHEDULE FOR FACILITIES RENTALS

(weekends and after 4 p.m. weekdays)

	<u>FY 1988-89</u>	<u>RECOMMENDED</u> <u>FY 1989-90</u>
Carpenter	\$15/hour	\$16/hour
Custodian	\$12/hour	\$12/hour
Electrician	\$15/hour	\$16/hour
Media Technician	\$18/hour	\$19/hour
Movers	\$12/hour	\$13/hour
Public Safety Officers	\$12/hour	\$13/hour

<u>CONFERENCE FEES (EFFECTIVE SUMMER 1990)</u>	<u>FY 1988-89</u>	<u>RECOMMENDED</u> <u>FY 1989-90</u>
Conference Housing - per day		
Campus sponsored	\$6.00	\$6.00
External groups	\$7.00	\$7.00
Conference meal rate - per day	\$11.00	\$11.00
Facilities usage fee *		
Campus sponsored	-	\$1.00
External groups	\$2.00	\$2.00
Linen fee - per conference	\$3.50	\$3.50

** Groups using facilities under summer camp/conference policy will be charged a \$2.00/\$1.00 per person facilities usage fee as shown on a one-time basis for activities exceeding 36 hours of duration.*

Other Requirements:

- 1. If any activity requires a special cleanup, the scheduling party will be billed accordingly.*
- 2. Fee Adjustment - The President or his designee may adjust rental fees and per diem conference/camp fees when in the best interest of the University.*

REFUND POLICY

Tuition, housing, and course fees may be refunded to students who withdraw during certain time periods following the start of each term. All other fees are not refundable. Refund periods and amounts are as follows:

Fall and Spring Semesters

Refund Percentages

First five days of classes
Next ten days of classes
Next five days of classes
No refunds are given after
the first twenty days of classes.

75%
50%
25%

Summer Terms

Refund Percentages

First two days of classes
Next four days of classes
Next two days of classes
No refunds are given after
the first eight days of classes.

75%
50%
25%

MEAL PLANS

Meal plans are refunded on a pro-rated weekly basis through mid-term. Meal plans are not refundable after mid-term.

REVISIONS OF FEE SCHEDULE

Fees presented on the Recommended Fee Schedule, other than the tuition rates established by the Council on Higher Education, are subject to revision upon approval or ratification by the Board of Regents.

**RENEWAL OF BANKING SERVICE AGREEMENT
FOR THE PERIOD JULY 1, 1989, to JUNE 30, 1990**

Background

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

On May 13, 1988, the Board exercised the first option for a one-year renewal of the contract for the 1988-89 fiscal year. The services rendered to Morehead State University by the People's First Bank of Morehead have been in compliance with the terms of the banking services agreement.

Recommendation

That the Board of Regents exercise the option to renew the banking service agreement with the People's First Bank of Morehead for the fiscal year beginning July 1, 1989, to June 30, 1990.

**POLICY ON
DRUG-FREE WORKPLACE**

Background

Part of the omnibus drug legislation enacted on November 18, 1988 was the Drug-Free Workplace Act of 1988. This statute requires contractors and grantees of Federal agencies to certify that they will provide drug-free workplaces. Making the required certification is a precondition for receiving a contract or grant from a Federal agency beginning on March 18, 1989. The Office of Management and Budget (OMB) has published interim final regulations pertaining to the implementation of the Drug-Free Workplace Act; however, those regulations could change later pending comments received from the public. The law basically prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the University's workplaces. It also requires sanctions ranging from termination up to the satisfactory completion of a recognized drug abuse assistance or rehabilitation program. Based on the interim regulations issued by OMB, the University has developed a Drug-Free Workplace Policy which places it in compliance with the law and establishes a "good faith" effort for providing a drug-free workplace. Due to the mandated implementation date of March 18, 1989, the President, under authority granted in Article III, A-3 (a) of the Morehead State University Board of Regents By-Laws, issued a letter on March 10, 1989, implementing this policy. This policy has been reviewed by the University's legal counsel.

Recommendation

That the Board of Regents ratify the adoption of the Drug-Free Workplace Policy (PG-47) with authority, if required by the final federal regulations, to amend the policy.

PERSONNEL POLICY MANUAL

Subject: Drug-Free Workplace	Section Number: PG - 47 Approval Date: Revision Date:
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PURPOSE:

The Drug-Free Workplace Act of 1988 requires the University, as a recipient of federal grants and contracts, to develop a policy for achieving a drug-free workplace. Eligibility for all future federal grants or contracts requires that a comprehensive drug policy be implemented.

POLICY:

Under the provisions of the Drug-Free Workplace Act of 1988, it is unlawful to manufacture, distribute, dispense, possess or use a controlled substance in the workplaces of Morehead State University. Controlled substances are identified in schedules I through V of section 202 of the Controlled Substances Act and as further defined by regulation 21 CFR 1300.11 through 1300.15. Termination procedures shall commence immediately against any employee who unlawfully manufactures, distributes, or dispenses a controlled substance in the workplace and notification shall be made to the proper law enforcement agencies. Termination procedures may commence immediately against any employee who unlawfully uses or possesses a controlled substance. Employees will be made aware of the availability of drug awareness programs administered by the University during the initial stages of the employment process. Employees with drug use problems are encouraged to seek help at the earliest stages.

The objective of this policy is not only to prevent drug use in the workplace but to assist employees who may have a drug abuse problem. Therefore, the University establishes the following rules:

1. That any employee who receives a drug-related conviction for a violation occurring in the workplace shall notify his/her supervisor within five days after the conviction. An employee who fails to report a conviction may be subject to disciplinary action including termination.

PERSONNEL POLICY MANUAL

Subject: Drug-Free Workplace

2. That students are also included under the law and, if convicted of certain drug-related activities, could be barred permanently from receiving federal student assistance.
3. That directors of projects externally funded through grants and contracts shall be responsible for notifying the funding agency (after coordinating with the Office of Research, Grants and Contracts and obtaining the approval from the Office of the President) within ten days after receiving notice from an employee or otherwise receiving actual notice of an employee's conviction.
4. That supervisor(s) shall be responsible for:
 - a. Implementing one of the following actions, within 30 days of receiving notice, against any employee who is so convicted by:
 - (1) Taking appropriate personnel action against such an employee, up to and including termination; or
 - (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
 - b. Monitoring and reporting the rehabilitative progress of such an employee in accordance with the terms of this policy.
5. That the Office of Student Financial Aid shall incorporate a statement of compliance for inclusion in the Financial Aid Application Packets.

PERSONNEL POLICY MANUAL

Subject: Drug-Free Workplace

6. That the Office of Student Health and Counseling Services shall provide through its regular student drug education and awareness program, opportunities for University employee participation.
7. That the Office of Personnel Services communicate, by memorandum, to each current University employee a statement which informs the employee of the University's compliance with the Drug-Free Workplace Act; and
8. That the Office of Personnel Services provide each new employee with a statement to the same effect during his/her initial employment orientation.
9. That all information relating to the reporting requirements of the Drug-Free Workplace Act of 1988 shall be treated confidentially.

TREATMENT:

Employees who, either voluntarily or through referral, require professional treatment will receive counseling and/or rehabilitative services from agencies outside the University. Such services will be paid for by the individual or, if covered, under any health insurance plan the employee may have. All records developed as a result of drug dependency will be handled on the same confidential basis as other health problems.

Reports from the treating and rehabilitating agencies and from the employee's supervisor must indicate that the rehabilitation process is progressing satisfactorily. Such reports require confidential handling and should be provided, through the appropriate Vice President, to the Director of Personnel Services.

An employee who fails to continue an approved rehabilitation program may be subject to disciplinary action, including termination. Additionally, an employee who fails to respond to treatment and cannot perform job responsibilities satisfactorily may be terminated.

March 31, 1989
VII-B-1

**STATUS REPORT
ON
REVISION OF STATE APPROPRIATION FORMULA**

On March 6, 1989, the Formula Funding Steering Committee met in Louisville and approved revisions to the appropriation funding formula as recommended by the Formula Review Study Committee. Attached is information provided to the Steering Committee that summarizes the revisions made in the formula.

Report of the Formula Review Committee (A1-A3)

Table 1 Summary of Proposed Changes (B1-B4)

Report on Incentives (C1-C7)

Detail information is contained in the Study Committee's two (2) volume report. The report in its entirety, or any portion thereof, is available upon request.

A major change was made in the proposed application of the Formula Use Policy (A2-A3). The Steering Committee approved a recommendation to the Council on Higher Education that any available new dollars appropriated to higher education in 1990-92 be distributed accordingly:

1990-91	50% Common Percentage 50% Equity
1991-92	33% Common Percentage 67% Equity

The present formula distributes new dollars in the following manner:

**67% Common Percentage
33% Equity**

nb

Attachments

Formula Review Steering Committee
March 6, 1989

Agenda Item: C

REPORT OF THE FORMULA REVIEW STUDY COMMITTEE
TO THE FORMULA REVIEW STEERING COMMITTEE

Discussion and Action:

The Formula Review Study Committee has completed its review of the formula and has prepared its "Report of the Formula Review Study Committee to the Formula Review Steering Committee on the Review and Proposed Revisions to the Kentucky Appropriation Recommendation Formula." The Study Committee submits this report for the consideration of the Steering Committee.

A copy of the two-volume report has been distributed to the Steering Committee accompanying this agenda item. The report is based upon the Steering Committee directives to the Study Committee, approved by the Steering Committee on November 29, 1988, and as such, includes major sections addressing the following:

- Review and proposed revisions to the formula;
- Incentives; and
- Alternative Formula Use Policy applications.

Review and Proposed Revisions to the Formula

The proposed changes to the formula include the creation of one new component (Equal Educational Opportunities, \$4.7 million (including \$4.2 million which has been funded outside the formula)), one new subcomponent (Extended-Campus Centers), and changes in data or rates in the following components.

The report indicates that there is not unanimous Study Committee support for all the proposed changes to the formula. The Study Committee had divergent opinions as to the appropriate emphasis and funding which should be given specifically to the instruction, research, and public service components of the formula. These divergent opinions are described in the summaries of the formula components in Part II of the report.

<u>Component</u>	<u>\$ Change</u>	<u>% Change</u>
Instruction	\$12.3 million	3%
Research	4.9	34
Student Financial Aid	3.2	29
Community Service	2.8	26
Agriculture Cooperative Extension	1.6 (includes \$1.1 million already in institutions' bases)	7
Preparatory Education	1.1	81
Hospitals	(0.1)	(0)
Agriculture Experiment Station	(0.2)	(1)
Community Education	(0.5)	(20)
Total (including EEO)	\$29.9	4.4%
Total (net of amounts already in institutions' bases)	\$24.6	3.7%

Incentives

As directed by the Steering Committee, the Study Committee has included in the report a section addressing incentives -- those which already exist and should be maintained as well as additional incentives to be considered for funding inside and outside the formula. The report on incentives was generally accepted by all members of the Study Committee.

Alternative Formula Use Policy Applications

As directed by the Steering Committee, the Study Committee identified and considered alternative application strategies. Sample calculations for five alternatives (including the current approach) are provided in Part IV of the report. The alternatives considered and reported are as follows:

<u>Applic.</u>	<u>Portion of New Dollars</u>	<u>Maximum Common %</u>	<u>Distribution</u>	
			<u>Common %</u>	<u>Equity</u>
1 (current)	- Up to maximum common %	Inflation	67%	33%
	- Remainder	NA	0	100%
2	- Up to maximum common %	Inflation	50%	50%
	- Remainder	NA	0	100%
3	- Up to maximum common %	Inflation	33%	67%
	- Remainder	NA	0	100%

<u>Applic.</u>	<u>Portion of New Dollars</u>	<u>Maximum Common %</u>	<u>Distribution</u>	
			<u>Common %</u>	<u>Equity</u>
4	- Up to maximum common %	1/2 of Inflation	67%	33%
	- Remainder	NA	0	100%
5	- Up to common % at 1/2 of inflation		67%	33%
	- Up to maximum common %	Inflation	33%	67%
	- Remainder	NA	0	100%

Table 1
SUMMARY OF PROPOSED CHANGES TO THE KENTUCKY APPROPRIATION RECOMMENDATION FORMULA

Subcomponent	Current Method of Calculation	Proposed Method of Calculation	Changes	Systemwide Fiscal Impact
Research	Sponsored research x 20% Plus: Mandated Programs (program funded)	Greater of: Sponsored research x 30% Or Base (\$100,000) Plus: Mandated Programs (base funding)	- Change from 20% of sponsored research to the greater of 30% of sponsored research or a specified base. - Change mandated programs from program funded to base funding.	\$4.9 million 34.1%
Agric Experiment Station	Rate per Acre x KY Farm Acres Plus: Actual Fringe Benefits Rate	Same as Current	- Add Tennessee to the comparable states on which the support rate is based.	(\$0.2 million) (0.9%)
Community Service	Base Plus: Base for Specific Missions Plus: Mandated Programs (program funded)	Greater of: Instruction x 1.0% Or Base (\$62,100) Plus: Base for Specific Missions Plus: Mandated Programs (base funding)	- Change from base to the greater of 1.0% of the instruction subcomponent or the specified base. - Change mandated programs from program funded to base funding.	\$2.8 million 26.0%
Agric Cooperative Extension	KSU: Rate per County x KY Counties	KSU: (UK CES Support Rate x Ratio of Federal Support for 1890 to 1862 Land-Grant Programs) x KY Counties Served by KSU Plus: Fringe Benefits @ UK Rate	- Use the same set of comparable states as the UK component rather than the smaller number of 1890 institutions which have state funding for CES. - Support only the number of counties served by KSU as identified in interagency planning (currently 28 rather than 120). - Base fringe benefits on the UK rate since the KSU survey of comparable institutions will be discontinued.	\$1.6 million 6.6% (\$1.1 million is already in institutional bases)
	UK: Rate per county x KY counties Plus: Fringe Benefits @ Actual Rate	UK: Same as Current		
University Press of Kentucky	Program Funded	Same as Current		0

B2

Table 1
SUMMARY OF PROPOSED CHANGES TO THE KENTUCKY APPROPRIATION RECOMMENDATION FORMULA

Subcomponent	Current Method of Calculation	Proposed Method of Calculation	Changes	Systemwide Fiscal Impact
Instruction	Rates x 3-yr Average SCH (by Instructional area & level)	Same as Current	<ul style="list-style-type: none"> - Composition of Instructional areas based on CIP rather than HEGIS taxonomy, resulting in the assignment of some disciplines to new instructional areas. - Additional instructional areas and rates: <ul style="list-style-type: none"> - Voc Training (upper, masters) - Technology (upper, masters) - Educ/Student Teaching (upper) - New salary factor for upper division based on the mean of associate and assistant professors at the UK, UL, and masters benchmarks. - Change salary factor for law to be based on the Oklahoma State salary survey instead of updating the original (Texas) formula factor. 	\$12.3 million 2.6%
KY Residency Program	(Faculty x Avg Comp) + DOE Plus: (House Staff x Avg Comp) + DOE	Faculty x Avg Compensation Plus: House Staff x Avg Compensation Plus: DOE @ 15% of Total Compensation	<ul style="list-style-type: none"> - Calculate DOE at 15% of total compensation rather than separately for faculty (percent of compensation) and house staff (amount). - Survey CHE-approved medical school benchmarks, only, in determining the house staff salary rate. 	0
Area Health Educ System	Rates x Student Weeks (by Discipline)	Same as Current		0
Salary Incentive Fund	Program Funded	Base Funding	<ul style="list-style-type: none"> - Treat 1987/88 allocations as a base to be updated annually based on actual and estimated inflation rates: 	0
Unfunded Retirement	KTRS Estimates (EKU, KSU, MoSU, MuSU, WKU) Actuarial Tables (UK, UKCCS, UL)	Same as Current		0

B1

Table 1
SUMMARY OF PROPOSED CHANGES TO THE KENTUCKY APPROPRIATION RECOMMENDATION FORMULA

Subcomponent	Current Method of Calculation	Proposed Method of Calculation	Changes	Systemwide Fiscal Impact
Hospitals (Continued)	UL: Humana Contract	Same as Current		
Student Services	Base Plus: Rate x 3-yr Average Headcount	Same as Current		0
Student Financial Aid	Federally-Required Matches Plus: Statutory Programs (Increases based on tuition) Plus: 5.0% of Tuition Revenue	Federally-Required Matches Plus: Statutory Programs (Increases based on tuition) Plus: 7.0% of Tuition Revenue	- Increase the percentage of tuition revenue from 5.0 to 7.0%.	\$3.2 million 28.5%
O&M of Plant	Rates x ASF (by type of space) Plus: Budgeted Utilities Plus: Rate x Acres Plus: Budgeted Rentals & Leases Less: 25% of Indirect Cost Recovery	Same as Current		0
Institutional Support	Other Formula Components (except Unfunded Retirement, Hospitals, Debt Service) x Rate (by size of institution)	Same as Current		0
Revenue Deductions Tuition	CHE-approved Rates x 3-yr Avg Enrollment Less: Tuition Reciprocity	Same as Current		0
Investment Income	Tuition Revenue x 30% x Interest Rate	Same as Current		0
E&G Debt Service	Actual Principal & Interest Less: Interest Earnings, Federal Subsidies, and Dedicated Revenue	Same as Current		0

Table 1
SUMMARY OF PROPOSED CHANGES TO THE KENTUCKY APPROPRIATION RECOMMENDATION FORMULA

Subcomponent	Current Method of Calculation	Proposed Method of Calculation	Changes	Systemwide Fiscal Impact
CHE Centers of Excellence	Program Funded	Base Funding	- Treats 1987/88 awards as a base to be updated annually based on actual and estimated inflation rates.	0
Academic Support/ Institutional Mission Scope	Instruction/BPMA (Rate per SCH) Calculation x Percentage by Type of Institution	Same as Current		0
Libraries	Base Plus: Rate x 3-yr Average SCH (by level)	Same as Current		0
Preparatory Educ	Rate x Freshmen & Sophomores Scoring Less than 12 on the ACT	Base (\$40,000) Plus: Rate x Freshmen & Sophomores Scoring Less than 12 on the ACT	- Adds a base per institution. - Removes UK & UL from the calculation.	\$1.1 million 80.6%
Community Educ	Greater of: BPMA x .0037 Or Base Plus: UKCCS Mandated Program (program funded)	Base (\$124,200) Plus: UKCCS Mandated Program (base funding)	- Eliminates the "greater of" option; provides the same base for each institution. - Change mandated program from program funded to base funding.	(\$0.5 million) (20.3%)
Extended Campus Centers	NA	Base (\$124,200) x Number of CHE-Recognized Centers	- New subcomponent.	Cannot be Determined
Equal Educational Opportunities	NA	Base Funding (1989/90 approp) Plus: Amount (\$10,000) x Change (+/-) in Black Faculty (except KSU)	- New component.	\$4.6 million ((\$4.2 million is already in institutional bases))
Hospitals	UK: Inflationary increases on Total Budgeted State Support + 2.9% for Support Services	UK: Inflationary increases on Total Budgeted State Support + 2.8% for Support Services	- Reduces the percentage for support services from 2.9% to 2.8%. - Within the total, budgeted state support for education functions and for patient care functions will be separately identified.	UK- (\$0.1 million) (0.4%) UL- 0

REPORT ON INCENTIVES

Introduction

As set forth in the "Formula Review Study Committee Report to the Formula Review Steering Committee" (as approved November 29, 1988), the Study Committee was given the following directive:

The Study Committee should be directed to investigate potential incentives to be incorporated into the appropriation request and recommendation process (whether inside or outside the formula). Incentives recommended will be consistent with the goals of the statewide Strategic Plan and should be structured to provide incentives for developing initiatives consistent with goals resulting from systemwide and institutional planning processes. The areas to be investigated should include, but not be necessarily limited to, the following:

- Access and attainment;
- Quality;
 - o Mission differentiation and implementation;
- Effective management;
 - o Interinstitutional cooperation;
 - o Opportunities for generating additional extramural funding;
- Economic development;
- Equal educational opportunities; and
- Promote a quality system of elementary and secondary education.

The Study Committee report to the Steering Committee should:

- Identify potential incentives and their method of calculation;
- Recommend a priority order for potential incentives to be incorporated into the funding process (perhaps within categories such as "quality enhancement" and "Strategic Plan initiatives");
- Recommend a strategy for incorporating these potential incentives (e.g., inside or outside the formula); and, if appropriate,
- Recommend schedules for implementation of the incentives.

The Study Committee discussed a number of different incentive activities that currently exist and those which should be considered in future biennia. In this context, the primary objective for higher education should be full funding of the formula. Furthermore, all incentives need to be evaluated in the context of the primary objective of full funding of base activities.

The Study Committee recognizes that many good incentives currently exist within the system of higher education and that these should be mentioned prominently. The section on current program and management incentives accomplishes that purpose. Future incentive activities are organized in two broad categories, program quality and access and attainment. Specific proposals and estimated funding are also broadly drawn at this stage and will need further shaping by the Formula Review Steering Committee or the Council on Higher Education.

There was some discussion of financial and program accountability, particularly student outcomes assessment. The consensus among Study Committee members is that financial accountability is already adequately addressed in the current system of management incentives and controls. Program accountability is an area that the Conference of Presidents has agreed to address prior to the next legislative session. One approach might be to have the Council on Higher Education develop a funding proposal for planning and assessment. Such a program would have to be mindful of both state and institutional prerogatives. No specific proposal is included in the report because it is not clear what approach the Conference of Presidents will take.

Another incentive, which was not fully developed by the Study Committee, is an energy management program. The Study Committee considers this concept as important; however, no funding proposal could be developed in this review process. Institutional representatives and Council staff should study the alternatives for an energy management incentive program and should evaluate whether the incentive would be appropriate inside or outside of the formula.

Table 4 summarizes the incentives identified for funding by the Study Committee. There are undoubtedly more incentives that could be listed. The

Table 4
SUMMARY
FORMULA REVIEW STUDY COMMITTEE REPORT ON INCENTIVES

Program	Priority	Calculation	Estimated Funding	Implementation Schedule
Quality Incentive Programs Centers of Excellence	1	Current CHE program of competitive grants (recurring)	\$5.0 M	1990/92 -- \$2.0 M 1992/94 -- \$3.0 M
Endowment Earnings Matching Program		To be established jointly by institutions and CHE based on statewide priorities	0.4 M	1990/92 -- \$0.2 M 1992/94 -- \$0.2 M
Quality Incentive and Eminent Scholars Grants		CHE program; competitive grants (nonrecurring)	2.0 M	1990/92 -- \$1.0 M 1992/94 -- \$1.0 M
Minority Student Recruitment and Retention Program	2	CHE program with competitive grants awarded on an annual basis	0.3 M	1990/92
Equipment Acquisitions Fund	3	1:1 matching of private funds (min. \$50,000); capital appropriation allocated based on E&G equipment (investment in plant)	4.0 M	1990/92 -- \$2.0 M 1992/94 -- \$2.0 M
Graduate Student Stipend Program	4	CHE program with allocations based on distribution of masters degrees awarded; annual grants equivalent to graduate resident tuition	0.1 M	1992/94
Salary Enhancement Program	*	3rd quartile salary objective in the formula instruction subcomponent	17.0 M **	When the system reaches full formula funding
Planning and Assessment***		To be developed by the Conference of Presidents and/or CHE		

*Inside of the funding formula

**Based on the use of 1986/87 benchmark faculty salaries inflated to 1989/90.

***Recognized as an important initiative, but it is premature to develop a funding proposal.

Study Committee wanted a short, specifically-targeted program of incentives that could be implemented once base level funding is established.

Current Program and Management Incentives

The current system of financing higher education contains a number of program and management incentives which enable institutions to utilize resources more effectively and respond to change in an orderly fashion. There is a balance of delegated authority and financial controls that permits flexibility at the institutions while maintaining proper accountability at the state level. It is important to the system of higher education that these incentives remain in place and that institutions and their Boards of Trustees and Regents be given the tools to manage their resources while state officials are assured that adequate financial safeguards exist ensuring that scarce state resources are properly used.

Several of these financial management incentives are worthy of note as are several special program incentives already in place.

The most important management incentive in the current approach to funding higher education is the lump sum appropriation. By approving a single, combined dollar amount for each institution, the Governor, and the General Assembly have properly placed the management and financial accountability of the institutions in the hands of the duly appointed Boards of Trustees and Regents.

The ability of institutions to retain fund balances at the end of the fiscal year provides a significant incentive in managing resources. This incentive is particularly useful in responding to changes in enrollment and emergencies inherent in managing large physical plants.

The delegation of payroll, purchasing, and capital construction also provides a significant management incentive to the institutions. Responsibility for management decisions properly belongs at the institutions with oversight by state agencies exercised post hoc through audit responsibilities.

The Centers of Excellence program funded by the 1986 General Assembly provides special recognition to programs at the institutions. The Centers of Excellence program should be continued and expanded. Centers of Excellence funded as part of the 1986 cycle will be included in the formula as warranted by the review process scheduled for 1989. This process of approval, inclusion in the formula, and subsequent review will be the pattern for Centers selected in future biennia. Recurring funding of \$2.0 million and an additional \$3.0 million, for 1990/92 and 1992/94 respectively, should be requested to fund additional centers.

The Endowment Earnings Matching Program will be a variation of the Endowed Chairs program funded in 1986 and will encourage private fund raising for instructional and research activities at Kentucky public institutions. Goals of the Endowment Earnings Matching Program will be established jointly by the institutions and the Council on Higher Education based upon statewide priorities. Recurring funding should be requested in 1990/92 and 1992/94 at \$200,000 per biennium.

Program Quality Incentives

The best form of program quality incentive would be full funding of the formula. This goal, full funding, remains the number one priority of the system of higher education in Kentucky. Once full funding of the formula is achieved, institutions of higher learning will be competitive in salaries with other institutions of similar size and scope. Special program incentives need to be discussed in the context of full funding.

In order to provide an added measure of excellence to the Kentucky higher education system, the Council on Higher Education should recommend a Salary Enhancement Program which would be implemented by changing the salary objective within the formula from the average salaries of the benchmark institutions to the third quartile. This should only be recommended when the system reaches full funding under the formula. Based on the use of 1986/87 benchmark faculty salaries inflated to 1989/90, this incentive is estimated to require an additional \$17 million.

The program of Quality Incentive and Eminent Scholars Grants should be established to recognize the efforts of faculty, and to encourage nationally and internationally renowned faculty to teach and conduct research at Kentucky institutions. Funding for a Quality Incentive Grants Program was requested in 1986. This similar program should be requested in 1990/92 and 1992/94 (\$1.0 million per biennium). The program should be administered by the Council on Higher Education with competitive grants being awarded on a nonrecurring basis.

A special Equipment Acquisitions Fund should be created to match private contributions of \$50,000 or more for specialized equipment. The state match should be a 1:1 ratio and the program will be limited to available funds in a given year. The Fund should be administered by the Council on Higher Education and a capital appropriation should be requested in 1990/92 and 1992/94 at \$2.0 million per biennium (outside of the formula).

A Graduate Student Stipend Program should be created in order to assist the institutions with their efforts to encourage Kentucky's outstanding undergraduate students to attend Kentucky public graduate school programs. The program should be administered by the Council on Higher Education with annual grants, based on graduate resident tuition rates, being awarded to the institutions. The allocation should be based on the prior year's distribution of masters degrees awarded. Implementation should be scheduled for the 1992/94 biennium with funding requested at \$100,000.

Access and Attainment

Kentucky has an obligation to ensure open access to all citizens and to improve the college-going rate of its citizenry. A special obligation exists to ensure equal access to educational opportunities for minority students.

A Minority Student Recruitment and Retention Program should be developed and funded through the Council on Higher Education with a goal of increasing minority student access at the public institutions to levels contained in the Kentucky Desegregation Plan. Funding for minority student recruitment

and retention initiatives would be awarded competitively on an annual basis. Implementation should be scheduled for the 1990/92 biennium with funding requested at \$300,000.