

M I N U T E S

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY**

September 22, 1989

The Board of Regents of Morehead State University met in regular session in the Riggle Room of the Adron Doran University Center on Friday, September 22, 1989, at 10 a.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.

**OATH OF OFFICE TO
H. B. GILLIAM**

Mr. H. B. Gilliam, newly elected President of the Student Government Association, was sworn in as the Student Regent on the Board of Regents for the 1989-90 year by Notary Public Carol Johnson.

ROLL CALL

On roll call, the following members were present:

Mr. Walter W. Carr
Mr. William Cofield
Mr. Duane Hart
Mr. Jerry F. Howell
Mr. H. B. Gilliam
Mr. Wayne M. Martin
Mr. William R. Seaton
Dr. Alban Wheeler
Mr. Charles Wheeler

Absent: Mr. J. Calvin Aker

Mr. Bob Chenoweth, University Legal Counsel, and Ms. Lisa Browning, President of the MSU Alumni Association, were also present for the meeting.

APPROVAL OF MINUTES

Chairman Seaton asked for corrections, additions or deletions to the Minutes of the meeting held on June 23, 1989. There being none, Mr. Wheeler moved, seconded by Mr. Hart, that the Minutes be approved as distributed. The motion unanimously carried.

**ITEMS WITHDRAWN FROM
AGENDA**

President Grote requested that the following items be withdrawn from the agenda for consideration at a future meeting of the Board:

VI-A-4--Revision of Policy on Leave of Absence Without Salary (Other than Military Leave) - PG-9

VI-A-5--New Policy on Educational Leave of Absence PAc-29

VI-A-6--Revision of Policy on Sabbatical Leave of Absence - PAc-17

RECOMMENDATION: That the Board of Regents approve

**SUSPENSION OF MINING
TECHNOLOGY PROGRAM**

--the suspension of the Associate of Applied Science in Mining Technology Program;

**SUSPENSION OF BACHELOR
DEGREE IN MINING,
RECLAMATION AND ENERGY
STUDIES**

--the suspension of the Bachelor of Science Area of Concentration in Mining, Reclamation, and Energy Studies; and

**DELETION OF AREA OF
CONCENTRATION IN
PRODUCTION MANAGEMENT**

--the deletion of the Area of Concentration in Production Management Within the Bachelor of Business Administration Program.

(Additional Background Information attached to these Minutes and marked VI-A-1, VI-A-2, & VI-A-3)

Extensive discussion followed on the suspension of the associate and bachelor's degree programs in mining.

Dean Derrickson said that an option had been developed in the engineering technology program which allowed present students to complete their degree programs in mining. Other students interested in pursuing a program in mining would be able to receive degrees with an option in mining technology. Further, he advised that the reclamation program was being continued in the Department of Agriculture.

Chairman Seaton initiated discussion on the importance of incorporating the review of academic programs in the planning process. Vice President Taylor said that the Council on Higher Education was developing a process and model for tying the actual review of

academic programs with the institution's strategic planning model so that every program the University has will be reviewed over a three- to five-year period. The process will be sensitive to need and monitored annually.

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

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board ratify the 1990-92 State Operating Appropriation Request of \$36,422,200 for 1990-91 and \$41,613,600 for 1991-92.

(1990-92 State Operating Appropriation Request and Additional Background Information attached to these Minutes and marked VI-B-1)

President Grote said that the 1990-92 State Operating Appropriation Request focused primarily on faculty/staff salaries, academic quality and access to higher education. He said that the Request was based on MSU receiving funding at 92.5 percent of formula the first year and 100 percent of formula the second year of the biennium. The 1990-91 request represents a 26.8 percent increase over this year, while the 1991-92 figure would be a 14.3 percent over the previous year. Our highest priority is faculty and staff salaries and wages. The Council on Higher Education has advised us to build into our base request five percent each year for faculty and staff salaries. In addition, we have requested sufficient money for eighteen percent catch up for faculty or a twenty-three percent salary pool; five percent catch up for staff or a 10 percent salary pool to be made available during 1990-91.

Dr. Grote said that also a high priority was a request for \$297,500 to fund debt service for state bonds to be sold to purchase \$3.5 million of instructional equipment as detailed in the 1990-92 Capital Construction/Equipment Request.

Funding for additional priorities outside the formula is being requested to address student financial aid, enrollment growth, various service/outreach programs addressing needs of the region and for developing alternative instructional delivery programs.

1990-92 STATE
OPERATING APPROPRIA-
TION REQUEST

Due to the importance of strategic planning in the budget-making process, Dr. Virginia Wheeless, Director of Planning, Institutional Research and Evaluation, assisted in drafting the priorities and preparing the statements that speak to outcome measure and clientele served.

Dr. Grote advised that a hearing had been scheduled by the Council on Higher Education for the presidents to provide testimony on their respective budgets on October 12, with the CHE's final recommendations being submitted to the Governor by November 15, 1989. A copy of the testimony will be provided to the Board.

Mr. Ray Pinner, Director of Budgets, provided highlights of the proposed 1990-92 State Operating Appropriation Request.

Discussion followed on the total expenditure for economic development and economic development activities.

Mr. Wheeler asked the administration to provide a more definitive report of what is being done in the area of economic development. Chairman Seaton suggested that could be the spotlight program for the next meeting.

Dr. Grote announced that at the September Council on Higher Education meeting, the Council approved five extended campus centers throughout the Commonwealth. While several centers were requested, only five were approved for the whole state. Two were approved for Morehead State University, one at Ashland and one at Prestonsburg.

Mr. Martin said that Chairman Seaton had made it very clear that salaries were a priority and commended the administration in bringing faculty salaries up to the regional averages.

Dr. Wheeler said he was pleased to see the higher priorities being placed on faculty salaries, instructional needs and equipment, and commended the administration on bringing in additional money for instructional equipment. He felt it was a good step in the right direction.

**RATIFICATION OF SALE
OF HOUSING AND DINING
SYSTEM REVENUE BONDS**

MOTION: Mr. Howell moved, seconded by Mr. Gilliam,
to approve the President's recommendation.

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board ratify the actions
taken by the appointed subcommittee relating
to the sale of the Housing and Dining System
Revenue Bonds, Series K, on June 27, 1989.

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

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

VOTE: The motion unanimously carried.

**RATIFICATION OF
PERSONNEL ACTIONS**

RECOMMENDATION: That the Board ratify the Personnel
Actions for the period of June 5, 1989, through
September 1, 1989.

(Personnel Actions and Additional Background Information attached
to these Minutes and marked VI-B-3)

MOTION: Mr. Wheeler moved, seconded by Mr. Hart,
that the Personnel Actions be ratified.

VOTE: Motion carried with Mr. Martin and Mr.
Carr voting nay.

**RATIFICATION OF
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 June 15, 1989, and September 11,
1989.

(Personal Service Contracts and Additional Background Information
attached to these Minutes and marked VI-B-4)

MOTION: Dr. Alban Wheeler moved, seconded by
Mr. Carr, that the list of Personal Service
contracts be ratified.

VOTE: The motion unanimously carried.

**OPENING OF 1989-90
FALL SEMESTER**

Dr. Grote commented on the opening of the 1989-90 fall semester. He noted that although the University had experienced a record enrollment and a number of construction projects were underway on campus, the fall semester opened with few problems and minimal disruption. He commended the faculty, staff and students for their collective efforts in minimizing potential problems.

Dr. Grote announced that during the summer term, more than 20,000 people had visited the campus for camps and conferences.

**SUMMER I & II ENROLL-
MENT REPORT**

A final enrollment report was presented for Summer I and II which showed consistent growth since Summer of 1985. Enrollment growth over the five-year period reflected an increase of 22.2 percent.

(Final Enrollment Report for Summer I and II attached to these Minutes and marked VII-B-1)

**1989 FALL ENROLLMENT
REPORT**

The 1989 fall enrollment report showed an increase of 9.5 percent in the number of full-time students and an overall increase in headcount enrollment of 7.3 percent when compared with fall 1988 enrollment figures.

(1989 Fall Enrollment Report attached to these Minutes and marked VII-B-2)

**REINSTATEMENT OF
ASSOCIATE DEGREE IN
NURSING**

A report was provided on the reinstatement of the associate degree in nursing program. The Council on Higher Education expressed its support of the reinstatement of the program. The program is currently being reviewed by the State Board of Nursing Education. Upon approval from the state agency, the University plans to reinstate the program in the fall of 1990.

(Report on the Reinstatement of the Associate Degree in Nursing Program attached to these Minutes and marked VII-B-3)

**STATUS REPORT ON LAND
ACQUISITIONS**

In a status report on land acquisitions, the Board was advised:

--that the CSX property was in the final stages of closing;

--that the land contract was in the signing process on the Flannery property;

--that trade negotiations were underway on the Caskey property;

--that the final counteroffer was rejected by the owner on the McDaniel's property;

--that sale negotiations had broken off on the Robinson property but MSU would continue to lease; and

--that four tracts, Bulk Plant, Fraley, Troxel and Patrick properties, were awaiting the appointment of appraisers by the State Finance and Administration Cabinet.

(Status Report on Land Acquisitions attached to these Minutes and marked VII-C-1)

**STATUS REPORT ON
CAPITAL CONSTRUCTION
PROJECTS**

A status report on capital construction projects for 1988-89 which were approved by the 1988 General Assembly was presented.

(Status Report on 1988-89 Capital Construction Projects attached to these Minutes and marked VII-C-2)

**UPDATE ON STUDENT
HOUSING**

An update on student housing showed a six percent increase or 224 more students living in university residence halls as compared to fall 1988. Since 1985, the number of students living in university housing has increased 50 percent.

(Report on Student Housing attached to these Minutes and marked VI-D-1)

Mr. Cofield moved, seconded by Mr. Martin, that the Board accept the President's Reports. The motion unanimously carried.

"SPOTLIGHT PROGRAM"

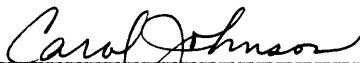
Following a five-minute break, Vice President Taylor introduced Dr. Judy Rogers, Dean of Undergraduate Programs, who along with members of her staff, Mr. Dan Connell, Director of Academic Services Center; Ms. Paula Dailey, Coordinator of Freshman Advising/General

Studies; Ms. Belva Sammons, Coordinator, Special Services; and Ms. Marilyn Jones, Peer Adviser, provided an overview of the activities of the Academic Support Services Program as the "MSU Spotlight" presentation.

ADJOURNMENT

There being no further business to conduct, Mr. Hart moved, seconded by Mr. Gilliam, that the meeting adjourn. The motion unanimously carried.


Chairman


Secretary

**SUSPENSION OF THE ASSOCIATE OF APPLIED SCIENCE
IN MINING TECHNOLOGY**

Background

The internal program review and monitoring process of the Division of Academic Affairs and the review process of the Council on Higher Education are cyclical academic program evaluation processes that provide indicators of the strengths and weaknesses of all academic programs. Our most recent review and monitoring processes have identified the Associate of Applied Science in Mining Technology as a program for suspension.

Analysis

There is currently very low enrollment in this program and little prospect that enrollment will increase in the near future. A major change has occurred in the mining industry over the last decade as a result of large decreases in the fossil fuel market. To remain globally competitive, domestic industry is now using technologically complex equipment and more efficient mining methods to maintain high production levels with fewer employees. The Department of Industrial Education and Technology established an option in mining in July, 1988, to shift the mining courses toward a technology/quantitative base to meet current industry needs. This suspension will eliminate one-half of a faculty position.

Recommendation

That the Board of Regents approve the suspension of the Associate of Applied Science in Mining Technology Program.

**SUSPENSION OF THE BACHELOR OF SCIENCE
AREA OF CONCENTRATION IN MINING, RECLAMATION, AND
ENERGY STUDIES**

Background

The most recent academic program review and monitoring processes have identified the Bachelor of Science with Area of Concentration in Mining, Reclamation, and Energy Studies as a program for suspension.

Analysis

The same rationale for the recommended suspension of the Associate Degree in Mining Technology applies to this area of concentration. There is currently very low demand as measured by student enrollment in the classes within this area of study. There appears to be little prospect that enrollment will increase significantly in the near future.

As stated in the previously presented analysis for the suspension of the Associate Degree in Mining Technology program, significant change has occurred in the mining industry over the last decade as a result of lower demands in the existing fossil fuel market. Domestic industries are now using advanced technological equipment and more efficient mining methods to maintain high production levels with fewer employees. The Department of Industrial Education and Technology established an option in mining in July, 1988, to shift the mining courses toward a technology/quantitative base to meet current industry needs. This suspension will eliminate one-half of a faculty position.

Recommendation

That the Board of Regents approve the suspension of the Bachelor of Science Area of Concentration in Mining, Reclamation, and Energy Studies Program.

**DELETION OF THE AREA OF CONCENTRATION IN PRODUCTION
MANAGEMENT WITHIN THE BACHELOR OF BUSINESS
ADMINISTRATION PROGRAM**

Background

The academic program review and monitoring process of the Division of Academic Affairs and the review process of the Council on Higher Education are cyclical academic program evaluation processes that provide indicators of the strengths and weaknesses of all academic programs. Our most recent review and monitoring processes have identified the Bachelor of Business Administration - Area of Concentration in Productions Management as a program for deletion.

Analysis

The Area of Concentration in Production Management program in the Department of Marketing and Management has attracted the interest of very few students. The department does not anticipate that there will be a future demand for this program based upon our institutional analysis. There are strong indicators that Kentucky, like the rest of the nation, is becoming more service industry oriented. Consequently, production management which focuses on manufacturing is less attractive to students. In addition, the current Bachelor of Business Administration-Management degree program could be used to meet the student needs if the program is discontinued.

Recommendation

That the Board of Regents approve the deletion of the Area of Concentration in Production Management within the Bachelor of Business Administration Degree program.

**APPROVE REVISION OF POLICY ON
LEAVE OF ABSENCE WITHOUT SALARY
(OTHER THAN MILITARY LEAVE) - PG-9**

Background

The university policy regarding leave of absence without pay provides for such leave to be used for service time required for promotion, tenure and sabbatical leave consideration. However, the determination of when such leave may be counted is not adequately detailed. University counsel has advised that decisions regarding applying leave toward years counted for tenure and promotion should be made prior to the taking of leave without pay.

Analysis

This revision of PG-9 specifies the procedure for faculty to request application of leave without pay to service time required for promotion, tenure, and sabbatical leave.

Recommendation

That the Board of Regents approve the revision of PG-9, Leave of Absence Without Salary (Other Than Military Leave).

SUBJECT: Leave of Absence Without Salary SECTION NUMBER: PG-9
(Other Than Military Leave)

APPROVAL DATE: 7/1/85
REVISION DATE: 3/26/87

PURPOSE: To provide for granting a regular, full-time faculty or staff member a leave of absence without salary upon recommendation of the supervisor.

PURPOSE OF LEAVE: Leaves of absence without salary are granted for extended illness (including maternity) or injury, and may be granted for personal convenience such as child care, extended vacation, travel, approved formal study, or job-related employment. For leave of absence other than illness and injury, requests must be submitted to appropriate supervisor at least sixty (60) calendar days in advance except in cases where KRS 337.015 applies to the adoption of a child under seven (7) years of age.

A nonfaculty employee of the University has as his/her primary responsibility of employment the obligation to fulfill the work requirements of the job for which the individual was employed. At times, however, a nonfaculty employee of the University may choose to take part in an assignment, task, or activity external to the individual's primary job. Such activities might include, consulting, teaching outside the University, directing, or participating in special activity projects (camps, workshops) sponsored by the University. Absence from the official work assignment will be accountable by either official leave of absence without pay or vacation as outlined in the policy manual. Participation in all such activities must have the proper approvals.

NOTE: Leaves for other than illness (including maternity) or injury are not granted if they would cause undue hardship for the operations of the department or personnel therein.

LEAVE FOR EXTENDED ILLNESS (INCLUDING MATERNITY) OR INJURY: A leave for extended illness (including maternity or injury) shall be granted to the limits below based on length of continuous, full-time service, as follows:

Length of Continuous Service at Start of the Leave	Maximum Length of Leave Granted
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Through completion of the employee's probationary period	Up to 1 month
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Upon the completion of the probationary period	Up to but not more than 12 months
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NOTE: For the purpose of this policy only, the probationary period required for faculty to qualify for leave of absence without salary is six (6) months.

LEAVE FOR OTHER REASONS:

A leave of absence for other than illness (including maternity) or injury is granted at the discretion of the University President. Such leave when granted shall be for no more than twelve (12) consecutive months. Short-term approved absences shall be handled as salary deductions.

LIMIT OF LEAVE:

The maximum of any leave of absence is no more than twelve (12) months for any one request. Any employee who exceeds this leave will be released from University employment. However, if extenuating circumstances exist, or if the leave may be in the best interest of the institution, the University President may, upon request, grant up to an additional, but not more than, twelve (12) months leave without pay.

SERVICE AND SALARY DURING LEAVE:

The period of not more than one year, or less, granted as a leave may be counted towards years of service for promotion, tenure, and sabbatical leave when the leave is in the best interest of the faculty and the University; however, it does not assure a ~~merit~~ salary increase or other fiscal benefits. A faculty member must make written application to his/her department chair for leave to be counted towards years of service. This must be approved by the respective department chair, dean and the Vice President for Academic Affairs prior to the leave (see PAC-2 and PAC-27.)

MEMBERSHIP IN INSURANCES WHILE ON LEAVE:

A faculty or staff member on leave of absence without salary for extended illness (including maternity) or injury, approved

formal study, or job-related employment may elect to continue in the insurance plans in which he/she is participating but by paying the entire premium (individual's and University's costs) for the insurances.

**VACATION AND
SICK LEAVE
ACCUMULATION:**

A faculty or staff member on leave of absence without salary does not accumulate any additional vacation or sick leave unless he/she is paid enough days in a calendar month to qualify.

The cash equivalent of vacation accumulation due is either paid at the beginning of the leave of absence unless the leave is for illness (including maternity) or injury or retained by the employee in his/her vacation accumulative account for the use upon return from the leave of absence.

The faculty or staff member retains sick leave accumulated as of the beginning of the leave.

**UNIVERSITY
HOLIDAYS:**

A faculty or staff member does not receive salary or compensatory time off for a University holiday that occurs while he or she is on a leave of absence without salary.

**RETURN TO ACTIVE
EMPLOYMENT:**

If conditions are the same at the end of the leave of absence as they were when the leave commenced, the employee is expected to return to active employment. If the employee does not return, his/her employment is terminated.

The faculty or staff member will return to the original position or, at the discretion of the University, to a similar position at the former pay level unless because of reduction in staff such appointments do not exist.

**EARLY RETURN TO
ACTIVE SERVICE:**

If a faculty or staff member desires to return to active service before an approved leave ends, he/she should contact the appropriate Administrative Officer to determine a permissible date for return.

**APPROVE NEW POLICY ON
EDUCATIONAL LEAVE OF ABSENCE - PAC-29**

Background

There are some disciplines within the University where the demand for faculty with appropriate credentials is greater than the supply. Morehead State University has adopted a philosophy that an investment in its existing human resources will help reduce future problems associated with such an imbalance. Faculty who are presently not tenured, but have demonstrated above average potential to make substantial future contributions to the university, do not have access to university assistance to pursue advanced degrees. The need to help faculty complete doctoral work is great as changes in course content and technological advances escalate. This particular policy will provide the university with the flexibility and opportunity to support educational achievement for both tenured and untenured faculty. The policy differs from PAC-17, Sabbatical Leave of Absence, in that PAC-29 will be used exclusively for faculty study toward an advanced degree. PAC-17 is limited to tenured faculty and to professional advancement and enhancement through other avenues.

Analysis

PAC-29 provides that selected faculty can participate in an educational leave process to pursue an advanced degree and receive one-half pay for up to two semesters. This policy represents a proactive step in preparing for the increasing shortage of qualified faculty in high demand areas. It provides a mechanism whereby the University can adapt to ever changing demands for quality, up-to-date instruction.

Recommendation

That the Board of Regents approve Personnel Policy PAC-29, Educational Leave of Absence.

Subject: Educational Leave of
Absence

Section Number: PAC-29

Approval Date:

PURPOSE:

1. To provide a leave of absence with one-half pay for advanced study leading to the earning of a degree in the applicant's teaching field or a related field.
2. To provide a leave of absence with one-half pay for retraining and preparation for a specific vacancy.

PRINCIPLES:

The privilege of an educational leave of absence may be granted to an individual who has demonstrated through annual performance evaluation of teaching effectiveness, professional activities, and service, an above-average potential to provide tangible contributions to the university upon completion of this educational leave of absence.

The educational leave of absence is not intended to substitute for the sabbatical leave as described in PAC-17.

ELIGIBILITY:

Full-time faculty members, standing I appointments, who meet the following conditions are eligible to apply for an educational leave of absence:

1. Rank of instructor, assistant professor, associate professor, or professor.
2. A minimum of three consecutive contract years of full-time teaching. Time spent on any type of leave of absence is not counted towards full-time service for the purposes of an educational leave.

LIMITATION:

An educational leave will not be granted to an individual who, because of mandatory retirement age requirements, cannot provide two contract years of full-time service to the University following return from the educational leave. (NOTE: mandatory retirement age will no longer be in effect after January 1, 1994).

CRITERIA FOR
CONSIDERATION:

The following factors will be considered in evaluating an application for an educational leave of absence:

1. The academic department's/university's need for the faculty member to have additional advanced study.
2. The benefit received by the academic department/university as a result of the faculty member completing additional advanced study.
3. Quality of academic service of the faculty member.
4. Availability of funding may be considered at the administrative review level.

APPLICATION
PROCEDURE:

The faculty member is responsible for submitting the application for an educational leave on the form provided. Such applications should be submitted to the department chair by February 1 preceding the fiscal year during which the leave is to begin.

The application must be accompanied by the following:

1. A vita giving full details of the applicant's education, preparation, and work history.
2. Documentation of acceptance into a regionally accredited graduate school program.
3. A statement giving full details concerning the purpose of the leave, plan for its use, and an anticipated date of degree/program completion.
4. Rationale to support the pursuit of graduate work if in a field other than the applicant's teaching field.

REVIEW
PROCESS:

The applications shall be reviewed by a Departmental Leave Committee (composed of all tenured faculty members), and in turn the department chair, the associate dean (if appropriate), the college dean, the University Leave Committee, and the Vice President for Academic Affairs. The recommendations of each review level shall be recorded and submitted to the next higher level of review.

Recommendations will be made by the Vice President for Academic Affairs to the President.

Educational leave of absence applications which are recommended by the President are presented to the Board of Regents for final approval.

**SALARY
PAYMENT:**

A person granted an educational leave will receive a rate of one-half of the annual base salary for each month on leave payable over a nine or twelve month period. The salary will be based upon that which the person would have received for the academic year had the educational leave not been taken. After the Educational Leave of Absence the faculty member is eligible to apply for a leave of absence without pay.

**FACULTY
RIGHTS
DURING THE
LEAVE:**

The successful applicant will maintain the following rights during time spent on an educational leave:

1. The recipient who is a member of a university insurance plan will continue to receive coverage at the same rates while on an educational leave. This applies to dependents as well.
2. The recipient may earn a full year's credit with the university retirement program while on leave. The cost will be based on the last full year's salary earned.
3. The faculty member may request to credit one academic year toward the probationary period for tenure (if in a tenure track position) and length of service in rank for promotion. This request must be made on the Educational Leave of Absence Application Form. Leave not counted toward probationary time will be considered a break in continuous service. Non-tenured faculty members returning from leave not counted toward tenure will be in probationary status with zero years credit unless credit for, up to three years, previous experience at Morehead State University is applied upon return to active employment as specified in

PAC-27 (Probationary or Pre-tenure).

4. The recipient will return to the former position with the university unless otherwise agreed to by the employer and employee.

**FACULTY
OBLIGATIONS:**

The recipient will have the following obligations regarding the educational leave:

1. The recipient of an educational leave will submit the following reports to the appropriate college dean:
 - a. At the completion of each semester/quarter an interim report will be submitted. This report will consist of a description of course work completed and credit earned.
 - b. A final report will be submitted at the completion of the educational leave consisting of transcripts of courses completed, description of how the leave was spent, and status of degree completion.
2. An agreement will be drawn up between the recipient and the University stating the approved course work during the educational leave and the recipient's rights and obligations. Failure of the recipient to comply with the contractual provisions of the educational leave will result in cancellation of the leave and forfeiture of all rights specified in the leave agreement.
3. After the educational leave expires the recipient shall return to service at Morehead State University for two months for every month of paid leave taken or repay the amount of salary received while on leave. If the recipient of an educational leave returns to the University for a period less than the time contracted, the amount of salary to be repaid shall be prorated in relation to the amount of return service given.

**SUBSEQUENT
LEAVES OF
ABSENCE:**

An individual becomes eligible to apply for a subsequent educational leave of absence under the terms and conditions specified.

**APPROVE REVISION OF POLICY ON
SABBATICAL LEAVE OF ABSENCE - PAC-17**

Background

In 1985 Morehead State University approved a policy on sabbatical leave of absence to provide leave with pay for faculty to pursue research, professional development, and other professional advancement. Several years of administering the policy have brought attention to several procedures that need revision. Additionally, the university believes that it would be best to maintain several different faculty leave policies that would address separate needs and thus revisions in PAC-17 are being proposed at this time.

Analysis

The revisions to PAC-17 center around changes in selection eligibility, criteria for consideration, type of activity funded, submission dates, procedures for review, and faculty obligations. Major differences between the current policy and the proposed revision are as follows: Professional growth of the applicant and availability of institutional funds will be included as criteria for consideration; applications for sabbatical leaves will be due October 1st of each academic year; the review process includes evaluation at the departmental level as well as at the university level; faculty awarded sabbatical leaves will be required to make timely progress reports; and faculty may apply for an additional sabbatical leave after six years have past since the last award.

Recommendation

That the Board of Regents approve the revised PAC-17, Sabbatical of Absence, with the stipulation that for the 1989-90 academic year only, applications will be due December 1, 1989.

Subject: Sabbatical Leave of
Absence

Section Number: PAC-17

Approval Date: 7/1/85
Revision Date:

PURPOSE:

To provide a leave of absence with pay for research and independent study, professional education ~~preparation~~ ~~programs~~ enhancement such as institutes and workshops, and travel related to the applicant's professional interests. Sabbatical leave will not be granted for the purpose of pursuing an advanced degree.

A sabbatical is a privilege which may be granted to an individual who has demonstrated by publication, teaching, exhibition or performance, an above average ability in scholarship, research, or other creative accomplishment.

PRINCIPLES:

The privilege of a sabbatical leave of absence may be granted to an individual who has demonstrated through annual performance evaluation of teaching effectiveness, professional activities, and service, an above-average potential to provide tangible contributions to the University upon completion of this sabbatical leave of absence.

The sabbatical leave of absence is not intended to substitute for the educational leave as described in PAC-29.

ELIGIBILITY:

~~Standing appointment~~ Full-time, tenured (~~exception 3.b. below~~) faculty members and academic administrators who hold tenure in an academic rank ~~meeting~~ who meet the following conditions may apply for a sabbatical leave of absence:

- ~~1. They hold Professor, Associate Professor, or Assistant Professor.~~
1. Rank of Assistant Professor, Associate Professor, or Professor.
- ~~2. They have served the University for a minimum of six consecutive contract years of full-time service. Time spent on any type of leave of absence~~

- ~~is not counted as full-time service.~~
2. A minimum of six consecutive contract years of full-time service. ~~Time spent on any type of leave of absence is not counted as full-time service.~~
 3.
 - a. ~~They are~~ Tenured (if they are paid through the University) or
 - b. If paid with funds provided by an agency other than the University, and in a non-tenured position, they have served at least seven years in one of the ranks listed above. In these cases, the use of restricted funds for sabbatical must be allowed by the granting agency.

AGE LIMITATION:

A sabbatical leave will not be granted to an individual who, because of mandatory retirement age requirements, cannot provide two contract years of full-time service to the University following return from the sabbatical leave. (NOTE: Mandatory retirement age will no longer be in effect after January 1, 1994.)

CRITERIA FOR CONSIDERATION:

Factors considered in evaluating an application for sabbatical leave are:

- ~~1. The validity of purpose.~~
1. The potential value of the leave to Morehead State University.
2. The quality of service by the applicant
3. The potential value of the leave for the professional growth of the applicant.
- ~~4. The distribution of approved leaves among the University's departments and colleges.~~
- ~~5. The length of service of the applicant.~~
4. The availability of institutional funds.

5. The means required to handle the workload of the applicant during the leave period.

~~8. The determination of whether or not the applicant has previously been granted a sabbatical leave.~~

~~GUIDELINES FOR The following guidelines shall be
PRIORITIES FOR considered in considering applicants for
GRANTING LEAVES: sabbatical leaves:~~

~~1. Sabbatical leave priorities shall be based primarily upon factors which are felt to be most valuable and useful to the institution as stated specifically above.~~

~~2. Priority shall be awarded to those persons who can receive the sabbatical without the necessity of replacing them in their assignment while they are away from the University.~~

~~3. Priority shall be awarded to those faculty who are in need of training in another field in order to remain in employment with the University and meet the University's needs.~~

SUBMISSION OF
REQUEST FOR
SABBATICAL LEAVE:

The faculty member is responsible for submitting ~~his/her~~ the application for a sabbatical leave on a form provided by the University. Such applications should be submitted to the Department Chair ~~by the February 1~~ no later than October 1 preceding the fiscal year during which the leave is to begin. A faculty member may submit an application a year in advance.

The application must be accompanied by the following:

1. A ~~statement~~ vita giving full details of the applicant's educational preparation, work history, and accomplishments at Morehead State University; and
2. A statement giving full details concerning the purpose of the leave and plans for its use.

THE REVIEW
PROCESS:

The applications shall be reviewed by a department committee (composed of all tenured faculty members), and in turn the department chair, the associate dean (if appropriate), the college dean, the University Sabbatical Leave Committee and the Vice President for Academic Affairs. and the President. The recommendations of each review level shall be recorded and ~~passed along~~ submitted to each the next higher level of review.

Recommendations will be made by the Vice President for Academic Affairs to the President.

THE APPROVAL
PROCESS:

Sabbatical leave of absence applications which are recommended by the President are sent to the Board of Regents for final approval.

Applications submitted a year in advance will be reviewed a year in advance. If a sabbatical leave is denied, a new application may be filed.

SALARY PAYMENT
WHILE ON LEAVE:

~~Persons granted leaves may~~ A person granted a sabbatical leave may receive full monthly base salary for up to one semester payable over the semester or one-half of the monthly base salary for up to two semesters payable over nine or twelve months. The salary will be based upon that which the person would have been earned during the time of the sabbatical leave received for the academic year had the sabbatical leave not been taken.

FACULTY RIGHTS
DURING THE
LEAVE:

The successful applicant will enjoy maintain the following rights ~~regarding~~ during time spent on a sabbatical leave of absence.

1. The recipient may share in the salary increases awarded by the University.
2. Leave time will be credited as active service for retirement purposes. University and faculty contributions will continue on the basis of full salary.
3. The leave period counts toward

requirements for promotion.

4. The recipient may return to his/her former position with the University unless otherwise agreed to by the employer and employee.
5. The recipient who is a member of the a University insurance plan coverages ~~shall~~ will continue to receive coverage in those plans at the same rates while on a sabbatical leave. This applies to dependents as well.

FACULTY
OBLIGATIONS
REGARDING
THE LEAVE:

The successful applicant will ~~have the~~ maintain the following obligations regarding the sabbatical leave of absence:

- ~~1. The recipient of a leave will submit the following reports to the appropriate college Dean:~~
 - ~~a. An interim report during the sabbatical leave indicating how the leave is being spent. This report will consist of a description of activities or coursework being taken and credit being earned.~~
 - ~~b. The final report consisting of a description of how the leave was spent and supporting documents such as transcripts.~~
- 2. 1. After the leave expires, the recipient shall return to service at Morehead State University for at least two years ~~after the sabbatical leave expires~~ or repay the amount of compensation received while on leave. If the recipient of a sabbatical leave returns to the University for a period less than two years, the amount repayable shall be prorated in relation to the amount of return service given. For example, if he/she returns for one year, the repayable amount shall be one-half the compensation received while on leave.
2. An agreement will be drawn up between

the recipient and the University stating the approved activities during the sabbatical and the recipient's rights and obligations. The recipient shall make progress reports to the appropriate college dean at both the mid-point and at the end of the sabbatical leave. Failure of the recipient to comply with the contracted provisions of the sabbatical will result in cancellation of the sabbatical, repayment of all salaries received as a result of being granted the leave, and forfeiture of all rights specified in the sabbatical leave agreement. ~~The cost of legal proceedings will be borne by the party breaking the agreement.~~

3. The recipient of a paid sabbatical leave must not be gainfully employed during the period of the leave. This restriction, however, is not to be construed to mean that an individual who has been awarded a scholarship, assistantship, or other honorary stipend be deprived of the sabbatical leave if the scholarship, assistantship, or stipend does not involve duties separate from the purpose for which the leave is granted.

SUBSEQUENT
SABBATICAL
LEAVES:

An individual becomes eligible to apply for a subsequent sabbatical leave under the terms and conditions specified above, provided that a minimum of six contract years of full-time service has elapsed since ending a previous sabbatical leave. ~~(Time spent on any leave is not counted as a part of the six contract years of full-time service.)~~

EXCEPTIONS:

The President has the option of making exceptions to the above stated policy when deemed in the best interest of the University.

**MOREHEAD STATE UNIVERSITY
1990-92 STATE OPERATING APPROPRIATION REQUEST**

Background

The 1990-92 State Operating Appropriation Request process began in May 1989 with the issuance of budget request guidelines from the Council on Higher Education. In the initial phase of the process, each university was required to submit formula calculations for 1990-92. The formula calculations for MSU were submitted to the Council on July 1, and have since been reviewed and revised as necessary to conform to Council staff directives. The institution's operating appropriation request, based on the final formula calculations, was due on September 1, 1989.

The Finance Committee of the Council on Higher Education is scheduled to hold initial budget hearings with each university in October. The Finance Committee and the full Council will make official recommendations in early November so that the entire higher education budget can be submitted to the Governor's Office by the statutory deadline of November 15, 1989.

Analysis

Morehead State University's 1990-92 State Operating Appropriation Request was developed on the premise of achieving a 92.5% funding level in 1990/91 and full funding of the formula in the second year of the biennium. The university is currently funded at 85% of the formula-generated amount.

The operating appropriation request guidelines require each institution to submit priorities for the expenditure of additional revenues generated from the formula and from increases in student tuition and fees. Also, during this process each university has the opportunity to submit requests for funding of additional priorities outside the formula.

With funding at 92.5% of the formula-generated amount in 1990/91, an additional **\$3,917,300** would be made available for expenditure from State general fund appropriations in the first year of the biennium. With 100% funding in 1991/92, another **\$3,705,800** would be generated in new revenues from state appropriations. Based on the university's enrollment projections and the tuition rates built into the preparation guidelines, the university would also see total increases in tuition and fees of **\$1,610,500** in 1990/91 and **\$1,426,200** in 1991/92.

The University's highest priority in the appropriation process, after all required fixed costs are recovered, is to raise faculty and staff salaries to the median salary level of our benchmark institutions. We are proposing that a 23% salary pool be made available to faculty and that a 10% pool be made available to staff in 1990/91 in order to accomplish this objective. Additional detail on this and other priorities submitted by the university is presented in the following analysis and in the summary of the 1990-92 State Operating Appropriation Request which is bound separately and presented to the Board for ratification.

It should be emphasized that the final appropriation figures are usually very different from the requested amounts. The university's internal budget process is the mechanism through which the final priority and funding determinations are made.

	<u>1989-90</u> <u>Actual</u>	<u>1990-91</u> <u>Request (92.5%)</u>	<u>1991-92</u> <u>Request (100%)</u>
Base Appropriation	\$28,719,000	\$32,636,300	\$36,342,100
Requested Above/Outside Formula		3,785,900	3,785,900
1991-92 Additions		<u> </u>	<u>1,485,600</u>
Total State General Fund Request		<u>\$36,422,200</u>	<u>\$41,613,600</u>
Percent Increase		<u>26.8%</u>	<u>14.3%</u>

Morehead State University proposes the following uses for the increases in state appropriation generated by the funding formula and for additional student tuition and fees:

	<u>1990-91</u> <u>Amount</u>	<u>1991-92</u> <u>Increase</u>
1. <u>FIXED COSTS</u>	\$316,000	\$457,900
Anticipated increases in employee fringe benefits, utilities, debt service, and federal financial aid match requirements.		

2.	<u>SALARY INCREASES</u> To increase faculty and staff salaries to benchmark median - 23% pool for faculty, 10% pool for staff.	\$3,775,200	\$1,426,700
3.	<u>DEBT SERVICE - INSTRUCTIONAL EQUIPMENT</u> To fund debt service for state bonds sold to purchase \$3.5 million of instructional equipment in capital projects request, if approved.	297,500	297,500
4.	<u>EEO PROGRAMS</u> Additional funding for the Minority Teacher Education Program and a Black Scholar in Residence program.	110,000	80,000
5.	<u>OTHER PRIORITIES</u> Includes additional recurring funds for instructional equipment, library acquisitions, deferred maintenance, educational assessment, and operating expense increases of approximately 5%.	1,029,100	2,869,900
TOTAL INCREASE GENERATED FROM FORMULA AND STUDENT TUITION/FEES		<u>\$5,527,800</u>	<u>\$5,132,000</u>

The 1990-92 State Operating Appropriation Request also includes additional requests for funds above or outside the formula generated amounts. Funding for the following additional priorities for Morehead State University, outside the formula, was requested for the 1990-92 biennium:

	<u>1990-91</u> <u>Amount</u>	<u>1991-92</u> <u>Amount</u>
1. Financial Aid Support for Educational Opportunities	\$1,828,400	\$212,900
2. Enrollment Growth	966,000	768,000

3. Center for Improved Delivery of Allied Health Care Services in Eastern Kentucky	\$440,700	\$(60,900)
4. Institute for Correctional Training and Research	181,800	(64,300)
5. Teaching Institute for the Master Teacher of Elementary Education	114,000	68,100
6. Regional Economic Development Intervention Program	135,000	6,800
7. Establishment of Model Outcomes Assessment Program	100,000	(100,000)
8. Improved Alternative Instructional Delivery Systems	20,000	655,000
TOTAL ABOVE/OUTSIDE FORMULA	<u>\$3,785,900</u>	<u>\$1,485,600</u>

Additional detail on institutional priorities for the 1990-92 biennium is presented in the 1990-92 State Operating Appropriation Request Summary which is included with the Board agenda.

Recommendation

That the Board ratify the 1990-92 State Operating Appropriation Request of **\$36,422,200** for 1990-91 and **\$41,613,600** for 1991-92.

**RATIFICATION OF THE SALE OF HOUSING AND DINING
SYSTEM REVENUE BONDS, SERIES K**

Background

On February 24, 1989, the Board authorized the sale of Housing and Dining System Revenue Bonds, Series K. The bond principal authorized was \$3,530,000, with the proceeds to be used to fund the construction costs of renovating Fields Hall (\$3,080,00) plus underwriters discount, issue costs, and capitalized and accrued interest.

The Board appointed a subcommittee consisting of Mr. Walter Carr, Mr. Sheridan Martin, and Dr. Alban Wheeler to act on behalf of the Board to review and accept the bids received for the bonds. The actions taken by the subcommittee were to be ratified by the full Board at the first meeting following the sale.

Bids were received and opened on June 27, 1989. The bid from the firm of Blunt, Ellis, and Leowi, Inc., was accepted by the subcommittee as the lowest bid, having a net interest rate of 7.0120%. The bond sale was subsequently closed and the bonds delivered on July 13, 1989.

Recommendation

That the Board ratify the actions taken by the appointed subcommittee relating to the sale of the Housing and Dining System Revenue Bonds, Series K, on June 27, 1989.

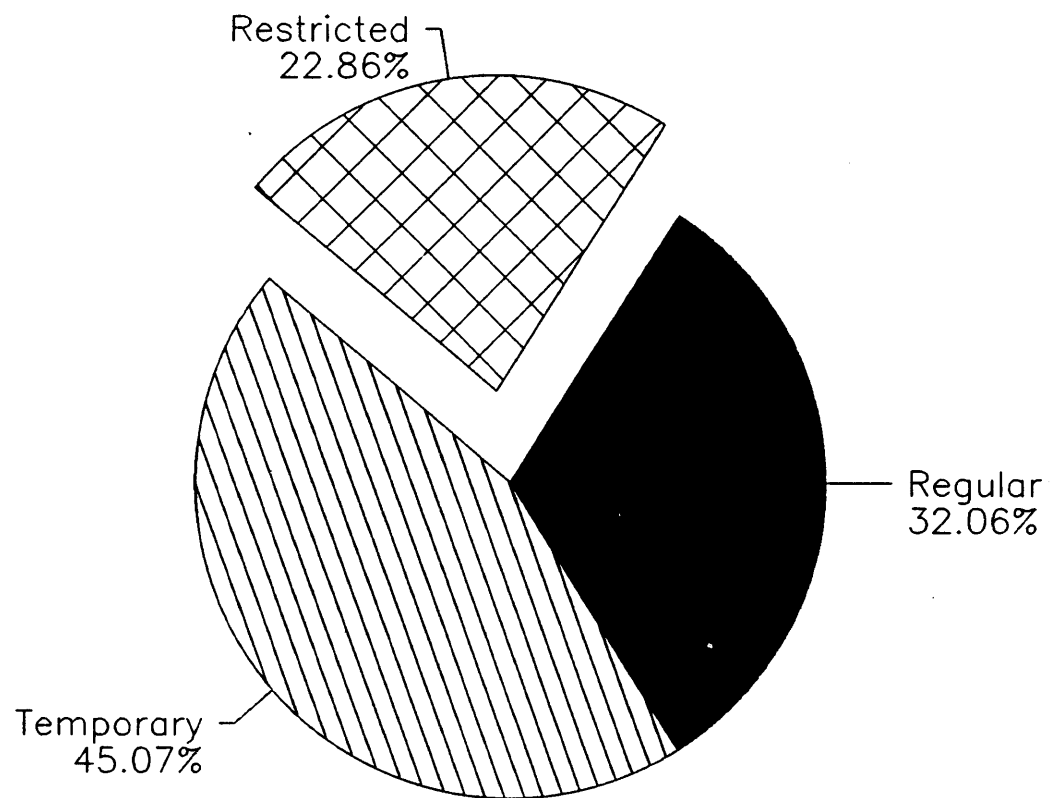
September 22, 1989
VI-B-3

PERSONNEL ACTIONS

Recommendation

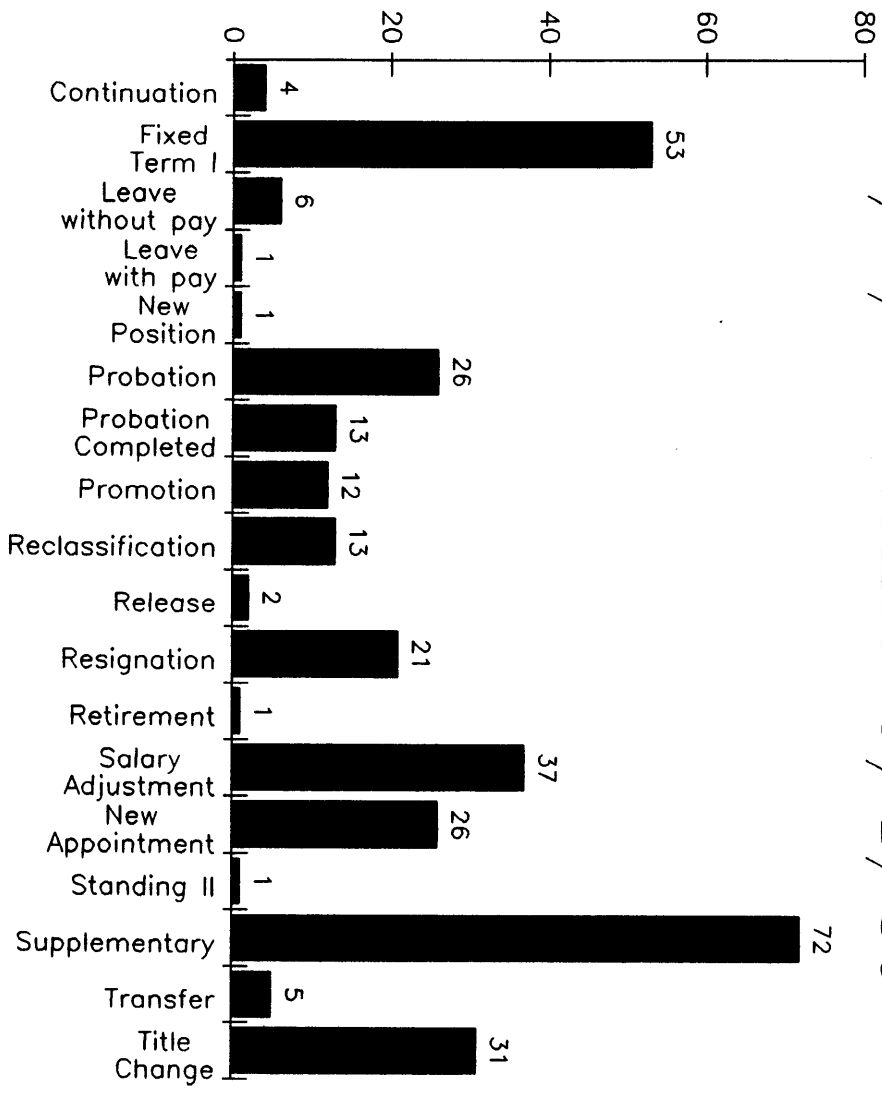
That the Personnel Actions for the period of June 5, 1989, through September 1, 1989, be ratified.

PERSONNEL ACTION REQUESTS 6/5/89 THRU 9/1/89



Total Number of PAR's = 761

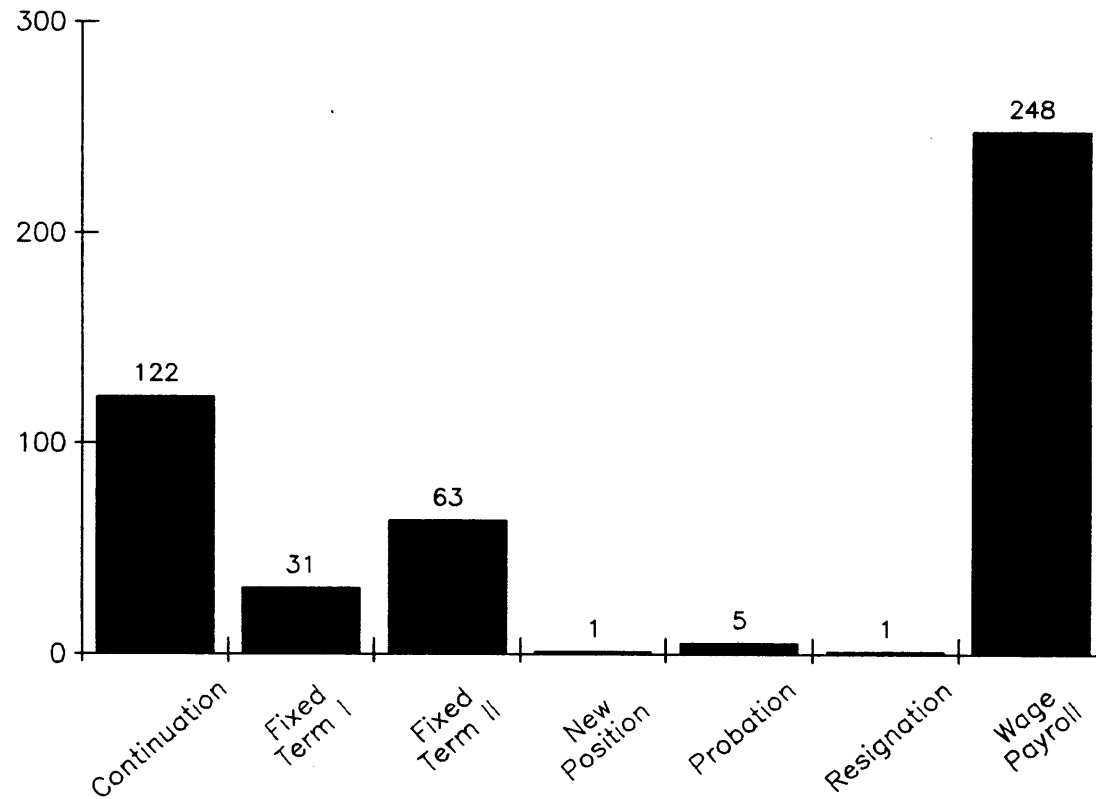
PERSONNEL ACTIONS FOR STANDING I & II POSITIONS 6/5/89 THRU 9/1/89



Total Number of PAR's = 244

Total Number of Actions = 325

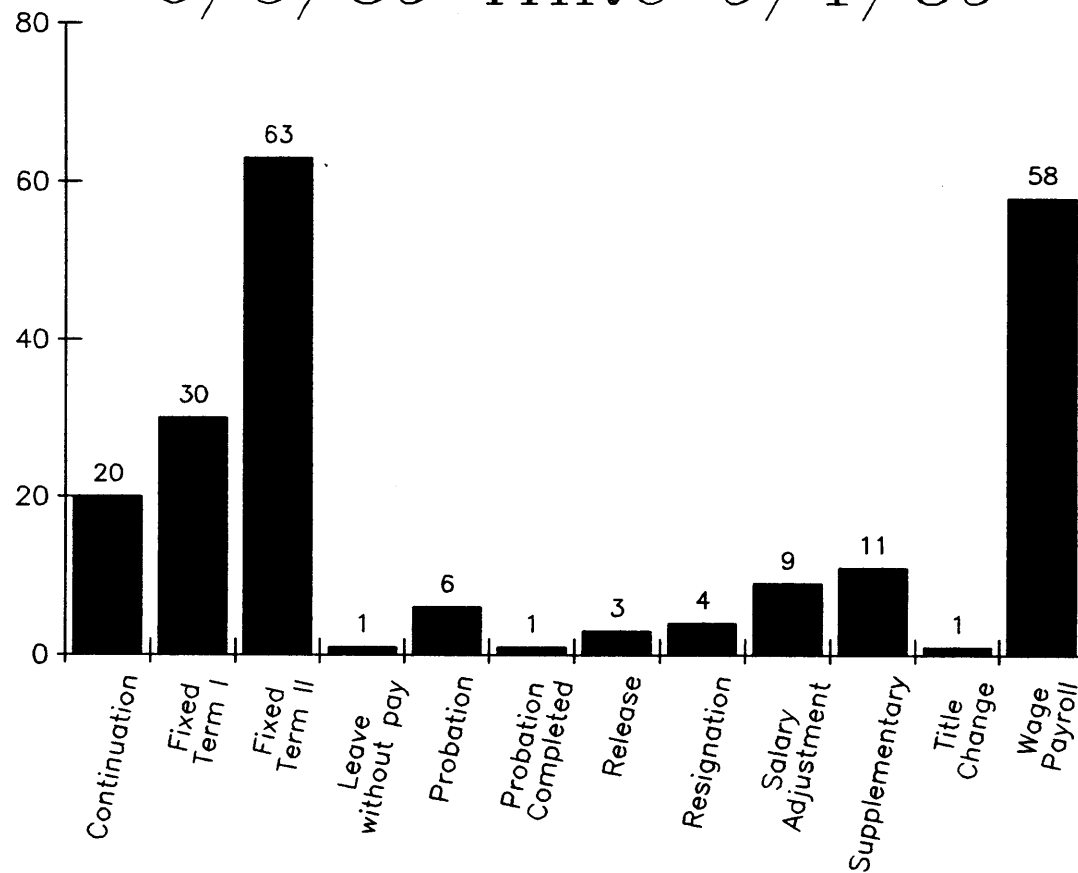
PERSONNEL ACTIONS FOR TERM APPOINTMENTS 6/5/89 THRU 9/1/89



Total Number of PAR's = 343

Total Number of Actions = 471

PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS 6/5/89 THRU 9/1/89



Total Number of PAR's = 174

Total Number of Actions = 207

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY

09/01/89

<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	3.20	3.20	0.00	3.20	100.00
OFFICE OF SCHOOL RELATIONS	2.00	2.00	0.00	2.00	100.00
UNIVERSITY ADVANCEMENT	20.40	20.40	0.00	16.70	81.86
ATHLETICS	25.80	25.80	0.00	24.40	94.57
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	112.90	112.90	0.00	105.40	93.36
PHYSICAL PLANT	129.00	129.00	0.00	126.00	97.67
DIVISION OF STUDENT LIFE	52.25	52.25	0.00	49.25	94.26
DIVISION OF ACADEMIC AFFAIRS	39.50	41.50	2.00	41.50	100.00
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	9.00	9.00	0.00	8.00	88.89
COLLEGE OF ARTS AND SCIENCES	171.55	172.05	0.50	168.05	97.68
COLLEGE OF PROFESSIONAL STUDIES	154.10	154.10	0.00	149.10	96.76
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	82.00	82.00	0.00	76.00	92.68
CAMDEN-CARROLL LIBRARY	41.50	41.50	0.00	40.50	97.59
AUXILIARY SERVICES	56.90	58.90	2.00	56.90	96.60
TOTALS:	<u>900.10</u>	<u>904.60</u>			

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

09-13-89

MOREHEAD STATE UNIVERSITY
MISCELLANEOUS POSITIONS SUMMARY
09/01/89

<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	4	0
ATHLETICS	4	0
DIVISION OF ADMINISTRATIVE AND FISCAL SERVICES	8	0
PHYSICAL PLANT	39	0
DIVISION OF STUDENT LIFE	113	1
DIVISION OF ACADEMIC AFFAIRS	5	13
GRADUATE AND SPECIAL ACADEMIC PROGRAMS	4	0
COLLEGE OF ARTS AND SCIENCES	25	0
COLLEGE OF PROFESSIONAL STUDIES	7	11
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	5	7
CAMDEN-CARROLL LIBRARY	1	1
AUXILIARY SERVICES	3	0
	<u>218</u>	<u>33</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.

09/11/89

PERSONNEL ACTIONS

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06/03/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office, University Advancement</u>				
<u>Office of Media Relations</u>				
BRADLEY, JAMES RAYBOURN	Resignation	Staff Photographer	6/16/89	\$7.82/hr.
CONN, TIMOTHY A	Wage Payroll Continuation	Staff Photographer	7/3/89 - 8/31/89	\$6.00/hr.
CONN, TIMOTHY A	Wage Payroll	Staff Photographer	6/19/89 - 6/30/89	\$6.00/hr.
CONN, TIMOTHY A	Fixed Term I Probation New Position	Photographic Technician	7/17/89 - 6/30/90	\$9.82/hr.
DAVIS, STEPHANIE JEAN	Wage Payroll Continuation	Photo Technician, Temp.	7/1/89 - 8/4/89	\$4.00/hr.
<u>Office of Development</u>				
BURKHAMER, DIANE RENEE	Wage Payroll Continuation	Bookkeeper I	7/1/89 - 8/31/89	\$6.02/hr.
<u>Office of Alumni Relations</u>				
CRUMP, JEFFREY SCOTT	Salary Adjustment Reclassification	Alumni Records Specialist	7/1/89	\$6.02/hr. (\$.37 incr.)
HICKS, LORRIE ANN	Standing I Probation	Bulk Mail Clerk	7/17/89	\$4.93/hr.
JONES, TAMI BETH	Salary Adjustment Reclassification	Asst. Director of Alumni Relations	7/1/89	\$20,899.00 (\$1,940.00 incr.)

09/11/89

PERSONNEL ACTIONS

Page: 002

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office, University Advancement				
<u>Office of Publications</u>				
CUNNINGHAM, SHARON LOUISE	Fixed Term I	Graphic Design Technician (Extension of contract)	7/1/89 - 9/15/89	\$9.25/hr.
LITTON, DONALD BRETT	Wage Payroll	Publications Assistant	8/3/89 - 9/30/89	\$10.00/hr.
REMLINGER, KATHRYN ANNE	Wage Payroll	Publications Assistant	7/1/89 - 7/31/89	\$10.00/hr.
REMLINGER, KATHRYN ANNE	Fixed Term II	Publications Assistant	6/2/89 - 6/30/89	\$1,600.00/month
Off of Director, Athletics				
<u>Baseball</u>				
SPANIOL, FRANK JONATHAN	Fixed Term I Promotion Probation Salary Adjustment Title Change	From Assistant Baseball Coach to Head Baseball Coach	7/1/89 - 6/30/90	\$31,000.00 (\$7,500.00 incr.)
<u>Football</u>				
KEENY, DAVID WILLIAM	Probation Completed	Asst. Football Coach	8/13/89	\$21,000.00
SCHLAGER, JOSEPH J	Probation Completed	Asst. Football Coach	7/17/89	\$18,500.00
<u>Swimming and Cross Country</u>				
LINDSEY, DANIEL KEVIN	Fixed Term II	Men's & Women's Track & Cross Country Coach	8/23/89 - 5/11/90	\$9,000.00

09/11/89

PERSONNEL ACTIONS

Page: 003

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off of Director, Athletics				
<u>Womens Basketball</u>				
DUGAN, L. CHANCELLOR	Resignation	Women's Asst. Basketball Coach	6/30/89	\$20,500.00
KING, WILLIS	Fixed Term II	Coaching Staff (Women's Basketball Camp)	7/10/89 - 7/14/89	\$150.00
SMALLEY, DAVID E.	Fixed Term I Probation	Asst. Women's Basketball Coach (Replacing Chancellor L. Dugan, \$21,525.00)	8/14/89 - 6/30/90	20,500.00
<u>Womens Tennis</u>				
SADLER, GEORGE A.	Fixed Term II	Tennis Coach	8/21/89 - 12/15/89	\$1,755.00
Off VP, Adm. & Fiscal Services				
<u>Off VP, Adm. & Fiscal Services</u>				
ROSENBERG, WILLIAM T	Standing I	Director, General Serv. & Asst. to Vice President for Administrative & Fiscal Services	7/1/89	\$3,600.00 Stipend
<u>Off. Budget & Management Inf.</u>				
HARP, LORA JEAN	Standing I Probation	Budget Policy Analyst I	7/3/89	\$19,716.00
HARP, LORA JEAN	Leave without pay	Budget Policy Analyst I	7/17/89 - 8/2/89	\$19,716.00
ONG, KOK KEE	Wage Payroll	General Office Worker	6/5/89 - 6/30/89	\$3.35/hr.

09/11/89

PERSONNEL ACTIONS

Page: 004

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. VP. Adm. & Fiscal Services</u>				
<u>Off. Budget & Management Inf.</u>				
DNO, KOK KEE	Wage Payroll	General Office Worker	5/30/89 - 6/2/89	\$3.35/hr.
<u>Office of Business Services</u>				
BEAR, MARQUITA HAMM	Fixed Term I	Accountant I	7/1/89 - 6/30/90	\$17,952.00
FLUTY, JAMES A	Standing I Probation	Controller (Replacing Ray Pinner, \$36,100.00)	6/19/89	\$40,000.00
GUNNELL, SANDRA DENISE	Fixed Term I	Data Entry Specialist I (Extension of contract)	7/1/89 - 9/30/89	\$5.26/hr.
HOWARD, CINDY LOU	Fixed Term I Continuation	Data Entry Specialist I	7/1/89 - 7/31/89	\$5.26/hr.
HOWARD, CINDY LOU	Standing I	Data Entry Specialist I	8/1/89	\$5.26/hr.
DUSLEY, VALERIE ANN	Standing I Probation	Accountant II (Replacing Denise Lansaw, \$21,588.00)	5/29/89	\$19,716.00
DUSLEY, VALERIE ANN	Salary Adjustment	Accountant II	7/1/89	\$20,800.00 (\$1,084.00 incr.)
<u>Off. of Information Technology</u>				
HENDERSON, DREW WILLIAM	Promotion Probation Salary Adjustment Title Change	From Programmer/Analyst to Systems Manager	7/1/89	\$26,034.00 (\$3,586.00 incr.)
PILE, GERALD DWIGHT	Fixed Term II	Systems Manager	6/12/89 - 6/23/89	\$1,013.00
PRESTON, JEFFREY DWIGHT	Fixed Term I	Computer Operator	7/3/89 - 6/30/90	\$4.93/hr.

09/11/89

PERSONNEL ACTIONS

Page: 005

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP. Adm. & Fiscal Services				
<u>Off. of Information Technology</u>				
RICHMOND, STEPHEN DOUGLAS	Standing I Probation	Programmer (Replacing Julie Morrow, \$16,681.00)	7/3/89	\$16,557.00
WHITE, SHERI JAMES	Promotion Probation Salary Adjustment Title Change Transfer	From Secretary, Student Life to Secretary Specialist, Infor. Tech. (Replacing Brigitte Blevins, \$6.54/hr.)	7/3/89	\$6.48/hr. (\$.61 incr.)
<u>Office of Personnel Services</u>				
HAMILTON, SHIRLEY POTTER	Supplementary	Coordinator of Training (Additional duties as Staff Professional Development Coordinator)	7/1/89 - 6/30/90	\$200.00/month
HARDIN, MICHELLE ANN	Probation Completed	Secretary	6/20/89	\$5.70/hr.
MCCARTY, LARRY	Supplementary	Safety Officer (Conduct seminar for Staff Development Prog.)	7/20/89 - 7/20/89	\$50.00
WHITT, SUSAN AMY	Wage Payroll	General Office Worker	6/12/89 - 6/30/89	\$3.35/hr.
<u>Office of WPKY Radio</u>				
COOK, MISTIE LYNETTE	Resignation	News & Public Affairs Director	8/31/89	\$19,299.00
HAYDON, ROBERT PAUL	Wage Payroll	Traffic Assistant	7/1/89 - 8/19/89	\$4.50/hr.
HAYDON, ROBERT PAUL	Wage Payroll Continuation	Traffic Assistant (Not to exceed 1196 hours over 12 month period)	8/21/89 - 8/18/90	\$4.50/hr.
HITCHCOCK, PAUL WILSON	Fixed Term II	Acting Music Director	7/1/89 - 7/29/89	\$1,280.00

09/11/89

PERSONNEL ACTIONS

Page: 006

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of WMKY Radio</u>				
HITCHCOCK, PAUL WILSON	Fixed Term II Continuation	Acting Music Director	7/31/89 - 8/3/89	\$1,528.00
MCINTOSH, WILLIAM H	Resignation	Music and Fine Arts Director	6/30/89	\$17,829.00
SPANIOL, CHERYL RENEE	Wage Payroll	Promotion Develop. Asst.	6/12/89 - 8/11/89	\$5.00/hr.
SPANIOL, CHERYL RENEE	Supplementary	Instructor of Speech & Ind. Events Coach (Promotion/Development Assistant)	8/15/89 - 9/8/89	\$636.80
<u>Office of Public Safety</u>				
HOLBROOK, ROGER LEE	Salary Adjustment Title Change	From Acting Director of Public Safety to Coord. of Investigations & Special Programs	7/1/89	\$24,645.00 (\$690.00 decr.)
MCCARTY, LARRY	Supplementary	Safety Officer (Additional duties as Security Guard)	5/1/89 - 5/31/89	\$367.29
SERGEANT, JAMES KINDRICH	Wage Payroll	Communications Dispatcher	7/1/89 - 7/23/89	\$4.93/hr.
SERGEANT, JAMES KINDRICH	Wage Payroll Continuation	Communications Dispatcher	7/23/89 - 8/6/89	\$4.93/hr.
<u>Office of Technical Services</u>				
ADKINS, JAMES RONNIE	Probation Completed	Coord. of Electronics	7/31/89	\$24,705.00
DEHART, BRENDA SUE	Wage Payroll Continuation	Clerk/Typist	7/24/89 - 11/24/89	\$4.93/hr.
LYONS, BARRY E	Standing I Probation	Communications Tech. I	7/3/89	\$6.48/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off VP, Adm. & Fiscal Services</u>				
<u>Office of Technical Services</u>				
LYONS, BARRY E	Salary Adjustment	Communications Tech. I	7/24/89	\$6.84/hr. (\$.36 incr.)
<u>Off Printing & Postal Services</u>				
BURGE, SHIRLEY DENISE	Standing I Probation	Typesetter (Replacing Sue Wesley, \$7.51/hr.)	7/31/89	\$5.70/hr.
POPP, TERRY WAYNE	Probation Completed	Bindery Operator	5/24/89	\$5.76/hr.
RIDDLE, CHARLES MICHAEL	Standing I Probation	Customer Service Clerk (Replacing Evelyn Fugate, \$5.93/hr.)	7/31/89	\$5.70/hr.
RUTHERFORD, HOWARD DAVID	Probation Completed	Copy Center Operator	5/25/89	\$4.99/hr.
WESLEY, SUE HENDERSON	Resignation	Graphic Assistant	6/6/89	\$7.51/hr.
<u>Office of User Services</u>				
CALLAHAN, DEBORAH JEAN	Standing I Probation	Programmer (Replacing Drew Henderson, \$22,448.00)	7/3/89	\$16,557.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off VP, Adm. & Fiscal Services				
<u>Office of General Services</u>				
ROSENBERG, WILLIAM T	Supplementary	Dir. General Services & Asst. Prof. of Education (Assume additional duties as Interim Manager of Public Safety)	7/1/89	No change in salary
 <u>Office of Staff Congress</u>				
STEPHENSON, LARRY WAYNE	Supplementary	Director, Univ. Center & Student Activities (Additional duties as Chair of Staff Congress)	7/1/89 - 6/30/90	\$2,400.00
TOWNSEND, MILDRED SUE	Supplementary	Secretary (Secretarial assistance to Staff Congress)	7/1/88 - 6/30/89	\$900.00
TOWNSEND, MILDRED SUE	Supplementary	Secretary (Additional duties as secretary for Staff Congress)	7/1/89 - 6/30/90	\$1,200.00
 Office VP, Student Life				
<u>Office VP, Student Life</u>				
LEWIS, PATRICIA	Standing I Probation	Secretary (Replacing Sheri White, \$5.87/hr.)	8/14/89	\$5.70/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office VP, Student Life</u>				
<u>Off., Counseling & Health Serv</u>				
BELCHER, JANET L	Standing I Probation	Staff Psychologist	7/1/89	\$20,957.00
<u>Office of Financial Aid</u>				
BLACK, VALERIE REDWINE	Fixed Term I Continuation	Clerk/Typist	7/1/89 - 6/30/90	\$4.93/hr.
BLACK, VALERIE REDWINE	Standing I Probation	Financial Aid Specialist (Replacing Carol Laferty, \$7.47/hr.)	7/31/89	\$7.25/hr.
CORNETT, JANET LOUISE	Wage Payroll Continuation	General Office Worker	6/4/89 - 6/30/89	\$4.00/hr.
CORNETT, JANET LOUISE	Wage Payroll Continuation	General Office Worker	7/1/89 - 8/30/89	\$4.00/hr.
LITTON, ANITA CAROL	Wage Payroll	Clerk/Typist	8/1/89 - 9/18/89	\$4.93/hr.
<u>Off. Univ. Ctr. & Stud. Act.</u>				
BRANN, CHARLES MICHAEL	Wage Payroll	General Office Worker	7/10/89 - 8/5/89	\$4.16/hr.
UECKER, JACQUELINE E	Standing I Probation	Coord. University Pools	7/1/89	\$14,173.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office VP, Student Life				
<u>Office of Admissions</u>				
BALDWIN, ALAN ROMANS	Fixed Term I Probation	Coord., Recruiting Act. (Replacing Rhonda Baldwin, \$23,508.00)	7/17/89 - 6/30/90	\$22,875.00
BALDWIN, RHONDA LOUISE	Resignation	Coordinator of Recruiting Activities	6/19/89	\$23,508.00
FERGUSON, ZONA MICHELLE	Resignation	Admissions Counselor	7/25/89	\$16,546.00
Off., VP Academic Affairs				
<u>Off., VP Academic Affairs</u>				
STEFFY, BETTY E.	Fixed Term II	Teacher Ed. Tech. Asst.	7/1/89 - 6/30/90	\$17,666.00
<u>Off. Regional Development Serv</u>				
EYSTER, GEORGE W.	Supplementary	Acting Dir., Reg. Devel.	7/1/89 - 6/30/90	\$3,500.00
FANNIN, VIVIAN SUE	Supplementary	Secretary (Appalachian Celebration, Quilting)	6/20/89 - 6/20/89	\$75.00
GIFFORD, JAMES M	Salary Adjustment	Exec. Dir. Jesse Stuart Foundation	7/1/89	\$34,541.00 (\$360.00 incr.)
HENSLEY, ANN M	Wage Payroll	Secretary	6/12/89 - 6/30/89	\$5.25/hr.
LOWE, LINDA L.	Supplementary	Librarian I (Appalachian Celebration, Quilting)	6/20/89 - 6/20/89	\$75.00
MCNEILL, PETER T	Salary Adjustment Title Change Reclassification	From Coord. of Special Projects to Coord. of Special Projects & Economic Development	7/1/89	\$24,133.00 (\$2,756.00)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off., VP Academic Affairs</u>				
<u>Off., Regional Development Serv</u>				
SPANGLER, DONELLA REYNOLDS	Fixed Term I	Acting Coord., Cultural Preservation	8/1/89 - 6/30/90	\$19,067.00
<u>Off., Extended Campus Programs</u>				
CAUDILL, JAMES R.	Supplementary	Asst. Dir. of Development (Support Community Ed. Golf Program)	6/2/89 - 6/9/89	\$120.00
METZ, GLORIA MAE	Fixed Term I Continuation	Acting Coord., Community Serv. Communications & Publications	8/1/89 - 12/30/89	\$8,666.85
<u>Off., Research, Grants & Cont.</u>				
MCCARTY, MELISSA RENEE	Wage Payroll	Grants Specialist	6/13/89 - 12/15/89	\$6.48/hr.
<u>Off. Dean, Grad. & Spec. Acad</u>				
<u>Off. Dean, Grad. & Spec. Acad</u>				
HALCOMB, TRUMAN	Fixed Term II	Coord., Regional Campus (Whitesburg)	8/21/89 - 5/11/90	\$1,500.00
HUNT, SANDRA LYNN	Wage Payroll Continuation	Secretary (Will be working 20 hours per week)	7/1/89 - 4/30/90	\$5.70/hr.
KRAEMER, DAVE	Fixed Term II	Coord., Regional Campus (Maysville)	8/21/89 - 5/11/90	\$1,500.00
MCCANN, RAY L	Fixed Term II	Coord., Regional Campus (Ashland)	8/21/89 - 5/11/90	\$1,500.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. Dean, Grad. & Spec. Acad</u>				
<u>Off. Dean, Grad. & Spec. Acad</u>				
RATCLIFF, JAMES W.	Fixed Term II	Coord., Regional Campus (Prestonsburg)	8/21/89 - 5/11/90	\$1,500.00
THOMAS, DAN S	Fixed Term I Title Change Salary Adjustment	From Prof. of Education to Interim Dean of Grad. & Spec. Prog. & Prof. of Education	7/1/89 - 6/30/90	\$52,015.00 (\$15,675.00 incr.)
<u>MSU-Morgan Center</u>				
BROWN, BRENDA SUE	Resignation	Secretary	7/14/89	\$6.19/hr.
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Off. of Dean, Col. Arts&Scienc</u>				
REYNOLDS, MARCIA A	Promotion Salary Adjustment Title Change	From Secretary to Administrative Secretary	7/3/89	\$8.55/hr. (\$.88 incr.)
<u>Art</u>				
ENZMANN, MARTHA	Fixed Term II	Lecturer (Teach ART 214, 314, 414, 514, 605, 606, 613, 614)	7/10/89 - 8/4/89	\$2,400.00
SWAIN, ADRIAN	Fixed Term I Continuation	Folk Art Curator	7/1/89 - 9/30/89	\$4,929.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>Biological & Env. Sciences</u>				
DEMOSS, DARRIN LEE	Wage Payroll	Water Analyst	8/7/89 - 8/11/89	\$6.00/hr.
PASS, II, TED	Supplementary	Professor of Biology (Serve as Director of the Water Testing Laboratory)	7/1/89 - 6/30/90	\$2,500.00
PASS, II, TED	Supplementary	Professor of Biology (Directing the Histoplasma 1989 Research Grant)	4/28/89 - 6/30/89	\$867.00
RISK, ALLEN CLAY	Fixed Term I	Instructor of Biology	8/19/89 - 5/15/90	\$19,000.00
STRUNK, MARY J	Resignation	Secretary	7/8/89	\$6.48/hr.
WRIGHT, RITA B.	Supplementary	Water Testing Lab Manager (Coord. the Histoplasma 1989 Research Grant)	4/28/89 - 6/30/89	\$600.00
WRIGHT, RITA B.	Supplementary	Water Testing Lab. Mng. (Extra typing for Water Laboratory)	7/1/89 - 6/30/90	\$480.00
<u>Communications</u>				
COPELAND, ELIZABETH ANNE	Fixed Term I	Instructor of Speech	8/15/89 - 5/15/90	\$18,000.00
FIGGINS, EDWARD EARL	Fixed Term I	Instructor of Speech	8/15/89 - 5/15/90	\$18,000.00
GOUGH, PAUL ALEXANDER	Fixed Term I	Instructor of Radio-TV	8/15/89 - 5/15/90	\$18,500.00
HAMILTON, KYUNG K	Standing I	Theatre Costumer	8/21/89	\$10,977.00
SPANIOL, CHERYL RENEE	Fixed Term I	Instructor of Speech & Asst. Ind. Events Coach	8/15/89 - 5/15/90	\$18,000.00
WHITING, JOYCE E.	Leave without pay	Asst. Prof. of Speech	8/21/89 - 5/15/90	\$26,768.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>English, Foreign Lang. & Phil.</u>				
BAILEY, REBECCA LYNN	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$18,860.00
COOPER, SONDR A.	Fixed Term I	Instructor of English	8/18/89 - 5/17/90	\$19,000.00
COPE, STEVEN R.	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$20,500.00
CORBETT, NANCY S.	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$20,500.00
DOBLER, G. RONALD	Salary Adjustment Title Change	From Department Chair & Professor of English to Professor of English	8/18/89 - 6/30/90	\$38,935.00 (\$7,232.00 decr.)
EKLUND, GEORGE E	Fixed Term I	Asst. Prof. of English	8/18/89 - 5/12/90	\$21,000.00
FOUNTAIN, PAULA ANN	Fixed Term I	Instructor of English	8/18/89 - 5/17/90	\$19,000.00
GLASSER, MARC D	Supplementary	Professor of English (Serving as Co-Director of SACS)	6/12/89 - 7/7/89	\$4,216.00
GLASSER, MARC D	Supplementary	Professor of English (Serving as Co-Director of SACS)	7/10/89 - 8/5/89	\$4,216.00
HILTERBRAND, ANGELA C	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$19,000.00
HUBBARD, KEITH MACDONALD	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$19,000.00
LUCAS, JUDY	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$19,000.00
MADDEN-GRIDER, GENTRY ALVIN	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$19,500.00
MCLEAN, JOHN L.	Fixed Term I	Asst. Prof. of English	8/18/89 - 5/12/90	\$22,000.00
MINCEY, KATHRYN CRUSIE	Fixed Term I	Asst. Prof. of English	8/18/89 - 5/12/90	\$19,500.00
MORRISON, SARAH R.	Fixed Term I	Asst. Prof. of English	8/18/89 - 5/12/90	\$21,500.00
REDING, TIMOTHY THOMAS	Fixed Term I	Instructor of English	8/18/89 - 5/16/90	\$19,000.00
REGISTER, ROGER CHARLTON	Fixed Term I	Instructor of English	8/18/89 - 5/17/90	\$20,000.00
REMLINGER, KATHRYN ANNE	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$19,000.00
SERGEANT, JOAN E	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$18,860.00
SLUSHER, KATHLEEN CRABTREE	Fixed Term I	Instructor of English	8/18/89 - 5/12/90	\$20,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, Col. Arts&Scienc</u>				
<u>English, Foreign Lang. & Phil.</u>				
YOUNG, EUGENE D.	Supplementary Title Change	From Professor of English to Acting Chair and Professor of English	7/1/89 - 6/30/90	\$10,365.00
YOUNG, EUGENE D.	Salary Adjustment	Professor of English (Difference in amount for promotion)	8/18/89	\$33,008.00 (\$500.00 incr.)
ZHANG, KE FU	Fixed Term I	Professor of English	7/1/89 - 6/30/90	\$31,000.00
<u>Geog., Government & History</u>				
DAHLBERG, JAMES POOLE	Title Change	From Asst. Prof. of Government to Asst. Prof. of Government & Coord. Para-Legal Studies Prog.	7/1/89	\$26,086.00
GREEN, WILLIAM CRAWFORD	Supplementary	Assoc. Prof. Government (1989 Research Proposal Development Grant)	6/1/89 - 6/19/89	\$1,637.00
HWA, LILY	Fixed Term I	Asst. Prof. of History	8/21/89 - 5/12/90	\$24,500.00
LAFERTY, CAROL JEAN	Wage Payroll	General Office Worker	6/12/89 - 6/30/89	\$4.00/hr.
SCHAFFER, KAY A.	Title Change	From Assoc. Prof. of Government & Coord. of Para-Legal Studies Prog. to Assoc. Prof. of Government	7/1/89	\$31,336.00
<u>Mathematics</u>				
EASTON, RAYMOND	Fixed Term I	Asst. Prof. of Math	8/21/89 - 5/14/90	\$22,800.00
HAMMONS, CHARLES RODGER	Supplementary	Acting Chair & Professor of Mathematics	7/1/89 - 7/31/89	\$3,762.08

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Mathematics</u>				
HAMMONS, CHARLES RODGER	Title Change Salary Adjustment	From Acting Chair & Prof. of Mathematics to Chair & Prof. of Mathematics	8/1/89 - 6/30/90	\$45,145.00 (\$9,344.00 incr.)
JAISINGH, LLOYD R.	Salary Adjustment	Assoc. Prof. Mathematics	8/18/89	\$33,243.00 (\$250.00 incr.)
JAISINGH, LLOYD R.	Supplementary	Assoc. Prof. Mathematics (Statistical consultation for the Reading Center)	5/1/89 - 6/20/89	\$412.74
<u>Music</u>				
BLOCHER, LARRY ROSS	Supplementary	Assoc. Prof. of Music (Asst. Coord. for Summer Band Camps)	7/10/89 - 8/5/89	\$1,417.20
DURBIN, TIMOTHY T.	Fixed Term II	Asst. Prof. of Music (Conductor of University Orchestra)	8/21/89 - 5/12/90	\$8,000.00
GRAFF, ROBERT ORIN	Fixed Term II	Staff Assistant (Summer Band Camp)	7/16/89 - 8/5/89	\$402.00
MILES, MELANIE	Wage Payroll	Staff Assistant	7/17/89 - 12/15/89	\$4.00/hr.
PRITCHARD, ROBERT D	Salary Adjustment	Assoc. Prof. of Music (Difference in amount for promotion)	8/18/89	\$29,177.00 (\$250.00 incr.)
SPARKS, ARLEIGH HAZARD	Fixed Term II	Staff Assistant (Summer Band Camp)	7/16/89 - 8/5/89	\$402.00
WANN, RACHEL A	Fixed Term II	Staff Assistant (Summer Band Camp)	7/16/89 - 8/5/89	\$402.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Physical Sciences</u>				
BOGGS, ARLO D.	Fixed Term I	Asst. Prof. of Chemistry	8/21/89 - 5/12/90	\$23,000.00
BOGGS, ARLO D.	Fixed Term II	Lecturer (Teach CHEM 201)	7/10/89 - 8/4/89	\$1,840.00
FIEL, RONALD L.	Supplementary	Acting Chair & Professor of Science (Assuming additional duties as Acting Chair of Physical Sciences)	7/1/89 - 6/30/90	\$7,439.00
LIERMAN, ROBERT T.	Fixed Term I	Instructor of Geoscience	8/21/89 - 5/12/90	\$22,500.00
<u>Academy of Arts</u>				
BALDWIN, YVONNE HONEYCUTT	Fixed Term I Continuation	Director, Academy of Arts	7/1/89 - 7/31/89	\$1,655.33
BALDWIN, YVONNE HONEYCUTT	Supplementary	Dir., Academy of Arts & Instructor of History (To direct District 6 KY Science & Math Alliance Project)	7/10/89 - 8/5/89	\$1,200.00
BALDWIN, YVONNE HONEYCUTT	Standing I	Director, Academy of Arts	8/1/89	\$20,800.00
BESANT, AUDREY JEAN	Fixed Term II	Celebration Assistant (Appalachian Celebration)	5/1/89 - 6/30/89	\$600.00
BLAIR, HAROLD LEO	Supplementary	Assoc. Prof. of Music (Private violin instructions)	7/24/89 - 6/30/90	\$11.00/half hour
BLAIR, SUANNE H	Supplementary	Asst. Prof. of Music (Private cello instructions)	7/24/89 - 6/30/90	\$11.00/half hour
BURGESS, JON WESLEY	Supplementary	Asst. Prof. of Music (Serve in Chamber Music Celebration Orchestra)	7/10/89 - 7/14/89	\$22.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc <u>Academy of Arts</u>				
DURBIN, TIMOTHY T.	Fixed Term II	Asst. Prof. of Music (Private and group violin instructions)	7/24/89 - 6/30/90	\$10.00/half hour
FALLS, JO ELIZABETH	Fixed Term II	Celebration Assistant (Appalachian Celebration)	5/1/89 - 6/30/89	\$400.00
FERGUSON, WAYNE	Fixed Term II	Lecturer (Group ceramics instructions)	7/24/89 - 6/30/90	\$25.00/hr.
FLINT, VIVIAN LUCILLE	Fixed Term II	Lecturer (Private & group piano instructions)	7/24/89 - 6/30/90	\$8.00/half hour, private & \$20.00/hr. group instructions
FLIPPIN, RUSSELL JAY	Supplementary	Assoc. Prof. of Music (Private piano instructions)	7/24/89 - 6/30/90	\$11.00/half hour
FRANZINI, ROBERT J	Supplementary	Assoc. Prof. of Art (Group drawing/art instructions)	7/24/89 - 6/30/90	\$25.00/hr.
GRUBB-SWETNAM, AUTUMN	Supplementary	Coord., TV Productions (Arts Day Camp Inst.)	7/24/89 - 7/28/89	\$25.00/hr.
HICKMAN, ERIC BERNARD	Fixed Term II	Lecturer (Instructor of jazz dance)	7/24/89 - 6/30/90	\$15.00/hr.
HOPPER, REBECCA JOAN	Fixed Term II	Lecturer (Piano instructions)	7/24/89 - 6/30/90	\$8.00/half hour
JACKSON, RODI	Fixed Term II	Lecturer (Group dulcimer instructions)	7/24/89 - 6/30/90	\$25.00/hr.
KEENAN, KATHRYN JOANNE	Supplementary	Instructor of Music (Private piano instructions)	7/24/89 - 6/30/90	\$11.00/half hour
KUHN, HEDY	Fixed Term II	Lecturer (Teach dance/ballet)	7/24/89 - 6/30/90	\$17.00/hr.
KUHN, MILFORD ELMER	Supplementary	Assoc. Prof. of Music (Serve in Chamber Music Celebration Orchestra)	7/10/89 - 7/14/89	\$22.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc <u>Academy of Arts</u>				
LAMMERS, LAUREL B	Fixed Term II	Lecturer (Group art instructions)	7/24/89 - 6/30/90	\$10.00/hr.
LANE, MARTIN LEE	Fixed Term II	Lecturer (Private guitar instructions)	7/24/89 - 6/30/90	\$5.00/half hour
LAYNE, SYLVIA ELIZABETH	Fixed Term II	Lecturer (Teach dance/creative movement)	7/24/89 - 6/30/90	\$15.00/hr.
LEACH, BARBARA GAIL	Fixed Term II	Lecturer (Group flute instructions)	7/24/89 - 6/30/90	\$5.00/half hour
MALTERER, EDWARD LEE	Supplementary	Assoc. Prof. of Music (Serve in Chamber Music Celebration Orchestra)	7/10/89 - 7/14/89	\$22.00/hr.
MEFFORD, H. ANNE	Fixed Term II	Lecturer (Private piano instructions)	7/24/89 - 6/30/90	\$5.00/half hour
MUELLER, FREDERICK A.	Supplementary	Professor of Music (Private bassoon instructions)	7/24/89 - 6/30/90	\$11.00/half hour
NORDEN, EUGENE C	Supplementary	Asst. Prof. of Music (Private sax instructions)	7/24/89 - 6/30/90	\$11.00/half hour
ODDIS, FRANK ALAN	Supplementary	Asst. Prof. of Music (Serve in Chamber Music Celebration Orchestra)	7/10/89 - 7/14/89	\$22.00/hr.
PRITCHARD, ROBERT D	Supplementary	Asst. Prof. of Music (Serve in Chamber Music Celebration Orchestra)	7/10/89 - 7/14/89	\$22.00/hr.
REGISTER, BRIAN WAYNE	Fixed Term II	Lecturer (Private piano instructions)	7/24/89 - 6/30/90	\$5.00/half hour
SPRAQUE, CAROLA H	Fixed Term II	Lecturer (Teach dance/ballet)	7/24/89 - 6/30/90	\$17.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Col. Arts&Scienc				
<u>Academy of Arts</u>				
STETLER, JOHN K	Fixed Term II	Professor of Music (Private trumpet instructions)	7/24/89 - 6/30/90	\$11.00/half hour
STETLER, LUCRETIA	Supplementary	Assoc. Prof. of Music (Private piano instructions)	7/24/89 - 6/30/90	\$11.00/half hour
VENETTOZZI, VASILE JEAN	Supplementary	Assoc. Prof. of Music (Private piano instructions)	7/24/89 - 6/30/90	\$11.00/half hour
VITON, JOHN	Supplementary	Asst. Prof. of Music (Private oboe instructions)	7/24/89 - 6/30/90	\$11.00/half hour
Off. Dean, Coll. Prof. Studies				
<u>School of Business & Economics</u>				
BARBER, DAVID LEN	Fixed Term I	Instructor of Management	8/21/89 - 5/12/90	\$23,200.00
CONYERS, ALEX D	Fixed Term I	Assoc. Prof. of Finance	8/21/89 - 5/12/90	\$14,454.00
HASNAT, BABAN	Fixed Term I	Asst. Prof. of Economics	8/18/89 - 5/12/90	\$28,600.00
HULLUR, ISHAPPA	Fixed Term I	Asst. Prof. of Economics	8/18/89 - 5/12/90	\$29,000.00
MCCLONE, TERESA ANN	Resignation	Asst. Prof. of Marketing	8/1/89	\$30,246.00
ROBINSON, LYNN ALLYSON	Fixed Term I	Instructor of Marketing	8/21/89 - 5/12/90	\$23,200.00
SIMON, STEPHEN E.	Fixed Term I	Asst. Prof. of Marketing	8/21/89 - 5/12/90	\$28,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Accounting & Economics</u>				
BROWN, DONALD EUGENE	Fixed Term I	Instructor of Finance	8/21/89 - 5/12/90	\$25,500.00
ELLIOTT, TERRY GLEN	Standing I	Asst. Prof. of Accounting	8/18/89	\$32,000.00
MILLER, GREEN RUSSELL	Supplementary	Assoc. Prof. Economics & Interim Chair, Accounting & Economics	8/1/89 - 6/30/90	\$9,641.00
PEAVLER, ROSEMARY CARLSON	Salary Adjustment	Assoc. Prof. of Finance (Difference in amount for promotion)	8/18/89	\$40,250.00 (\$250.00 incr.)
WALTERS, SHARON TUTTLE	Fixed Term I	Asst. Prof. of Accounting	8/21/89 - 5/12/90	\$27,200.00
<u>Information Sciences</u>				
AMINILARI, MANSOOR	Fixed Term I	Instructor of CIS	8/21/89 - 5/12/90	\$26,500.00
BREWER, VIRGIL L.	Fixed Term II	Lecturer (Teach CIS 599 & 610)	7/10/89 - 8/4/89	\$6,750.00
<u>Management & Marketing</u>				
HARFORD, MICHAEL NEIL	Fixed Term I Promotion Title Change	From Assoc. Prof. of Management & Acting Chair to Assoc. Prof. of Management & Interim Chair	7/1/89 - 6/30/90	\$44,690.00 (\$8,650.00 incr.)
HARFORD, MICHAEL NEIL	Supplementary	Assoc. Prof. of Mngt. & Acting Chair (Assume additional duties as Acting Chair)	7/1/89 - 6/30/90	\$8,650.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>School of Education</u>				
BOWMAN, JIM	Title Change Salary Adjustment	From Assoc. Dean of Ed. to Acting Department Chair & Prof. of Ed.	7/1/89 - 6/30/90	\$47,736.00 (\$1,836.00 incr.)
<u>Educational Services</u>				
ADKINS, LENA E	Transfer	Secretary from Department of Leadership & Secondary Education to Department of Educational Services	7/1/89	\$5.93/hr.
ALBRIGHT, VIRGINIA BETH	Wage Payroll	Counselor	6/2/89 - 8/4/89	\$4.00/hr.
ALBRIGHT, VIRGINIA BETH	Fixed Term II	Counselor	7/17/89 - 7/21/89	\$160.00
BIGHAM, JULIA LYNN	Wage Payroll	Counselor	6/2/89 - 8/4/89	\$4.00/hr.
BIGHAM, JULIA LYNN	Fixed Term II	Counselor	7/10/89 - 7/14/89	\$160.00
BROWN, BENJAMIN KEITH	Wage Payroll	Counselor	6/2/89 - 8/4/89	\$4.00/hr.
BROWN, BENJAMIN KEITH	Fixed Term II	Dropout Prevention Coord.	7/3/89 - 8/11/89	\$1,800.00
CARPENTER, JUDY LYNN	Transfer	Secretary from Office of Continuing Education to Department of Educational Services	7/1/89	\$6.32/hr.
DOERFELD, DOUGLAS ARTHUR	Wage Payroll	Teacher	6/2/89 - 8/4/89	\$10.00/hr.
HENSLEY, ANN M	Wage Payroll	Secretary	7/25/89 - 8/22/89	\$5.70/hr.
JACKSON, RODI	Wage Payroll	Teacher	6/2/89 - 8/4/89	\$10.00/hr.
MILLER, TIMOTHY E.	Title Change	From Assoc. Prof. of Ed. to Director of Clinical & Field Experiences	8/21/89	\$32,854.00
MORGAN, ANTHONY LYNN	Wage Payroll	Counselor	6/2/89 - 8/4/89	\$4.00/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. Dean, Coll. Prof. Studies				
<u>Educational Services</u>				
RILEY, JENNIFER L.	Promotion Salary Adjustment Title Change Reclassification	From Clerk/Typist to Secretary	7/1/89	\$6.17/hr. (\$.63 incr.)
ROYSE, LATONYA RENEE	Fixed Term II	Counselor	7/10/89 - 7/21/89	\$320.00
RUDY, MARY FOWLER	Fixed Term I Continuation	Program Manager	7/1/89 - 6/30/90	\$26,552.00
STEPHENS, THOMAS WILLIAM	Wage Payroll	Counselor	7/3/89 - 8/4/89	\$4.00/hr.
WEAVER, PAUL RONALD	Wage Payroll	Counselor	6/2/89 - 8/4/89	\$5.50/hr.
WHORDLEY, DEREK	Resignation	Dept. Chair & Professor of Education	6/30/89	\$46,404.00
<u>Elem. Read. & Spec. Education</u>				
ASSBURY, LUANN S.	Fixed Term II	Lecturer (Teach EDSP 350 & 357)	7/11/89 - 8/4/89	\$2,400.00
BALDRIDGE, WILBURN	Fixed Term II	Bus Driver (Bus Driver for Special Education Program at Morehead Grade School)	6/13/89 - 7/7/89	\$408.00
BALDRIDGE, WILBURN	Wage Payroll	Bus Driver (Special Education Prog.)	7/12/89 - 8/4/89	\$4.00/hr.
BANKS, VIRGINIA L	Fixed Term II	Lecturer (Teach special education classes at Morehead Grade School)	6/12/89 - 7/7/89	\$1,000.00
BEMBRY, DEBORAH ELAINE	Resignation	Asst. Prof. of Education	8/4/89	\$29,293.00
BUTLER, RICHARD KENNETH	Fixed Term II	Lecturer (Teach EDSP 350)	7/10/89 - 8/4/89	\$1,200.00
CAIN, DEBORAH	Fixed Term II	Lecturer (Teach Special Education classes)	7/11/89 - 8/4/89	\$1,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. Dean, Coll. Prof. Studies <u>Elem. Read. & Spec. Education</u>				
CARPENTER, WANDA J	Supplementary	Family Service Worker (Summer Institute for Preschool Handicapped Education)	6/5/89 - 6/9/89	\$150.00
DUNCAN, GRETTA A	Supplementary	Asst. Prof. of Education (Summer Institute for Preschool Handicapped Education)	5/8/89 - 6/9/89	\$900.00
LITTLETON, KAREN JO	Fixed Term II	Lecturer (Teach special education classes at Morehead Grade School)	6/12/89 - 7/7/89	\$1,000.00
LOWE, MELINDA KAY	Supplementary	Grants Specialist (Summer Institute for Preschool Handicapped Education)	6/5/89 - 6/9/89	\$300.00
MCGHEE, CONNIE LOU	Supplementary	Head Start Teacher (Summer Institute for Preschool Handicapped Education)	5/8/89 - 6/9/89	\$750.00
NIEMEYER, BARBARA EDITH	Salary Adjustment	Assoc. Prof. of Education (Difference in amount for promotion)	8/18/89	\$30,846.00 (\$250.00 incr.)
NIEMEYER, BARBARA EDITH	Supplementary	Assoc. Prof. of Education (Summer Institute for Preschool Handicapped Education)	5/8/89 - 6/10/89	\$3,215.00
DAKES, PHYLLIS B.	Supplementary	Asst. Prof. of Education (Summer Institute for Preschool Handicapped Education)	5/8/89 - 6/9/89	\$900.00
STAFFORD, BILLIE J	Fixed Term II	Lecturer (Teach special education classes at Morehead Grade School)	6/12/89 - 7/7/89	\$1,000.00
STAFFORD, BILLIE J	Fixed Term II	Lecturer (Teach Special Education classes)	7/11/89 - 8/4/89	\$1,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. Dean, Coll. Prof. Studies				
<u>Elem. Read. & Spec. Education</u>				
TIERNEY, LELANA GRAVES	Fixed Term II	Lecturer (Summer Institute for Preschool Handicapped Education)	5/8/89 - 6/8/89	\$1,050.00
<u>Leadership & Secondary Educ.</u>				
DANIEL, RICHARD W.	Supplementary	Professor of Education (Presented 8 workshops on Interpreting & Using IDEA Faculty Assessment)	10/19/88 - 4/20/89	\$800.00
DANIEL, RICHARD W.	Supplementary	Professor of Education (Additional duties as Assistant to VPAA to prepare PAC's/PG's)	6/1/89 - 6/30/89	\$3,627.00
FRANKLIN, JERRY RUDDOLPH	Title Change	From Coord., Clinical & Field Exp. to Asst. Professor of Education	8/21/89	\$32,000.00
FRUM, ROBERT L.	Fixed Term II	Lecturer (Teach EDAD 675, 620, EDIL 685, EDSE 670, & 676)	6/13/89 - 7/7/89	\$2,400.00
FRUM, ROBERT L.	Fixed Term I	Professor of Education (Replacing Taylor Hollin, \$32,640.00)	8/12/89 - 5/11/90	\$32,000.00
LEBDA, JAMES J.	Release	Asst. Prof. of Education	8/18/89	\$33,000.00
PAWLAS, GEORGE	Fixed Term I	Assoc. Prof. of Education (Replacing Robert Prickett, \$26,583.00)	8/18/89 - 5/11/90	\$32,000.00
PRICKETT, ROBERT L	Resignation	Assoc. Prof. of Music	8/4/89	\$26,583.00
ROSE, N HAROLD	Supplementary	Coord., Leadership & Sec. Education & Prof. of Education (Adult Literacy Program)	5/18/89 - 6/30/89	\$3,006.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. Dean, Coll. Prof. Studies</u>				
<u>Leadership & Secondary Educ.</u>				
TUROI, PAUL A.	Fixed Term I	Asst. Prof. of Education	8/18/89 - 5/11/90	\$29,500.00
VENCILL, SUE	Fixed Term I Continuation	Secretary	7/1/89 - 6/30/90	\$6.19/hr.
<u>In-Service Teacher Education</u>				
HAMM, HARLEN L	Supplementary	Assoc. Prof. of Speech (Listening & Creative Dramatics in Bath Co.)	6/16/89 - 6/16/89	\$200.00
<u>Health, P.E. & Recreation</u>				
GRUENINGER, ROBERT W.	Standing I	Department Chair & Professor of HPER (Replacing Earl Bentley, \$46,909.00)	7/31/89	\$48,000.00
<u>Psychology</u>				
BATSEL, WILLIAM M.	Standing I	Assoc. Prof. Psychology	8/20/89	\$29,138.00
FIEL, ALLAN ROBERT	Fixed Term II	Programmer	5/26/89 - 6/1/89	\$160.00
FOX, STEPHEN K.	Fixed Term I	Asst. Prof. of Psychology	8/18/89 - 5/12/90	\$24,000.00
HOUNSHELL, ALAN WADE	Wage Payroll	Programmer	6/12/89 - 6/30/89	\$3.65/hr.
MATTINGLY, BRUCE A	Supplementary	Professor of Psychology (1989 Research Proposal Development Grant)	6/1/89 - 6/19/89	\$1,878.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. Dean, Coll. Prof. Studies				
<u>Psychology</u>				
MORGAN, CHARLES H	Salary Adjustment	Professor of Psychology (Difference in amount for promotion)	8/18/89	\$31,882.00 (\$500.00 incr.)
OSBORNE, FRANCIS H	Supplementary	Professor of Psychology (Set up PC lab for study guide)	8/7/89 - 8/11/89	\$500.00
QUIGLEY, BARBARA	Standing I New Position	Asst. Prof. Psychology	8/18/89	\$27,800.00
<u>Sociology</u>				
BYLUND, ROBERT A	Salary Adjustment	Professor of Sociology (Difference in amount for promotion)	8/18/89	\$33,332.00 (\$500.00 incr.)
Off. of Dean, App. Scie. & Tec				
<u>Off. of Dean, App. Scie. & Tec</u>				
CASKEY, LISA LUCILLE	Promotion Probation Transfer Salary Adjustment Title Change	From Library Asst. I, Camden-Carroll Lib. to Secretary, Applied Sci. & Technology - Office of the Dean	6/12/89	\$5.70/hr. (\$.54 incr.)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, App. Scie. & Tec				
<u>Ag-Nat. Resources-Agriculture</u>				
CARSWELL, GENE DAVID	Title Change	From Instructor of Horsemanship to Equine Manager	7/1/89	\$22,808.00
<u>Ag. & Natural Resources-Farm</u>				
PADULA, MICHAEL FRANCES	Title Change	From Janitor to Carpenter	6/1/89	\$6.48/hr.
PORTER, TONYA	Wage Payroll	Laborer	8/5/89 - 8/22/89	\$3.35/hr.
RAMEY, MICHAEL NEAL	Wage Payroll	Farm Laborer	7/21/89 - 10/7/89	\$4.00/hr.
SNIDER, WANDA BETHEL	Wage Payroll	Farm Laborer	7/16/89 - 10/21/89	\$3.50/hr.
<u>Ag. & Nat. Resources-Vet Tech</u>				
WHITT, JENNIFER JEAN	Wage Payroll	Custodian	6/19/89 - 6/30/89	\$4.16/hr.
WHITT, JENNIFER JEAN	Wage Payroll Continuation	Custodian	7/1/89 - 9/1/89	\$4.16/hr.
WHITT, JENNIFER JEAN	Resignation	Custodian	7/12/89	\$4.16/hr.
<u>Ind. Educ. & Technology</u>				
BANKS, MICHELE H.	Wage Payroll	General Office Worker	8/21/89 - 10/20/89	\$4.00/hr.
GAPINSKI, ANDRZEJ J.	Fixed Term I	Asst. Prof. IET Elec/Ele. (Replacing Greg Russell, \$28,384.00)	8/18/89 - 5/12/90	\$30,000.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. & Tec</u>				
<u>Ind. Educ. & Technology</u>				
GILLOCK, WALTER SCOTT	Supplementary	Asst. Prof. Ind. Ed. (Modify & prepare Robot workcell as needed)	6/1/89 - 6/30/89	\$1,420.00
MCDAVID, CRISTINA CAROL	Resignation	Clerk/Typist	8/18/89	\$5.27/hr.
MURPHY, JEFFERY R	Fixed Term II	Lecturer (Teach WEL 204)	1/9/89 - 5/13/89	\$1,200.00
PATRICK, WILLIAM CHARLES	Supplementary	Asst. Prof. Mining Tech. (Prepare Engineering Technology Proposal for submission to Curriculum Committees)	6/1/89 - 6/30/89	\$1,671.00
STANLEY, RODNEY BRYAN	Supplementary	Asst. Prof. Elect. Elec. (Survey and prepare Engineering Technology for submission to Curriculum Committees)	6/1/89 - 6/30/89	\$1,597.00
VANHOOSE, JOHN S	Supplementary	Asst. Prof. Woods Tech. (Field Base Teacher Education Activities)	5/15/89 - 6/30/89	\$4,896.00
<u>Nursing & Allied Health</u>				
BRUMAGEN, JANICE T	Supplementary	Assoc. Prof. of Nursing (Assist with development of proposal for an Assoc. Degree Nursing Program)	7/3/89 - 8/4/89	\$3,563.00
BURTON, MATTIE ELIZABETH	Fixed Term II	Nursing Campus Lab., Coordinator	8/21/89 - 5/12/90	\$12,000.00
CONNER, KENLEY E.	Resignation	Agri-business Specialist	9/1/89	\$21,300.00
HAMLIN, SUSAN B	Standing II	Nursing Lab. Coordinator (Half-time)	8/17/89	\$12,132.50

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, App. Scie. & Tec <u>Nursing & Allied Health</u>				
HERALD, PATRICIA ANN	Supplementary	Asst. Prof. of Nursing (Present workshop on Documenting the Nursing Process)	8/24/89 - 8/24/89	\$210.00
KILBURN, FREDA L.	Supplementary	Coord. BSN Program & Asst. Prof. of Nursing (Present workshop on Initial Nursing Interventions)	9/25/89 - 9/25/89	\$210.00
KILBURN, FREDA L.	Supplementary	Coord., BSN Program & Asst. Prof. of Nursing (Present workshop on Initial Nursing Interventions)	10/4/89 - 10/4/89	\$210.00
KILBURN, FREDA L.	Leave without pay	BSN Coordinator & Asst. Professor of Nursing	8/7/89 - 8/14/89	\$34,500.00
MCNABB, LINDA E	Fixed Term I	Instructor of Nursing (Replacing Margaret Selby, \$25,321.00)	8/7/89 - 5/25/90	\$25,250.00
MOORE, BARBARA SEELEY	Salary Adjustment	Assoc. Prof. of Nursing (Difference in amount for promotion)	8/7/89	\$28,332.00 (\$250.00 incr.)
NELSON, KATHY HOLLON	Standing I	Asst. Prof. of Nursing	8/7/89	\$26,500.00
PORTER, BETTY M	Salary Adjustment	Department Chair & Professor of Nursing (Difference in amount for promotion)	7/1/89	\$46,430.00 (\$500.00 incr.)
PORTER, BETTY M	Supplementary	Department Chair & Professor of Nursing (Present workshop on Current Political Issues)	9/6/89 - 9/6/89	\$60.00
RAMEY, PAULINE	Leave with pay	Assoc. Prof. of Nursing	8/7/89 - 8/17/89	\$32,587.00
TAPP, ELIZABETH LIPPS	Reclassification Title Change	From Director of Nursing & Allied Health Sciences to Asst. Prof. of Nursing & Student Serv. Coord. (From faculty to exempt situation)	8/7/89	\$29,120.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Off. of Dean, App. Scie. & Tec</u>				
<u>Nursing & Allied Health</u>				
WISE, GAIL	Reclassification	Coord. Nursing & Allied Health Sciences & Asst. Professor of Nursing (From faculty to exempt staff position)	8/7/89	\$27,976.00
<u>Nur. & All. Hlth. -Rad. Tech.</u>				
BARKER, BARBARA LEAH	Supplementary	Asst. Prof. Radiologic Technology (Checking students progress on AHES rotations)	6/1/89 - 6/30/89	\$400.00
DARLING, JACKLYNN KAY	Supplementary	Asst. Prof. Radiologic Technology (Serve as AHES Project Director)	5/15/89 - 6/30/89	\$1,080.00
<u>Off. of Dean, Undergrad. Prog.</u>				
<u>Office of Testing Center</u>				
ELDRIDGE, PATTY V.	Supplementary	Coordinator of Testing (Testing in Morgan Co.)	6/24/89 - 6/24/89	\$200.00
LITTLETON, WANDA W.	Probation Completed	Clerk/Typist	6/1/89	\$5.51/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Off. of Dean, Undergrad. Prog.				
<u>Academic Services Center</u>				
REED, DEBRA SUE	Title Change Reclassification	From Counselor to Handicapped Advisor/ Counselor	3/1/89	\$25,113.00
REED, DEBRA SUE	Standing I	Handicapped Advisor/ Counselor	7/1/89	\$22,817.00
THOMAS, MARJORIE BROWN	Standing I	Learning Specialist	8/14/89	\$15,718.00/9 months
Off. Library & Instruc. Media				
<u>Off. Library & Instruc. Media</u>				
BELCHER, EDITH FAYE	Fixed Term II Continuation	Library Consultant (Not to exceed 54 days during the 1989-90 year)	7/1/89 - 6/30/90	\$8,633.00
HENDRICKS, ROBERT MICHAEL	Wage Payroll	Library Assistant I	7/31/89 - 8/27/89	\$4.93/hr.
HOOD, MARY F	Transfer Probation Title Change	From Food Service Worker, Food Services to Library Assistant I, Camden- Carroll Library	6/30/89	\$5.00/hr.
KEYES, CLARA BARTON	Title Change Salary Adjustment	From Librarian I to Librarian I, Special Collection Librarian	7/10/89	\$25,000.00 (\$2,150.00 incr.)
MCNEELY, BONNIE NELL	Resignation	Librarian II	9/30/89	\$26,700.00
MOORE, PAULA J.	Probation Completed	Library Assistant I	6/3/89	\$4.93/hr.
MORRIS, DEBRA RENEE	Probation Completed	Library Assistant I	4/17/89	\$4.93/hr.
RIDDLE, KATHY S	Probation Completed	Library Assistant II	5/6/89	\$6.48/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office of Physical Plant				
<u>Office of Physical Plant</u>				
WILLOUGHBY, ANITA JO	Resignation	Clerk/Typist	7/5/89	\$5.37/hr.
WRIGHT, SUSAN ELAINE	Promotion Reclassification Title Change Salary Adjustment	From Secretary to Secretary Specialist	6/1/89	\$6.48/hr. (\$.61 incr.)
<u>General Services</u>				
BARNETT, MARK ANTHONY	Fixed Term I Continuation	General Serviceman	7/1/89 - 6/30/90	\$4.44/hr.
KEGLEY, JAMES BRENT	Title Change	From Custodian to General Serviceman	7/3/89	\$5.58/hr.
KIDD, EMERSON	Retirement	General Serviceman	5/31/89	\$5.80/hr.
<u>Power Plant</u>				
HILDERBRAND, ROGER LEE	Promotion Salary Adjustment Reclassification Title Change	From Heating & Water Plant Supervisor to Manager of Heating & Water Plant	6/1/89	\$22,000.00 (\$2,385.60 incr.)
HUIE, WILLIAM M	Salary Adjustment Reclassification Title Change	From Heating & Water Plant Operator to Asst. Manager of Heating & Water Plant	8/1/89	\$18,500.00 (\$1,423.00 incr.)
JESSEE, WAYNE MICHAEL	Salary Adjustment Reclassification	Heating & Water Plant Operator (From Grade 4 to Grade 5)	6/1/89	\$7.25/hr. (\$.77 incr.)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
<u>Office of Physical Plant</u>				
<u>Build. Maint.-Mechanical Shop</u>				
ISON, JAMES ROBERT	Leave without pay	Plumber (Indefinite LAWOP due to sickness)	6/15/89	\$7.11/hr.
<u>Build. Maint.-Carpenters</u>				
ADKINS, RANDALL J	Wage Payroll	Painter	7/24/89 - 1/24/90	\$5.00/hr.
BENTLEY, SANFORD	Fixed Term I Continuation	Carpenter	7/1/89 - 6/30/90	\$6.84/hr.
BOWLING, EDGAR E	Salary Adjustment	Carpenter	7/1/89	\$7.59/hr. (\$.06 incr.)
ELAM, NICK RAY	Fixed Term I Continuation	Carpenter	7/1/89 - 6/30/90	\$6.84/hr.
ELLIOTT, AVERY D	Fixed Term I Continuation	Carpenter	7/1/89 - 12/31/89	\$7.05/hr.
HYATT, DAVID	Wage Payroll	Carpenter Helper	8/14/89 - 2/14/90	\$4.50/hr.
MCKEE, ROY	Wage Payroll	Painter	8/14/89 - 2/14/90	\$5.00/hr.
<u>Landscaping & Grounds Maint.</u>				
BLOOMFIELD, DARRELL	Wage Payroll	Groundsmen	8/14/89 - 11/30/89	\$3.35/hr.
MABRY, JAMES	Resignation	Groundskeeper	6/2/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office of Physical Plant				
<u>Custodial</u>				
BARKER, DETTA FRANCES	Fixed Term I Continuation	Custodian	7/1/89 - 12/31/89	\$4.44/hr.
BEAIR, DONALD LEE	Probation Completed	Custodian	4/3/89	\$4.16/hr.
BESS, DEBORAH	Wage Payroll Continuation	Custodian (100 hours or less per month)	7/17/89 - 6/30/90	\$3.35/hr.
CAUDILL, SHERL	Wage Payroll Continuation	Custodian (100 hours per month or less)	7/1/89 - 6/30/90	\$3.35/hr.
COX, TAMMY	Wage Payroll Continuation	Custodian (100 hours per month or less)	7/1/89 - 6/30/90	\$5.00/hr.
HACKNEY, RICKEY LESTER	Resignation	Custodial Supervisor	7/7/89	\$6.65/hr.
HAMM, DAVID ALLEN	Probation Completed	Custodian	7/3/89	\$4.45/hr.
JOHNSON, JOSEPH SEAN	Wage Payroll	Laborer	6/12/89 - 8/19/89	\$3.35/hr.
STAFFORD, DAVID WAYNE	Wage Payroll Continuation	Custodian (100 hours per month or less)	7/1/89 - 6/30/90	\$3.35/hr.
STEVENSON, VERNON L.	Release	Custodian	7/7/89	\$5.50/hr.
THORNSBERRY, ROBIN ELIZABETH	Fixed Term I Continuation	Custodian	7/1/89 - 12/31/89	\$4.44/hr.
WHITT, JENNIFER JEAN	Wage Payroll Continuation	Custodian (100 hours or less per month)	7/17/89 - 6/30/90	\$3.35/hr.
<u>Warehouse</u>				
BLACK, JACKIE	Fixed Term I Continuation	Warehouseman	7/1/89 - 6/30/90	\$5.25/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Office of Physical Plant				
<u>Motor Pool</u>				
JOHNSON, WILLIAM A	Wage Payroll Continuation	Bus Driver (100 hours or less per month)	7/3/89 - 6/30/90	\$6.48/hr.
SCANLON, GEORGE EDWARD	Fixed Term I	Bus Driver	7/1/89 - 6/30/90	\$6.90/hr.
<u>Preventative Maintenance</u>				
CONN, JAMES EDWARD	Fixed Term I Continuation	Preventative Maintenance Technician	7/1/89 - 9/30/89	\$6.90/hr.
PETTIT, BOBBY NEAL	Fixed Term I Continuation	Preventative Maintenance Technician	7/1/89 - 9/30/89	\$6.90/hr.
PORTER, KENNETH R	Wage Payroll	Consultant	7/24/89 - 11/24/89	\$10.00/hr.
Adm. and Fiscal Services -- Auxiliary				
<u>Office of Food Services</u>				
CAUDILL, LINDA LOU	Leave without pay	Food Service Worker	5/10/89 - 6/25/89	\$4.42/hr.
LEWIS, BRENDA K.	Resignation	Food Service Worker	6/16/89	\$4.55/hr.
RUCKER, EARL DEAN	Leave without pay	Food Service Worker	5/5/89 - 6/18/89	\$4.16/hr.
<u>University Store</u>				
BESANT, AUDREY JEAN	Wage Payroll	Cashier	8/21/89 - 9/7/89	\$3.35/hr.
GEE, KIMBERLY	Wage Payroll Continuation	Clerk/Typist	5/30/89 - 8/18/89	\$4.93/hr.

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Administrative Unit/ Name	----- Action -----	----- Description -----	Effective Date	----- Salary -----
Adm. and Fiscal Services -- Auxiliary				
<u>University Store</u>				
GINTER, DEBRA A.	Wage Payroll	Cashier	8/21/89 - 9/1/89	\$3.35/hr.
GRIFFEY, JACKIE R	Supplementary	Supply Specialist (Additional duties assumed until a permanent Director is selected)	5/30/89 - 6/30/89	\$300.00
GRIFFEY, JACKIE R	Salary Adjustment Reclassification Title Change Promotion	From Supply Specialist to Supplies Manager	7/1/89	\$21,096.00 (\$6,646.00 incr.)
JONES, SHELIA L.	Wage Payroll Continuation	Clerk/Typist	5/30/89 - 8/18/89	\$4.93/hr.
MCCLAIN, PAULA L.	Wage Payroll	Clerk	6/19/89 - 6/30/89	\$3.35/hr.
MCCLAIN, PAULA L.	Wage Payroll	Cashier	7/10/89 - 7/11/89	\$3.35/hr.
MCCLAIN, PAULA L.	Wage Payroll	Cashier	7/31/89 - 9/6/89	\$3.35/hr.
SHARP, WILLIAM W	Supplementary	Acting Director (Extension of appointment as Acting Director of University Store)	6/1/89 - 6/30/89	\$29,192.00
SHARP, WILLIAM W	Promotion Probation Title Change	From Acting Director of University Store to Director of University Store	7/1/89	\$31,527.00 (\$2,335.00 incr.)
STEWART, EVELYN S	Supplementary	Book Specialist (Additional duties assumed until a permanent Director is selected)	5/30/89 - 6/30/89	\$300.00
STEWART, EVELYN S	Salary Adjustment Reclassification Title Change Promotion	From Book Specialist to Book Manager	7/1/89	\$21,293.00 (\$4,503.00)

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Golf Course</u>				
BREWER, BARRY L.	Salary Adjustment	Acting Assistant Golf Course Manager (Changed to 10 months)	7/1/89	\$11,867.00 (\$1,631.00 decr.)
HAMILTON, ROBERT CHRISTOPHER	Salary Adjustment	Asst. Manager Golf Course	7/1/89	\$11,867.00 (\$1,719.00 incr.)
<u>Housing Office</u>				
BOHRER, ANTHONY DARYL	Fixed Term II	Residence Hall Director (Assuming responsibility as staff assignments are adjusted)	6/5/89 - 6/30/89	\$430.00/month
BOHRER, ANTHONY DARYL	Fixed Term II Continuation	Residence Hall Director	7/1/89 - 7/31/89	\$860.00
BOHRER, ANTHONY DARYL	Fixed Term I Probation	Residence Hall Director	8/7/89 - 5/31/90	\$11,250.00
BROWNING, JULIE MARIE	Supplementary	Residence Hall Director (Additional responsibilities of special & conference housing)	1/1/89 - 6/30/89	\$1,200.00
COLVIN, SHANNON A	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
CONYERS, TAMARA ALLISON	Fixed Term I Probation	Residence Hall Director	8/7/89 - 5/31/90	\$11,250.00
CRAIGER, KYLE BINGHAM	Fixed Term I Probation	Residence Hall Director	8/7/89 - 5/31/90	\$11,250.00
DENNIS, CRAIG DAVIDSON	Fixed Term I Probation	Residence Hall Director	8/7/89 - 5/31/90	\$11,250.00
GILES, TERI ANN	Fixed Term I Probation	Residence Hall Director	8/10/89 - 5/31/90	\$11,250.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Housing Office</u>				
HARNEY, RUTH ANN	Supplementary	Residence Hall Director (Added responsibilities of Resident Advisor Program)	1/1/89 - 6/30/89	\$1,200.00
JUSTICE, SHERRY LYNN	Wage Payroll	Secretary	6/12/89 - 6/30/89	\$4.50/hr.
JUSTICE, SHERRY LYNN	Wage Payroll Continuation	Secretary	7/1/89 - 7/28/89	\$4.50/hr.
LEMASTER, SUSAN ELAINE	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
MORRIS, LONNIE R	Probation Completed	Residence Hall Director	6/6/89	\$13,500.00
PARKER, JAMES ANDREW	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
PIGMAN, KEVIN B	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
STROUSE, THOMAS GREGORY	Resignation	Residence Hall Director	7/18/89	\$15,001.00
THOMAS, RHONDA LYNN	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
WARD, AMY JO	Fixed Term II	Student Assistant	8/7/89 - 5/31/90	\$4,300.00
WINGO, STEPHEN JAY	Fixed Term II	Student Assistant	8/14/89 - 5/31/90	\$4,300.00
<u>Residence Education</u>				
FREDERICK, CHARLES ESTILL	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
<u>Custodial-Res. Hall Services</u>				
ADKINS, DOVIE MAE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
ADKINS, DOVIE MAE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ADKINS, PAMELA MARIE	Wage Payroll	Custodian	7/17/89 - 8/20/89	\$3.35/hr.
ANDREWS, DELORUS ANN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ANDREWS, DELORUS ANN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ARNETT, MARK KELSE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ARNETT, MARK KELSE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ARNETT, ROBIN STEVEN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ARNETT, ROBIN STEVEN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ARNETT, SUZAN RENE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ARNETT, SUZAN RENE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ARTHUR, MABLE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ARTHUR, MABLE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BABER, DEBBIE JO	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BABER, DEBBIE JO	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BALDRIDGE, VICKY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BALDRIDGE, VICKY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
BANKS, VELMA L	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BANKS, VELMA L	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BEAMON, JERRY ALLEN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BEAMON, MYRTLE KATHY	Fixed Term I Continuation	Custodian	7/1/89 - 7/31/89	\$5.44/hr.
BEAMON, MYRTLE KATHY	Fixed Term I	Custodian	8/1/89 - 6/30/90	\$5.44/hr.
BELLAMY, DIANE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BELLAMY, DIANE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BREWER, OSCAR W	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
BROMWELL, DARLA D.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROMWELL, DARLA D.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BROMWELL, PAMELA SUE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROMWELL, PAMELA SUE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BROWN, BRIAN LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROWN, BRIAN LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BROWN, KEVIN LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROWN, KEVIN LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
BROWN, ROBERT FRANKLIN	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/89	\$3.35/hr.
BROWN, ROGER	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROWN, ROGER	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BROWN, TAMIE JUNE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BROWN, TAMIE JUNE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BUDDE, VALERIE TINA	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BUDDE, VALERIE TINA	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
BURTON, ROBERT	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
BURTON, ROBERT	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CALDWELL, TROY LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CALDWELL, TROY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CARPENTER, EVELENA	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CARPENTER, EVELENA	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CARTER, BETTY LOU	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CARTER, BETTY LOU	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CLARK, BURL N	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
CLARK, BURL N	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CLARK, DANIEL ARTHUR	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	5/30/89 - 8/20/89	\$3.35/hr.
CLARK, DANIEL ARTHUR	Fixed Term I Probation	Custodian	8/14/89 - 6/30/90	\$4.16/hr.
CLARK, JEFFERY LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CLARK, JEFFERY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CLARK, RONALD	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	5/30/89 - 8/20/89	\$3.35/hr.
CLINE, RHONDA DARLENE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CLINE, RHONDA DARLENE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
CONLEY, SHARI LYNN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
CONLEY, SHARI LYNN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
COX, WALTER RICHARD	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
COX, WALTER RICHARD	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
DAVIS, CHRISTOPHER ROBERT	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
DAVIS, LONNIE CURTIS	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
DAVIS, LONNIE CURTIS	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

06/03/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
DAY, CLAUDE PHILLIP	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
DAY, CLAUDE PHILLIP	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
DEHART, BONITA MARLEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
DEHART, BONITA MARLEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
DEHART, BRENDA C.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
DEHART, BRENDA C.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
DEHART, JIMMY ELLIS	Fixed Term I Continuation	Custodian	7/1/89 - 7/31/89	\$5.50/hr.
DEHART, JIMMY ELLIS	Standing I	Custodian	8/7/89	\$5.50/hr.
DEHART, JIMMY ELLIS	Fixed Term I Continuation	Custodian	8/1/89 - 8/4/89	\$5.50/hr.
DOWNS, PHYLLIS ANN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
DOWNS, PHYLLIS ANN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
EASTERLING, STEPHEN BRIAN	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
EMMONS, RODNEY N	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
EMMONS, RODNEY N	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
FANNIN, SANDRA LEA	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
FANNIN, SANDRA LEA	Wage Payroll Continuation	Custodian (Not to exceed 100 hours th)	7/1/89 - 6/30/90	\$3.35/hr.

06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
FOSTER, KAREN DENISE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
FOSTER, KAREN DENISE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
GEE, JAMES ANDERSON	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
GEE, JAMES ANDERSON	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
GEE, JAMES ANDERSON	Fixed Term I Probation	Custodian	8/14/89 - 6/30/90	\$4.16/hr.
GINTER, LINDA A.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
GINTER, LINDA A.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
GREENE, EWELL	Fixed Term I Probation	Custodian	8/14/89 - 6/30/90	\$4.16/hr.
GRIFFITH, LISA B.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
GRIFFITH, LISA B.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
GULLEY, TAMMY LYNN	Wage Payroll	Custodian	7/10/89 - 8/20/89	\$3.35/hr.
HALL, JEWELL	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
HALL, JEWELL	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
HALSEY, SCOTTY DALE	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
HINES, ANNETTE R	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
HINES, ANNETTE R	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
HITCH, ANGELA SUE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
HITCH, ANGELA SUE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
HOWARD, MARY ELIZABETH	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
HOWARD, MARY ELIZABETH	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
JOHNSON, DIANA L.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
JOHNSON, DIANA L.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
JONES, CHRISTOPHER CHARLES	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
JONES, LARRY DUANE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
JONES, LARRY DUANE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
JUSTICE, STEVEN B	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
KEOLEY, LINDA JOYCE	Fixed Term I Probation	Custodian	8/14/89 - 6/30/90	\$4.16/hr.
KIER, MICHAEL VERN	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
LAWSON, ANTHONY RAY	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
LEE, BOBBY DALE	Wage Payroll	Custodian	8/7/89 - 8/31/89	\$3.35/hr.
LEMASTER, ZELDA ELAINE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
LEMASTER, ZELDA ELAINE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
LEWIS, TINA	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
LEWIS, TINA	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
MAGGARD, PRISCILLA JO	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
MAGGARD, PRISCILLA JO	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
MEEK, DEIDRE LYNNE	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
MILLER, CARL E	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
MILLER, JERRY LUCAS	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
MILLER, JERRY LUCAS	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
MOORE, MICHAEL R.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
MOORE, MICHAEL R.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
NICKELL, SHIRLEY ANN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
NICKELL, SHIRLEY ANN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
PATRICK, BENNY KENTON	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
PENNINGTON, JAMES D.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
PENNINGTON, JAMES D.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
PORTER, JAMA LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
PORTER, JAMA LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
PUCKETT, LISA GAY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
PUCKETT, LISA GAY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
REYNOLDS, AILEEN IRENE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
REYNOLDS, AILEEN IRENE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ROBERTS, TERESA GAYE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ROBERTS, TERESA GAYE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ROYSE, MICHELLA RENAE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ROYSE, MICHELLA RENAE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
ROYSE, PHYLLIS	Wage Payroll Continuation	Custodian	5/30/89 - 8/20/89	\$3.35/hr.
SARGENT, DELORIS K.	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SARGENT, DELORIS K.	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SEXTON, DARLENE GAY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SEXTON, DARLENE GAY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours p h)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
SIBADOGIL, MINNIE TIRAME	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SIBADOGIL, MINNIE TIRAME	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SIBADOGIL, SHARON BELINDA	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SIBADOGIL, SHARON BELINDA	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SLOAN, DONNA LYNN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SLOAN, DONNA LYNN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SLOAN, DONNIE GLYNN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SLOAN, DONNIE GLYNN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SMITH, GENAF AE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SMITH, GENAF AE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
SMITH, MARILYN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
SMITH, MARILYN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
STACY, KAREN MAY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
STACY, KAREN MAY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
STAMPER, BENNY LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
STAMPER, BENNY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
STAMPER, DANNY LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
STAMPER, DANNY LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
STAMPER, DIANE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
STAMPER, DIANE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
STEPHENS, MELISSA GAIL	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
STEPHENS, MELISSA GAIL	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
TACKETT, CHARLOTTE RAE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
TACKETT, CHARLOTTE RAE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
TRENT, CHRISTINE JESSIE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
TRENT, CHRISTINE JESSIE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
TRENT, VICKY LYNN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
TRENT, VICKY LYNN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
TRIMBLE, ROBERT TRACY	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/89	\$3.35/hr.
WALLACE, SHANNON LEE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WALLACE, SHANNON LEE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
WARD, AMY JO	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
WELLS, MARY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WELLS, MARY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
WHALEN, LANETTE DEAN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WHALEN, LANETTE DEAN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
WHELAN, RICHARD T	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
WHITE, JENIFER ANNE	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WHITE, JENIFER ANNE	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
WHITT, PAMMY KAY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WHITT, PAMMY KAY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
WHITT, SHEILA PAULINE	Wage Payroll	Custodian	6/1/89 - 7/31/89	\$3.35/hr.
WHITT, SHEILA PAULINE	Standing I	Custodian	8/7/89	\$4.39/hr.
WILLIAMS, TERRY SCOTT	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
WILSON, JULIE ANN	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
WILSON, JULIE ANN	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
WINKLE, LYNN KERRY	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Adm. and Fiscal Services -- Auxiliary				
<u>Custodial-Res. Hall Services</u>				
WINKLE, LYNN KERRY	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
YATES, STEVIE JOE	Wage Payroll	Custodian (Not to exceed 100 hours per month)	7/10/89 - 6/30/90	\$3.35/hr.
ZORNES, HEIDI JO	Wage Payroll	Custodian	5/30/89 - 6/30/89	\$3.35/hr.
ZORNES, HEIDI JO	Wage Payroll Continuation	Custodian (Not to exceed 100 hours per month)	7/1/89 - 6/30/90	\$3.35/hr.
 Federal -- Restricted Program				
<u>NCAA</u>				
BEAVER, CHRYSTELL LORRAINE	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
BEAVER, CHRYSTELL LORRAINE	Release	NCAA Employee	7/17/89	\$5.14/hr.
BENTLEY, ANTHONY BROWN	Fixed Term II	Project Professional (NCAA Summer Camp)	6/26/89 - 7/28/89	\$1,500.00
BREWER, STEPHANIE LINN	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
BREWER, STEPHANIE LINN	Release	NCAA Employee	7/17/89	\$5.14/hr.
EVERMAN, SAUNDRA LEAH	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
EVERMAN, TAMMY LYNN	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
FRANKLIN, ADRIAN BRENT	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
FRANKLIN, ROBIN CONN	Wage Payroll	NCAA Employee	6/10/89 - 6/17/89	\$50.00/per day
GAINER, VICTOR V	Wage Payroll	NCAA Employee	7/26/89 - 8/9/89	\$5.14/hr.
GAST, BARBARA DEE	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
GRIESINGER, ANOIE MARIE	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>NCAA</u>				
HARRISON, DEMETRIUS TYRON	Wage Payroll	NCAA Employee	7/26/89 - 8/9/89	\$5.14/hr.
HOLBROOK, KRISTINA	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
INKS, DONNA LOU	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
LOVE, SCOTT ANTHONY	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
MAGRANE, JENNIFER PAULINE	Wage Payroll	Project Professional	6/26/89 - 7/28/89	\$6.86/hr.
MAGRANE, JENNIFER PAULINE	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$8.57/hr.
MAGRANE, JULIA CRISTINE	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
MANTOOTH, ROBIN DAWN	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
MANTOOTH, SUZANNE CHASE FITTS	Fixed Term II	NCAA Enrichment Coord.	6/26/89 - 7/28/89	\$2,000.00
NESBITT, ELIZABETH P	Supplementary	Asst. Prof. of HPER (NCAA Drug Education Specialist)	6/26/89 - 7/28/89	\$2,500.00
PARKER, TERESIA MARIE	Supplementary	Grants Specialist (Assist with physical exams for NCAA)	6/10/89 - 6/17/89	\$50.00/per day
RIDDLE, ROBIN LYNN	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
ROSENBERG, JR., WILLIAM T	Wage Payroll	NCAA Employee	6/27/89 - 7/28/89	\$5.14/hr.
ROSENBERG, JR., WILLIAM T	Release	NCAA Employee	7/17/89	\$5.14/hr.
SCOTT, JAMES E	Fixed Term II	NCAA Activity Director (NCAA Summer Camp)	6/26/89 - 7/28/89	\$3,500.00
STONE, SHEILA ROBIN	Wage Payroll	NCAA Employee	6/10/89 - 6/17/89	\$50.00/per day
THOMPSON, JANA RUTH	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
TRENT, THEODORE LEE	Fixed Term II	NCAA Liaison Officer (NCAA Summer Camp)	6/26/89 - 7/28/89	\$1,500.00
TRIMBLE, ROY V.	Wage Payroll	NCAA Employee	6/26/89 - 7/28/89	\$5.14/hr.
WHITE, DORIS	Fixed Term II	Medical Coordinator (NCAA Summer Camp)	6/26/89 - 7/28/89	\$1,600.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Talent Search - TRIQ</u>				
DOWLING, KATHLEEN B.	Fixed Term I Salary Adjustment	Bookkeeper I	7/1/89 - 6/30/90	\$6.21/hr. (\$.33 incr.)
HORN, CAROLYN SUE	Fixed Term I	Counselor, Talent Search	8/1/89 - 5/31/90	\$19,133.00
UPCHURCH, ANN PARKER	Fixed Term I	Coord., Ed. Talent Search	7/1/89 - 6/30/90	\$26,952.00
UPCHURCH, ANN PARKER	Resignation	Coord., Ed. Talent Search	8/8/89	\$26,952.00
<u>Fed. Adult Basic Ed In-Service</u>				
CARPENTER, JANET FAYE	Fixed Term II	Consultant (Evaluation of ABE Programs in Harlan & Magoffin counties)	2/28/89 - 3/31/89	\$250.00
DIETZ, ARTHUR H	Fixed Term II	Consultant (Evaluation of ABE Programs in Allen & Cumberland counties)	5/15/89 - 6/15/89	\$250.00
HACKWORTH, NANCY MARSHALL	Fixed Term II	Consultant (Evaluation of ABE Programs in Letcher, Leslie, & Knott counties & Jenkins, Ind.)	5/15/89 - 6/15/89	\$500.00
HANEY, MARLENE S	Fixed Term II	Consultant (Evaluation of ABE Programs in Breathitt, Lee, Owsley, & Wolfe counties & Jackson, Ind.)	5/15/89 - 6/15/89	\$625.00
HEATHERLY, JEANNIE	Fixed Term II	Consultant (Evaluation of ABE Programs in Butler & Edmondson counties)	5/15/89 - 6/15/89	\$250.00
HURLEY, ROBERT A	Fixed Term II	Consultant (Evaluation of ABE Programs in Ballard & McLean counties)	5/15/89 - 6/15/89	\$250.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Fed. Adult Basic Ed In-Service</u>				
LARUE, GENTRY C.	Fixed Term II	Consultant (Evaluation of ABE Programs at Berea Independent)	5/15/89 - 6/15/89	\$125.00
NUNNELLY, LILLIAN BLACK	Fixed Term II	Consultant (Evaluation of ABE Programs in Bourbon Co.)	4/30/89 - 6/30/89	\$125.00
THOMSON, BEVERLY E	Fixed Term II	Consultant (Evaluation of ABE Programs in Lyon & Marshall counties)	4/30/89 - 6/30/89	\$250.00
<u>Special Services - TRIO</u>				
ADAMS, TEAL	Wage Payroll	General Office Worker (Morehead Occupational Academic Retreat)	6/21/89 - 8/1/89	\$3.35/hr.
BROWN, DERMALENE	Fixed Term II	Instructor of MOAR (Morehead Occupational Academic Retreat)	6/14/89 - 8/8/89	\$1,648.00
CALDWELL, LISA M.	Fixed Term II	Tutor Counselor (MOAR)	6/14/89 - 8/5/89	\$1,500.00
CALDWELL, WAYNE PRESTON	Fixed Term II	MOAR Instructor	6/14/89 - 8/8/89	\$1,648.00
CARRINGTON, CHARLES	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
CARTER, SANDRA KAY	Fixed Term II	Instructor of MOAR	6/14/89 - 8/8/89	\$1,648.00
CHANEY, BOBBIE MAE	Salary Adjustment	Secretary	7/1/89	\$6.20/hr. (\$.33 incr.)
CHINN, ROGER DALE	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
CONKRIGHT, BARBIE R.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Special Services - TRIO</u>				
CORNS, CRYSTAL G.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
COX, KIMBERLY SUZANNE	Fixed Term I	Counselor, Talent Search (Replacing Ellen Carscaddon, \$19,197.00)	8/1/89 - 5/31/90	\$17,100.00
CRAGER, JENNY B	Fixed Term I	Counselor, Spec. Services	9/1/89 - 8/31/90	\$26,645.00
DANIEL, RICHARD W.	Supplementary	Professor of Education (Evaluation of ABE Programs in Whitely Co. & Williamsburg Ind.)	5/15/89 - 6/15/89	\$250.00
DAVIS, RUTH STILLINGS	Fixed Term I	Coord., Spec. Serv. Sup.	7/1/89 - 8/31/89	\$24,486.00/12 months
DAVIS, RUTH STILLINGS	Fixed Term I	Coord., Spec. Serv. Supp.	9/1/89 - 8/31/90	\$24,486.00
DUNAWAY, CHRIS N.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
ELLIOTT, AVLON F.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
FITZPATRICK, BRENDA	Fixed Term II	Consultant (Evaluation of ABE Programs in Rockcastle & Jackson counties)	5/15/89 - 6/15/89	\$250.00
FLANERY, JOAN	Fixed Term II	Consultant (Evaluation of ABE Programs in Perry Co., Hazard Ind. & Hazard Community College)	4/30/89 - 6/30/89	\$375.00
GRAY, CAVANAH P	Fixed Term II	Instructor of MOAR	6/21/89 - 7/31/89	\$500.00
HALCOMB, PATRICIA K	Fixed Term II	Counselor of MOAR	6/14/89 - 8/8/89	\$3,296.00
HARMON, ILLA GAYE	Wage Payroll	Secretary	6/19/89 - 8/11/89	\$5.70/hr.
HENSON, TERRI DENISE	Fixed Term II	Tutor Counselor of MOAR	6/14/89 - 8/5/89	\$1,500.00
HICKERSON, SCOTTY L.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
HUMPHRIES, DIANA C.	Wage Payroll	General Office Worker	6/21/89 - 8/1/89	\$3.35/hr.

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Special Services - TRIQ</u>				
JOHNSON, JENNIFER	Wage Payroll	General Office Worker (MOAR)	6/23/89 - 8/1/89	\$3.35/hr.
JOHNSON, TERESA L.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
JOLLY, HOPE C.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
JONES, PAULA K.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
MEFFORD, DEBRA J.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
MILLER, STEPHANIE R.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
NIELSEN, BARBARA	Fixed Term II	Consultant (Evaluation of ABE Programs in Hancock & Mulhensburg counties)	5/15/89 - 6/15/89	\$250.00
ROBERTS, JOEVAN	Fixed Term II	Consultant (Evaluation of ABE Programs in Logan & Todd counties)	4/30/89 - 6/30/89	\$250.00
SALMONS, ROY L.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
SMITH, ANGEL M.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
WARD, BERRY JOE	Fixed Term II	Residence Hall/Activities Director	6/14/89 - 8/8/89	\$2,400.00
WHITE, HOWARD T	Fixed Term II	Instructor of MOAR	6/21/89 - 7/31/89	\$500.00
WILSON, TRINA M.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
WINKLE, MICHAEL DAVID	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.
WYMER, JUANITA K.	Wage Payroll	General Office Worker (MOAR)	6/21/89 - 8/1/89	\$3.35/hr.

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Upward Bound - TRIO</u>				
ADKINS, RODNEY KIRK	Fixed Term II	Tutor Counselor (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,000.00
BOGGS, TAMATHA	Fixed Term II	Tutor Counselor (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,000.00
CADY, JENNIFER PERDUE	Fixed Term I	Coord., Upward Bound	7/1/89 - 6/30/90	\$25,320.00
CADY, JENNIFER PERDUE	Probation Completed	Coord., Upward Bound	7/17/89	\$24,000.00
CALLAHAN, ROBERT ERVIN	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,500.00
CONLEY, CARY NEIL	Wage Payroll	Lifeguard	6/14/89 - 7/14/89	\$5.00/hr.
CRAGER, JENNY B	Supplementary	Counselor, Student Support Services (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$600.00
EVERSOLE, PATRICIA FAYE	Fixed Term II	Tutor Counselor (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,000.00
FERGUSON, LORETTA GAYE	Wage Payroll	General Office Worker	4/24/89 - 6/30/89	\$4.00/hr.
FERGUSON, LORETTA GAYE	Salary Adjustment Title Change	From General Office Worker to Secretary	6/19/89	\$5.70 (\$1.70 incr.)
FERGUSON, LORETTA GAYE	Wage Payroll Continuation	Secretary	7/1/89 - 7/28/89	\$5.70.00
FERGUSON, LORETTA GAYE	Wage Payroll Continuation	Secretary	7/31/89 - 8/11/89	\$5.70/hr.
GILES, MICHAEL D	Supplementary	Disc Jockey (Upward Bound dances)	6/30/89 - 7/15/89	\$200.00
HILTERBRAND, ANGELA C	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,300.00
HOLDER, MICHAEL S.	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,700.00

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PERSONNEL ACTIONS

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Upward Bound - TRIQ</u>				
HORN, CAROLYN SUE	Supplementary	Counselor, Ed. Talent Search (Upward Bound Summer Program)	6/10/89 - 7/10/89	\$600.00
IRWIN, DEBORAH ANN	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,300.00
ISAAC, MARK DAMON	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,500.00
JAMES, JENNIFER RAE	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/10/89 - 7/19/89	\$1,700.00
KARWATKA, DENNIS	Supplementary	Assoc. Prof. Ind. Tech. (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,700.00
KEENAN, JOSEPH MICHAEL	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,300.00
KIBBEY, CONNIE LYNN	Fixed Term I	Counselor, Upward Bound	7/1/89 - 6/30/90	\$21,575.00
MCKENZIE, NANCY CHANEY	Fixed Term II	Lecturer (Upward Bound trip)	7/11/89 - 7/14/89	\$100.00
POTEET, AMY JO	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,300.00
SORRELL, KATHY DIANE	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,800.00
UECKER, JACQUELINE E	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,300.00
WILSON, LARRY ADRIAN	Supplementary	Asst. Dir. Intramural Sports & Recreation (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$400.00

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Upward Bound - TRIQ</u>				
WORTHINGTON, MARK	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,300.00
WRIGHT, VIVIAN FAY	Fixed Term II	Lecturer (Upward Bound Summer Program)	6/12/89 - 7/14/89	\$1,500.00
<u>Child Development Assoc. Prog.</u>				
MATTINGLY, DEBRA NAPIER	Supplementary	Child Development Dir.	6/15/89 - 6/30/89	\$187.50
<u>Adult Learning Center</u>				
BURRELL, BONNIE CAROLYN	Fixed Term I Continuation	Coord. Adult Learn. Cent.	7/1/89 - 7/31/89	\$2,200.00
BURRELL, BONNIE CAROLYN	Fixed Term I Continuation	Coord. Adult Learn. Cent.	8/1/89 - 8/16/89	\$1,123.60
COGSWELL, JENNIFER LYNN	Fixed Term I Continuation	Asst. Coord., Adult Learning Center	7/1/89 - 7/31/89	\$6.04/hr.
COGSWELL, JENNIFER LYNN	Salary Adjustment	Asst. Coord. Adult Learn. Center	8/1/89 - 8/31/89	\$6.04/hr. (\$.34 incr.)
DUNCAN, JENNY LOU	Fixed Term I Continuation	Secretary	7/1/89 - 8/31/89	\$6.13/hr.

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PERSONNEL ACTIONS

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Job Training Part. Act Prog.</u>				
FINNEY, CONSTANCE C.	Fixed Term I Continuation Salary Adjustment	Bookkeeper I	7/1/89 - 6/30/90	\$6.18/hr. (\$.32 incr.)
SCOTT, JACQUELYN HARBOR	Fixed Term I Continuation	Job Training Coordinator	6/30/89 - 7/1/90	\$22,477.00
SWIM, STEVE LOREN	Fixed Term I	Trainer	7/17/89 - 6/15/90	\$17,641.00
WALTER, DOROTHY JEAN	Fixed Term II	Trainer	7/17/89 - 6/15/90	\$8,821.00
<u>Small Business Dev. Ctr. Prog.</u>				
ARNETT, JEANNE BROOKS	Fixed Term II	General Management Consultant (Summer assistance with SBDC)	6/19/89 - 8/4/89	\$2,352.00
CASEBOLT, LINDA GAY	Fixed Term I Probation	Secretary	7/17/89 - 9/29/89	\$5.00/hr.
ELLIOTT, TERRY GLEN	Fixed Term II	General Management Consultant (Summer Assistance for SBDC)	6/12/89 - 7/28/89	\$2,352.00
<u>KET-GED on T.V.</u>				
BRUNK, BRENDA S.	Fixed Term I Continuation Salary Adjustment	KET Administrative Spec.	7/1/89 - 6/30/90	\$7.18/hr. (\$.37 incr.)
JACKSON, SHARON CECILIA	Fixed Term I Salary Adjustment	Project Director	7/1/89 - 6/30/90	\$26,486.00 (\$1,962.00)
LIFE, FLORENCE MARIE	Wage Payroll Continuation	KET Student Advisor (100 hours or less per month)	7/1/89 - 6/30/90	\$5.70/hr.

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PERSONNEL ACTIONS

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>KET-GED on T.V.</u>				
MARTIN, JULIA A.	Wage Payroll Continuation	KET Student Advisor (100 hours or less per month)	7/1/89 - 6/30/90	\$5.70/hr.
MOORE, GINA ELAINE	Wage Payroll Continuation	KET Student Advisor	7/1/89 - 6/30/90	\$5.50/hr.
MOORE, PAMELA JEAN	Fixed Term I Continuation Salary Adjustment	KET Program Services Specialist	7/1/89 - 6/30/90	\$6.84/hr. (\$.36 incr.)
THOMPSON, ALICE RUSSELL	Fixed Term I Probation	KET Student Advisor	7/1/89 - 6/30/90	\$5.70/hr.
<u>Agriculture & Natural Resource</u>				
EVANS, JAMES D.	Wage Payroll	Farm Laborer	6/26/89 - 6/30/89	\$3.75/hr.
EVANS, JAMES D.	Wage Payroll Continuation	Farm Laborer	7/1/89 - 12/31/89	\$3.75/hr.
HACKWORTH, KEITH RAYE	Wage Payroll Continuation Salary Adjustment	Farm Laborer	7/1/89 - 9/1/89	\$5.00/hr. (\$.90 incr.)
REED, DON	Fixed Term I Probation	Farm Laborer (Replacing Julius Jude, \$4.08/hr.)	6/19/89 - 6/30/89	\$4.08/hr.
SITES, TONY LEE	Resignation	Acting Swine Herdsman	6/11/89	\$4.08/hr.
STANLEY, KENNETH MICHAEL	Fixed Term I Probation	Farm Laborer (Replacing Darrell Jude, \$4.08/hr.)	6/19/89 - 6/30/89	\$4.08/hr.

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06/03/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Adult Basic Educ./Morgan Co.</u>				
HUDSON, LOIS FRANCIS	Fixed Term II	Teacher (Laubauch Literacy Workshop Instructor)	6/16/89 - 6/17/89	\$250.00
<u>Jefferson Co. Public</u>				
DUNLAP, RALPH E.	Fixed Term II	Teacher	7/17/89 - 7/21/89	\$400.00
FYKES, PRISCILLA ANN	Fixed Term II	Counselor	7/17/89 - 7/21/89	\$300.00
HAMMON, ALICIA DUDLEY	Fixed Term II	Counselor	7/17/89 - 7/19/89	\$300.00
JONES, MICHAEL ANTHONY	Fixed Term II	Counselor	7/17/89 - 7/21/89	\$300.00
LINTON, ROSCOE M	Fixed Term I Continuation	Co-Director	7/1/89 - 7/30/89	\$2,487.50
MURPHY, DONNA LEE	Fixed Term II	Teacher	7/17/89 - 7/21/89	\$400.00
WALKER, GEORGE	Fixed Term II	Counselor	7/17/89 - 7/19/89	\$350.00
WASHINGTON, ELIZABETH	Fixed Term II	Teacher	7/17/89 - 7/21/89	\$400.00
WHITE, WILLIAM JOSEPH	Fixed Term II	Counselor	7/17/89 - 7/21/89	\$300.00
WILLIS, MELINDA R.	Fixed Term II	Co-Director	7/3/89 - 6/30/90	\$8,750.00
<u>CDPCRC</u>				
COOK, CYNTHIA MARIE	Fixed Term II	Staff Counselor	7/10/89 - 12/22/89	\$5,040.00
DUFF, CHRISTOPHER J	Fixed Term I Probation	Staff Psychologist	7/3/89 - 6/30/90	\$22,272.00
LEWIS, KATRINA R	Fixed Term II	Testing Specialist	6/15/89 - 6/30/89	\$900.00
LEWIS, KATRINA R	Fixed Term II	Cooperative Ed. Student	7/10/89 - 8/15/89	\$938.00

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Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>CDPCRC</u>				
MORGAN, CHARLES H	Supplementary	Professor of Psychology	7/17/89 - 12/15/89	\$50.00/hr.
OWENS-STOUT, JOANNA SUE	Fixed Term II	Lecturer (Work additional 20 hours per week under terms of CDPCRC)	6/16/89 - 6/30/89	\$600.00
OWENS-STOUT, JOANNA SUE	Fixed Term I Probation	Certified Psychologist Chief	7/1/89 - 6/30/90	\$25,176.00
PACK, PHIL	Fixed Term II	Staff Counselor	7/10/89 - 12/22/89	\$9,600.00
TAPP, GEORGE S	Supplementary	Chair & Prof. of Psy. (Supervise and/or direct services under CDPCRC)	7/10/89 - 8/15/89	\$150.00/per testing
WALPERT, MARCY ELIZABETH	Fixed Term II	Testing Specialist	7/24/89 - 8/15/89	\$115.00/per testing
<u>Reg. Teacher Intern. Program</u>				
TROUTT, GEORGE E	Leave without pay	Coord. Reg. In-Serv. Act.	7/1/89 - 6/30/90	\$40,865.00
<u>Dropout Prevention Program</u>				
COURTNEY, KIMBERLY A	Resignation	Coord. Dropout Prevention	6/30/89	\$13,200.00
HELTON, TYRA JD	Wage Payroll	Secretary	7/6/89 - 8/11/89	\$5.70/hr.
<u>Wood Technology</u>				
BAUER, ROBERT JOSEPH	Fixed Term I	Wood Technologist	7/1/89 - 6/30/90	\$26,500.00

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PERSONNEL ACTIONS

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06/05/89 thru 09/01/89

Administrative Unit/ Name	Action	Description	Effective Date	Salary
Federal -- Restricted Program				
<u>Martiki Research Project</u>				
BOWEN, TIMMY	Resignation	Farm Laborer	5/26/89	\$3.35/hr.
FIKE, GARRETT STEVEN	Fixed Term II Continuation	Farm Manager	7/1/89 - 11/14/89	\$7,800.00
GREENE, IMOGENE MAXIE	Wage Payroll	Poultry Laborer	7/24/89 - 12/31/89	\$4.08/hr.
GREENE, MARTIN RAY	Wage Payroll	Poultry Technician	7/24/89 - 12/31/89	\$5.47/hr.
HACKWORTH, KEITH RAYE	Wage Payroll	Farm Laborer	6/7/89 - 6/30/89	\$4.10/hr.
MATTHEWS, MICHAEL	Wage Payroll	Farm Laborer	7/31/89 - 1/31/90	\$3.75/hr.
MOORE, SHELBY	Fixed Term I Continuation	Truck Driver/Service man	7/1/89 - 6/30/90	\$6.56/hr.
REED, DON	Fixed Term I Continuation	Farm Laborer	7/1/89 - 6/30/90	\$4.08/hr.
STANLEY, KENNETH MICHAEL	Fixed Term I Continuation	Farm Laborer	7/1/89 - 6/30/90	\$4.08/hr.

PERSONAL SERVICE CONTRACTS

Recommendation

That the Board ratify the attached list of personal service contracts, which represents all such contracts issued with amounts greater than \$1,000 between June 15, 1989, and September 11, 1989.

PERSONAL SERVICE CONTRACTS
JUNE 15, 1989 THROUGH SEPTEMBER 11, 1989

COMPANY NAME KEYE PRODUCTIVITY
COMPANY ADDRESS KANSAS CITY, MO
CONTRACT DESCRIPTION SECRETARIAL SEMINAR
CONTRACT BEGINNING DATE JULY 28, 1989
CONTRACT ENDING DATE JULY 28, 1989
CONTRACT AMOUNT. \$2,250.00
METHOD OF SELECTION COMPETITIVE NEGOTIATION

COMPANY NAME NATIONAL SEMINARS, INC.
COMPANY ADDRESS SHAWNEE MISSION, KS
CONTRACT DESCRIPTION FACULTY/STAFF DEVELOPMENT SEMINAR
CONTRACT BEGINNING DATE SEPTEMBER 12, 1989
CONTRACT ENDING DATE SEPTEMBER 12, 1989
CONTRACT AMOUNT. \$2,350.00
METHOD OF SELECTION COMPETITIVE NEGOTIATION

COMPANY NAME VINCENT R. RUGGIERO
COMPANY ADDRESS DUNEDIN, FL
CONTRACT DESCRIPTION FACULTY DEVELOPMENT SEMINAR
CONTRACT BEGINNING DATE SEPTEMBER 21, 1989
CONTRACT ENDING DATE SEPTEMBER 23, 1989
CONTRACT AMOUNT \$6,382
METHOD OF SELECTION SINGLE SOURCE

**FINAL ENROLLMENT REPORT FOR
SUMMER I AND SUMMER II**

Background

The summer enrollment has shown a consistent growth over the past five years. Approximately 42 percent of the summer headcount enrollment are graduate students working on advanced degrees. An additional 23 percent are seniors completing undergraduate degree requirements. The balance of the summer school enrollment consist of approximately an equal distribution of freshmen, sophomores and juniors.

Information

The following numbers illustrate and compare the Summer I and II headcount enrollments over a five-year period.

	Summer I	Summer II	TOTAL
1985	1827	1392	3219
1986	1879	1434	3313
1987	2056	1454	3510
1988	2051	1594	3645
1989	2290	1644	3934

The enrollment growth for the combined summer sessions over the five-year period reflects a 22.2 percent headcount increase.

1989 FALL ENROLLMENT REPORT

Background

Rapid enrollment growth has presented challenges to the university as it strives to utilize resources in the most efficient and effective manner. The fall of 1989 enrollment report reflects yet another significant increase.

Enrollment increases are very encouraging in that opportunity for program review, refinement, and development remains a constant challenge. The university strives to match its resources to produce students with the knowledge, skills, and competencies necessary to successfully compete and contribute in today's society.

Information

The numbers presented below represent an increase of 9.5 percent in the number of full-time students and an overall increase in headcount enrollment of 7.3 percent when compared with the enrollment for the fall of 1988.

The distribution of the fall of 1989 enrollment is as follows:

Freshmen	3231*
Sophomore	1269
Junior	916
Senior	1076
Graduate	1425
TOTAL	7917

*Includes transfers that will be sorted into proper classification upon completion of review of transcripts

**REPORT ON THE REINSTATEMENT OF THE
ASSOCIATE DEGREE IN NURSING PROGRAM**

Background

Many sources external to the University strongly indicate pressing needs for qualified nurses in eastern Kentucky health care facilities. The associate degree in nursing program was put on inactive status in 1984 when the decision was made to establish a bachelor's degree program in nursing. The program was never officially brought forth to the Board of Regents for suspension or deletion.

Analysis

The national shortage of qualified nurses is particularly acute in eastern Kentucky, especially for nurses with associate degrees. Representatives from throughout the Morehead State University service region have urged the University to reinstate its associate program to help fill the demand for qualified health care providers. The projected enrollment for each new class of individuals seeking an associate degree in nursing beginning in the fall of 1990 is forty (40) students. The program will grow to an estimated enrollment of 75, the maximum allowed, in five years. To meet the needs of the reinstatement of this program, three new nursing faculty will be needed in the fall of 1990 and an additional two faculty in 1991-92. Some additional supplies and equipment will be needed as the program is implemented. Funding has been requested from the Council on Higher Education with the understanding that it may be necessary to fund this program all, or in part, through the reallocation of internal resources.

Many universities have both associate and baccalaureate degree programs in nursing and they can complement each other in many ways. However, the State Board for Nursing Education and national accrediting agencies require separate identities, programs of activities, and faculty for the two programs. The University administration has discussed the reinstatement of the associate degree of nursing with the Council on Higher Education staff and they have expressed their support. A request for reinstatement of this program was submitted to the State Board of Nursing Education on September 1, 1989, and is being reviewed at the present time. Upon approval from the state agency, the University plans to reinstate the program in the fall of 1990.

September 22, 1989
VII-C-1

**STATUS REPORT
LAND ACQUISITIONS**

CSX Property - Abandoned tract of land (2.812 acre) fronting on U. S. 60 East, contiguous to Morehead State University's Golf Course. Appraisal, survey and title search have been completed. Division of Real Properties in final stages of closing on property. Purchase price \$4,500. (Board of Regents authorized, October 30, 1987)

Flannery Property - Leased parking lot (0.2 acre) fronting on Second Street adjacent to University property (Martindale). Land contract in process of being signed by owners (large family located in other states). (Board of Regents authorized, October 7, 1988)

Caskey Property - Tract of land (0.478 acre) adjacent to University baseball field. Appraisal and survey have been completed. Division of Real Properties negotiating trade of University surplus property (0.240 acres) with owner. (Board of Regents authorized, October 30, 1987, and February 24, 1989)

McDaniel Property - Tract of land with dwelling (0.2 acre) fronting on Second Street and adjacent to University properties (Kissick, Williams) on two sides. Owner has rejected final counteroffer of Division of Real Properties. (Board of Regents authorized October 7, 1988, and May 5, 1989)

Robinson Property - Leased parking lot (0.4 acre) fronting on Third Street across from the Rowan County School Board building. Owners have rejected final counteroffer of Division of Real Properties. Negotiations have broken off. Will continue to lease the property. (Board of Regents authorized, May 13, 1988)

Bulk Plant Property (Williams)* - Tract of land (1.0 acre) located on First Street and Bridge Avenue.

Fraley Property (Breeze)* - Tract of land (.11 acre) fronting on Third Street.

Troxel Property* - Tract of land (.13 acre) fronting on Third Street.

Patrick Property* - Tract of land (.67 acre) fronting on Third Street.

*The above four tracts awaiting the appointment of appraisers by the state Finance and Administration Cabinet. (Board of Regents authorized, May 5, 1989)

**STATUS REPORT
1988-89 CAPITAL CONSTRUCTION PROJECTS
APPROVED BY 1988 GENERAL ASSEMBLY**

<u>PROJECT</u>	<u>SCOPE</u>	<u>FUND SOURCE</u>	<u>STATUS</u>
<p>UTILITY AND ELECTRICAL DISTRIBUTION SYSTEM RENOVATION: This project includes the installation of a new campus wide underground conduit system; installation of new high voltage electrical distribution system, computer cable, T.V. cable and telephone lines; replacement of thirty (30) PCB contaminated transformers; retubing of Boiler #3; and partial funding for removal of asbestos containing pipe insulation and replacement of steam distribution system in the Utility Tunnel.</p>	\$4,989,000	State Bond Issue	<p>Powell Boiler Systems, Inc. has completed the retubing of Boiler #3.</p> <p>Henderson Electric Co. of Lexington began work in May on the \$2,732,500 contract to install a new underground conduit system, which will house the electrical cables and telecommunication cables. Over two-thirds of the conduit system has been installed with completion expected by late fall. The installation of new electrical cables throughout campus, which is also part of Henderson's contract, is scheduled to start upon completion of the conduit system.</p> <p>U. S. Abatement, Inc. has completed the removal of asbestos-containing insulation on the steam lines from the Heating Plant to Campus. This project was completed at a construction cost of \$194,692.</p>

**STATUS REPORT
1988-89 CAPITAL CONSTRUCTION PROJECTS
APPROVED BY 1988 GENERAL ASSEMBLY**

**UTILITY AND ELECTRICAL DIS-
TRIBUTION SYSTEM RENOVATION:
(Continued)**

Blau Mechanical, Incorporated of Covington is continuing to work on their \$582,000 contract to replace the steam lines from the Heating Plant to Campus. Encountering such problems as leaking water lines in and around the tunnel, sewage lines crossing through the tunnel and telephone lines encased in concrete over the tunnel, have changed the projected substantial completion date from October 1 to October 15.

FIELDS HALL RENOVATION: \$3,080,000
Renovation includes removal of asbestos-containing materials, refurbishing of exterior, redesign and refurbishing of interior, replacement of HVAC, electrical and plumbing systems, and upgrading of facility to meet current safety and handicap access code requirements.

University Housing
and Dining System
Bond Issue

After ARC, Incorporated's completion of the \$129,800 asbestos removal project in June, Eubank & Steel, Inc. mobilized and started on their \$2,072,800 contract to totally renovate and modernize Fields Hall. Demolition has been completed and work is progressing ahead of schedule on other phases of the project. The scheduled completion date is May 1990.

**STATUS REPORT
1988-89 CAPITAL CONSTRUCTION PROJECTS
APPROVED BY 1988 GENERAL ASSEMBLY**

THOMPSON HALL RENOVATION: \$3,080,000
Renovation includes removal of asbestos-containing materials, refurbishing of exterior, redesign and refurbishing of interior, replacement of HVAC, electrical and plumbing systems and upgrading of facility to meet current safety and handicap access code requirements.

University Housing
and Dining System
Bond Issue

D.Q.W. Inc. and Associates are in Phase C of designing the plans and specifications. This project is scheduled for bidding and award of contract during the first part of 1990 in order that construction can begin when the current school year closes on May 12, 1990.

FIRE SAFETY PROJECTS: \$ 192,000
This project includes the replacement of fire alarm systems at Ginger Hall, and Mignon Hall. It also includes the installation of a Halon Fire Extinguishing System in the new location for the Computing Center at Ginger Hall.

State Bond Issue

Kaiser-Taulbee Associates, Inc. has completed the plans and specifications. Award of contract and start of construction are expected prior to the end of this calendar year.

ASBESTOS ABATEMENT: This \$ 486,000
project includes the removal of asbestos containing material at Jayne Stadium, Wetherby Gym, Heating Plant, and various mechanical rooms.

State Bond Issue

ROMAC, Incorporated completed the removal of asbestos containing material in five facilities that were part of a \$419,874 contract. Areas where asbestos was removed included Wetherby Gym, Jayne Stadium, Heating Plant, and the mechanical rooms in Baird Music Building and Breckinridge Hall. The removal of asbestos-containing insulation in the mechanical

**STATUS REPORT
1988-89 CAPITAL CONSTRUCTION PROJECTS
APPROVED BY 1988 GENERAL ASSEMBLY**

**ASBESTOS ABATEMENT:
(Continued)**

HVAC REPAIRS: This project \$ 300,000 University Funds includes the replacement of the cooling tower at Reed Hall, repair of control system at Ginger Hall and installation of stand-alone HVAC system in the new location for the Computing Center at Ginger Hall.

TELECOMMUNICATION NETWORKING SYSTEM: This project includes the lease/purchase of an expanded digital telephone system, the installation of a flexible voice and data communications network system, and the replacement of both video and RF transmission cable systems. \$2,337,008 University Funds

room of Alumni Tower, which was part of this contract, has been postponed until the close of this school year.

Kaiser-Taulbee Associates, Inc. has completed the plans and specifications. Award of contract and start of construction are expected prior to the end of this calendar year.

Proctor/Davis/Ray Engineers, Inc. has completed a four month study of the University's telecommunications and data networking facilities. The Phase A report describes the general design and provides cost estimates for the upgrade and expansion of the telecommunication and data systems.

Phase B design is scheduled for completion by mid January 1990. Total project completion is projected for December 1990.

STATUS REPORT
1988-89 CAPITAL CONSTRUCTION PROJECTS
APPROVED BY 1988 GENERAL ASSEMBLY

COMPUTER CENTER RELOCATION: \$ 300,000 University Funds

This project encompasses the renovations of the first floor center section of Ginger Hall for a new Computer Center to house data communications equipment, new telephone system, and Information Technology personnel.

All extraneous material has been removed from approximately one-half of the space to be renovated. Contracts have been awarded to install a raised flooring system and water detection equipment. Plans include an upgraded air conditioning system, Halon fire protection system, modular offices, and an uninterruptible power source to service all systems at this site.

It is anticipated the Computer Center facilities renovation will be complete in February 1990 with total utilization to be effected in December 1990 when the telecommunciation system and associated network is completed.

**A REPORT ON UNIVERSITY HOUSING
FALL 1989**

The September 12 student housing report shows that we have 3,835 students living in university residence halls, an increase of 6% or 224 more students compared to last fall. There are 2,506 students in standard rooms and 1,329 in expanded capacity rooms (three in a double-occupancy room and five in a four-person suite). Since 1985, the number of students living in university housing has increased 50%. A 5% increase was also observed in the housing application process. The total of 4,588 applications included 2,360 from returning students and 2,228 from new students. Through cancellations, however, active applications were reduced to 4,329 by August 18, the day before the residence halls opened for the fall term.

While application and occupancy is about 4% less than the revised projection reported in late July, current numbers are in line with our original estimate and do support the 1989/90 budgeted revenue projections. Two factors that may have influenced our lower than projected occupancy level include the publicity associated with the expanded capacity program and tighter eligibility requirements within our fee deferment plan.

With few exceptions, the increase in demand for housing presented only minor inconveniences for staff and students at the opening of school. There were 110 students temporarily assigned to area motels; but as cancellations were identified and consolidations were made, all but five of these students were placed in university housing upon their arrival on campus. The five remaining students were housed at an area motel for three nights until university housing became available.

Our major concern in housing, of course, focuses on the expanded capacity rooms. While this measure allows us to meet the immediate demand for housing, it is important to consider the quality of life we are providing through our student housing program. However, for the current dilemma of meeting the pressures of greater enrollment with limited resources, the plan would appear to be a viable alternative to closing applications for housing and turning students away. It is interesting to note that, generally speaking, students who are affected by this plan have demonstrated a cooperative spirit and a willingness to adjust their life-styles to accommodate an extra roommate.

It is important to note that we are progressing with our plans to address the housing shortage, as well as other measures to improve living conditions within the residence halls. The efforts include the completion of renovation of Fields Hall in late April or early May of 1990; the renovation of Thompson Hall with work scheduled to begin in May of 1990; and requests in our 1990/92 capital construction proposal to the Council on Higher Education that include renovation of Mays Hall, construction of Greek housing, and upgrading the heating, ventilation, and air-conditioning in several older residence halls.

**State Operating
Appropriation Request
1990-92**



Summary



Morehead State University
1990-92 State Operating Appropriation
Request Summary

	<u>1989-90</u> <u>Actual</u>	<u>1990-91</u> <u>Request (92.5%)*</u>	<u>1991-92</u> <u>Request (100%)*</u>
Base Appropriation	\$28,719,000	\$32,636,300	\$36,342,100
Requested Above/Outside Formula 1991-92 Additions		\$3,785,900	\$3,785,900 \$1,485,600
Total State General Fund Request		<u>\$36,422,200</u>	<u>\$41,613,600</u>
Percent Increase		<u>26.8%</u>	<u>14.3%</u>

Summary of New Revenues
As Requested for 1990-92

	<u>1990-91</u> <u>Request (92.5%)</u>	<u>1991-92</u> <u>Request (100%)</u>
Formula-Generated Increase	\$3,917,300	\$3,705,800
Increase in Student Tuition and Fees	\$1,610,500	\$1,426,200
Total New Revenues Generated From Formula and Student Tuition/Fees	<u>\$5,527,800</u>	<u>\$5,132,000</u>
Total Requested Above/Outside Formula	<u>\$3,785,900</u>	<u>\$1,485,600</u>

* Operating Appropriation Request assumes funding at 92.5% of the formula-generated amount for 1990-91 and 100% for 1991-92.

MOREHEAD STATE UNIVERSITY

1990-92 State Operating Appropriation Request

Expenditure Priorities for Increases Generated By Formula and Student Tuition/Fees

		<u>Requested</u>
Priority 1 ... Fixed Costs	1990-91:	\$316,000
	1991-92:	\$457,900

Fixed cost increases include an estimated increase of 25% in employee health insurance costs and a 39% increase in dental insurance costs each year of the biennium. Anticipated increases in other employee benefits such as social security, workman's compensation, and unemployment insurance are also included. Other fixed cost increases include utilities, normal fluctuations in debt service costs, and an increase in the institutional matching requirement for federal financial aid funds.

Priority 2 ... Salary Increases	1990-91:	\$3,775,200
	1991-92:	\$1,426,700

Amounts requested for salary increases in 1990/91 include sufficient funds to raise both faculty and staff salaries to median salary levels at benchmark institutions.

Currently, MoSU ranks at the bottom of benchmark figures in faculty salary comparisons. The amounts are particularly striking at the professor and associate professor ranks. The University must raise salaries to benchmark averages to be competitive in recruiting and retaining qualified faculty, and insuring quality in academic programs.

The need to attract faculty to MoSU is particularly acute in the areas of business, computer science, mathematics, clinical psychology, and nursing. All of these areas are important to continue current offerings and to meet future demands. The difficulty in hiring faculty in such high demand disciplines combined with projected shortages in the pool of qualified faculty and market adjustment factors make the need to support faculty salaries at this time paramount.

Retention of qualified faculty is particularly desirable when one examines the impact MoSU has on its service region. To maintain quality educational opportunities for students from Northern and Eastern Kentucky, the University must be able to maintain continuity and stability of its faculty workforce. In addition, the number of high school students graduating and the growth in the college-going rate in the MoSU service region contribute to an increase in the institution's undergraduate enrollment and its commitment to provide access to higher education for qualified students. Clearly, an important factor in retaining faculty is adequate salaries.

With increased instructional demands come the need to provide more qualified staff support. MoSU proposes that staff salaries would be raised to median benchmark levels. Like faculty, such raises will allow the institution to remain competitive in attracting and retaining qualified support personnel.

Priority 3 ... Debt Service-Instructional	1990-91: \$297,500
Equipment	1991-92: \$297,500

The university's "Proposed 1990-92 Capital Construction and Equipment Request", as approved by the Board on June 23, 1989, included as our top priority for equipment a \$3.5 million request for instructional equipment to be financed by state bonds. Funds requested here will pay the annual debt service requirements for this bond issue, if approved.

Priority 4 ... EEO Programs-Minority Teacher	1990-91: \$110,000
Education Program and Black	1991-92: \$ 80,000
Scholar in Residence	

In 1988 Morehead State University initiated the Minority Teacher Education Program in partnership with Jefferson and Fayette county schools. The program is designed to provide minority high school students with the funding, training, and support needed to complete four-year degrees in teacher education. Students who enter the program and successfully complete their studies significantly enhance their opportunities for employment in the Jefferson and possibly Fayette county schools. The goals of the program are to provide greater educational opportunities for minorities and to increase the number of minority graduates who enter teaching careers.

National statistics are not encouraging about the number of minority students who graduate with teaching certificates. Less than 10% of United States teachers are from racial minorities and this percent is declining. Reasons given for such low representation of minorities are poor recruiting, limited funding, and inadequate preparation to meet qualifying standards for certification. MoSU's Minority Teacher Education Program is an example of how many of these barriers can be overcome to allow additional minority teachers to enter the classroom.

During the 1988-89 academic year 20 minority students from Louisville and Lexington enrolled as freshmen in the program. Some students withdrew from the program, and 20 more are expected to enter the program in fall 1989. The number of students admitted to the program could be increased if additional funds were allocated. Currently, funding is provided by the University, the Council on Higher Education, and the Kentucky state Department of Education. Increased funding would allow the University to add 15 additional students to the program each year of the biennium. The total students involved in the program could grow to more than 100 by 1993.

Along with increased student participation comes the need for a full-time coordinator/recruiter, counselors, and faculty. One faculty position that would be filled on a regular basis is the Black Scholar in Residence. The position has been established at MoSU, but has not been filled on an annual basis for lack of funding. Given the money for recruiting and attracting a top scholar, the University would place an outstanding black educator in this position to provide instruction, mentoring, and guidance for students in the teacher education program. An offshoot to this program would be increased opportunity for the exchange of faculty and administrators with traditionally black universities. The Residence programs would bolster MoSU's opportunities to increase educational opportunities for minorities and help the state of Kentucky reach its goals in this area.

Priority 5 ... Other Priorities

1990-91: \$1,029,100
1991-92: \$2,869,900

Other priorities include the funding of additional instructional equipment, library acquisitions, deferred maintenance, educational assessment (1991-92), and inflationary increases in operating expenses.

The need to maintain, upgrade, and acquire state-of-the-art instructional equipment at MoSU continues to be a significant problem. With increasing enrollment pressures and deferred facility maintenance, the University has not had sufficient funds to purchase and repair academic equipment to enhance excellence in instruction. A 3.5 million dollar request has been made through MoSU's capital expenditure request. The funds requested here will be used to fill the gap between the equipment now available and that necessary to maintain and enhance quality and to move into the future with academic programs. More advanced computer laboratories will be needed to assist in teaching upper-level mathematics and science skills. Additional equipment is necessary to expand offerings in the sciences, social sciences, allied health care, veterinary technology, and engineering technology. To teach research skills in many disciplines, sophisticated equipment is needed which the University has not been able to purchase because it is trying to just meet basic instructional needs. Such funding would also allow MoSU to move beyond its current curriculum and expand to meet the needs of students facing rapidly expanding technologies. State-of-the-art equipment would provide students with knowledge and training to compete in a technically advanced society. Funding for equipment would establish the item as a regular line item for continued support.

The hallmark of any institution of higher education is its library. Adequate holdings and access to library facilities are basic to quality education. MoSU has not been able to dedicate significant amounts of money to its libraries and thus, ranks very low in percentage of funds earmarked for libraries in its total E & G budget. Inflationary rates are projected at 10% for periodicals and 7% for books and audio-visual materials. In addition, funds are needed to help improve the number of holdings in many academic areas. Each year the University does not at least meet inflationary increases, it runs the risk of falling so far behind in the adequacy of its libraries that it would be difficult to ever catch-up.

**Total Formula-Generated and Tuition/Fees
Increase**

1990-91: \$5,527,800
1991-92: \$5,132,000

MOREHEAD STATE UNIVERSITY

Expenditure Priorities for Requests Above/Outside Formula

Priority 1 ... Financial Aid Support for	1990-91: \$1,828,400
Educational Opportunities	1991-92: \$ 212,900

Description of Item

The region served by Morehead State University is one of the most impoverished areas in the state of Kentucky. The projected per capita personal income in 1988 for the MoSU 22 county region was approximately \$8,000, 30% lower than the state median. Many families of MoSU students face severe unemployment at rates above the state's average. All evidence indicates that students in the MoSU region must sacrifice a much larger proportion of personal and family income to pay for higher education than those in other regions of the state. Many qualified students find it difficult to consider further educational opportunities because of financial reasons.

Morehead State University has made a bold, but necessary, unilateral commitment to allocate a significant share of internal funds to help provide access to students in its region. Approximately 68% of students attending the University receive some form of financial aid-- federal, state, and/or institutional. The majority of this institutional aid is provided to Kentucky residents and, in particular, to students in the eastern region. Based on projected economic figures in eastern Kentucky, it is obvious that without significant financial assistance from sources other than the family, many students would not be able to take advantage of higher education opportunities.

The University views providing financial assistance for qualified students as a major responsibility in serving the region. However, this commitment has come with sacrifice. To honor a philosophy of providing educational access to qualified students, the University has experienced unprecedented budget pressures in faculty and staff salaries, instructional support, and physical plant needs. Delayed maintenance of facilities to provide quality educational opportunities for a growing enrollment has reached a point where spending will have to be diverted from financial assistance to meet other needs if there are no additional funds.

Objectives

Increased funding for financial aid would insure that the number of students provided with financial assistance would not decrease. Students who need financial aid to attend college would receive the help required to complete a college education.

Beneficiaries

Students wanting to enroll at MoSU would directly benefit from this proposal.

Output Measures

Statistical information on the number of students receiving aid and the importance of such assistance to completing their university studies would be used to assess success of the program.

Priority 2 ... Enrollment Growth

1990-91: \$966,000

1991-92: \$768,000

Description of Item

Morehead State University's growth from 1985 to 1988 was 29.6% in headcount and 31% in FTE. If enrollment projections meet expectations, the University would see a 40% increase growth from 1985 to 1989. While this growth means that MoSU is serving more Kentucky students and helping to improve the educational level of many citizens, such rapid growth is not without some negative consequences. The proposed funding level for 1990-92 does not include sufficient funds to meet the instructional and support needs of the university. The most pressing needs that are not addressed by the enrollment levels built into the formula are for additional faculty, support staff, and professional development opportunities to meet the demands of increased enrollment. Funds requested for enrollment growth would be used to hire additional faculty and staff and retrain others where appropriate.

Objectives

The ultimate objective is enhanced excellence in instruction and academic programs. Money could be used to add personnel to the University's workforce and to acquire additional education/training on advanced discipline-specific areas and teaching strategies. With forecasts about the decreased pool of available qualified faculty in the future, MoSU wants to improve its current faculty as an investment in the future. Staff development would allow employees to learn new skills and methods for improved efficiency and effectiveness.

Beneficiaries

The beneficiaries of this request are the students who attend MoSU. Since the majority of the current student body come from northern and eastern Kentucky (over 70%), the region would also benefit from such increased funding. Allocations that meet the demands of a growing enrollment would allow the institution to provide access to higher education to more students while preserving the quality of academic programs.

Output Measures

The outcomes associated with this request would be assessed using normal quality of instruction reviews, faculty-student ratios established by the Council on Higher Education, and the number of students served by MoSU.

Priority 3 ... Center for Improved Delivery of Allied Health Care Services in Eastern Kentucky	1990-91: \$440,700 1991-92: \$(60,900)
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Description of Item

The health care needs of the citizens of eastern Kentucky have been partially met through the Allied Health Care programs at Morehead State University. The proposed center would consolidate academic work and service opportunities in the allied health service areas to provide additional and improved training, educational, and service opportunities.

Under this center, the university's two-year nursing degree program would be reinstated. Put on inactive status in 1984, this program would help fill the acute need for qualified nurses in the region and nation. With expanded funds, the University would be able to add five nursing faculty to the Nursing and Allied Health Department to maintain the two different groups of faculty required by the National League of Nursing for both two and four year programs.

Also under this center would be the Respiratory Therapy program which is currently under consideration by the Council on Higher Education. The incidence of such diseases in Kentucky is seven and one-half times greater than the national average. In eastern Kentucky the rate is 35 times greater than the national average and four times greater than the state average. Funding would allow the employment of one new faculty member, the relocation of another, and the employment of a full-time program director.

An additional activity of this center would be continuing education offerings for nurses. Recertification and renewal for nurses is an important process to continue to meet the needs for appropriate health care.

Objectives

The objectives of this center would be to train additional allied health care professionals to serve eastern Kentucky, and to provide continued training for the advancement of care in the region. The center would allow the University to merge its allied health care programs into an efficient, focused unit with expanded offerings to meet the particular needs of eastern Kentucky.

Beneficiaries

Students enrolling at MoSU would benefit from an expansion of allied health care opportunities. The citizens in the region would also gain increased allied health care service.

Output Measures

Current program reviews and enrollment statistics could be used to measure program success. Longitudinal studies on improved allied health care service to regional communities would be used.

Priority 4 ... Institute for Correctional
Training and Research

1990-91: \$181,800
1991-92: \$(64,300)

Description of Item and Objectives

The increased demands on the state of Kentucky to upgrade its penal system and the expanding number of incarcerated inmates show the need for the adoption of an Institute for Correctional Training and Research. With the establishment of the Morgan Center and the Eastern Kentucky Correctional Complex (EKCC), Morehead State University has entered into a partnership with the state's corrections office to help the facility become a model institution. The time is right to establish a formal organization like the institute proposed here to better meet the demands associated with growth at the EKCC and to provide structured research about correctional facilities.

The Institute for Correctional Training and Research would serve as an affiliate of the MoSU Morgan Center. Its primary responsibilities would be in the areas of advanced training for EKCC current and potential employees, research, and service.

The institute would be responsible for the organization of training courses for prison employees, e. g., riot control, health problems and issues, problem solving, minority relations, personal development, etc. The goal would be an increase in knowledge and skills necessary for efficient and effective operation of a correctional facility.

Research opportunities will be possible in the community and in the prison for a number of disciplines. Because of the geographic isolation of Morgan and the surrounding counties there is an excellent opportunity to study the economic, education, social, and political impacts connected to the prison. Observing and recording these effects will provide beneficial data to local, state, and national officials and planners as well as to managers within the Department of Corrections. In addition, the Institute would be able to begin at the ground level to collect empirical evidence about the benefits of educational programs for the inmates and assess the cost appropriateness of such expenditures at the state level.

Perhaps one of the brightest aspects of institute would be its involvement in interfacing the prison with the community. Joint committees of prison staff, inmates, community residents, and MoSU personnel could be established to help prevent problems instead of responding to crises. The MoSU Department of Sociology, Social Work, and Corrections has long been active in the study of communities and group interactions and could provide the expertise for such projects.

Beneficiaries

Beneficiaries of the establishment of this institute would be the EKCC employees and inmates, the counties surrounding the complex, the university, the state correctional system, and the state in general. The outcome of this proposal could be the establishment of a model correctional program which could provide the leadership for all KY correctional institutions.

Priority 5 ... Institute for the Master
Teacher of Elementary
Education

1990-91: \$114,000
1991-92: \$ 68,100

Description of Item and Objectives

The need for qualified early childhood and middle school teachers in Kentucky is growing. New approaches to teaching, new technologies, and new understanding of how students learn are all major areas for scholarship and research for schools of education. Morehead State University's recent reaffirmation of accreditation by NCATE and KDE and citation for outstanding features places the institution in a position to establish an innovative institute which would serve as model for elementary education instruction.

Currently, MoSU offers undergraduate and graduate teaching certification degrees in early education, middle school education, and a reading specialist endorsement. The proposed institute would provide a unique opportunity for carefully selected, highly qualified students from eastern Kentucky to acquire skills and knowledge relevant to effective classroom teaching. The curriculum, while containing content similar to that offered in regular elementary education courses, would accent knowledge about learning strategies, classroom management techniques, and the discipline areas of mathematics and language skills. These disciplines were chosen because of the need to improve the teaching of these topics at the elementary level in eastern Kentucky schools.

The institute would serve a select few students with financial aid, mentoring opportunities, individualized teaching, and practical application of knowledge. A laboratory oriented setting with close supervision would allow students to practice classroom management techniques under guided supervision. Funding for the institute would include funds for scholarships, additional faculty, and a lower student-faculty ratio.

Beneficiaries

Students admitted to the teaching institute would benefit from an improved focus on elementary education. Public schools would receive better prepared elementary teachers and thus elementary students would benefit from improved instruction.

Output Measures

Normal program review measures would be used to assess the quality of the program. Because the degree in education is offered, standards of NCATE and KDE would be met and the organizations would monitor quality through accreditation reviews.

Priority 6 ... Regional Economic Development	1990-91: \$135,000
Intervention Program	1991-92: \$ 6,800

Description of Item and Objectives

MoSU has long supported its commitment to the economic development of eastern Kentucky. The Office of Regional Development was established in 1985 to provide an organizational structure to reach out into communities and form partnerships with organizations to assist with the economic development of the region. While the University has made significant progress in fulfilling this mission, additional funds are needed to expand into areas identified as important for the economic well-being of eastern Kentucky.

The intervention program would be divided into three categories -- community development, small business enhancement, and cultural preservation.

The area of community development would revolve around the need of localities to develop solid leadership and community foundations, necessary elements to improve economic conditions of communities. Such an approach has been highly successful in other states where universities and colleges work with community leaders such as City Councils to further develop leadership skills and advance an understanding of innovative ways to help communities grow. The key is that through such advancement the locality would strengthen its foundation for growth and economic development and better position itself to attract new business opportunities.

The enhancement of small businesses would be through direct contact with companies and the offering of continued learning experiences. The backbone of the economy in eastern Kentucky is actually the small company owned and operated by Kentuckians. While such organizations as the Small Business Development Center make significant contributions to the establishment of small businesses, there is an ever-increasing need to also help such organizations continue to prosper and grow. This program would be targeted toward those responsibilities and not unnecessarily duplicate the services of the SBDC. One goal of such programs would be to help with the continued development of small businesses.

Cultural preservation would be tied to economic development projects such as with the University's current Folk Arts Program which is designed to help eastern Kentuckians better market their arts and crafts products. In addition, preservation of Appalachian traditions would be stressed in service offerings throughout the state.

Beneficiaries

The beneficiaries of this proposal would be the citizens of Kentucky, particularly those in eastern Kentucky.

Output Measures

This program would be assessed through quality of program measures and the improved economic condition of the region.

Priority 7 ... Establishment of a Model
Outcomes Assessment Program

1990-91: \$ 100,000
1991-92: \$(100,000)

Description of Item

One recognized way to enhance the quality of instruction is to set desired educational expectations, measure to see if these expectations are met, and then review the goals and propose new strategies to improve the quality of instruction. Morehead State University sees the process of planning and using outcome measures as one method of improving instruction.

First, goals for the attainment of general education skills and knowledge would be set, and then appropriate measures for the accomplishment of these goals would be chosen. The widely-used standardized tests are expensive (\$10.00 or more per student), and such tests may be inappropriate for students who enter with academic deficiencies. Therefore comparisons to national norms using these tests becomes risky. This dilemma leaves no recourse but to develop other measures of general education attainment appropriate for the MoSU student population and to use multiple measures. The difficulty of the task does not minimize the advantages of the process in enhancing educational quality.

Second, discipline specific measures would be developed or chosen by departmental faculty to measure achievement in various academic programs. Such information would allow for modification of program requirements and/or the techniques of instruction. The judicious use of information gained from assessment can only enhance the quality of the education offered.

While MoSU has established a program of assessment of institutional effectiveness and continues to increase the number of measures for total university accountability, additional funds for educational outcomes assessment would provide the resources necessary to feed back information which is vital to the improvement of instruction.

Objectives

The goals of this program are to improve the assessment techniques used by MoSU to enhance excellence in instruction and degree programs. Funding would be moved into formula generated money during 1991-92 so that assessment would be funded on a permanent basis. Such a move would coincide with recommendations from the Southern Association of Colleges and Universities about accreditation requirements.

Beneficiaries

MoSU students would directly benefit through enhanced excellence in educational programs.

Output Measures

The University has developed an institutional effectiveness model which would aid in the measurement of the success of such a program. The ultimate outcome measure would be improved instruction and educational programs at MoSU.

Priority 8 ... Improved Alternative	1990-91: \$ 20,000
Instructional Delivery	1991-92: \$655,000
Systems	

Description of Item and Objectives

The geographical distance across the service region of MoSU creates a need for the University to be innovative in delivering educational opportunities to different locations. The typical means of teaching is for MoSU faculty to travel to sites away from campus. With increased travel costs, increased demand for such opportunities, and a shrinking pool of qualified faculty for such teaching, the institution must develop alternative instructional delivery systems to remain efficient and cost effective.

Future education forecasts show an enormous need for continued learning. Individuals will change jobs frequently and companies will continually demand improved and advanced skills. Thus, there will be a need to develop ways of sending educational opportunities to the service region of MoSU. While the University can, and will continue to, use the facilities of KET, the future need to serve higher education is projected to expand beyond the capacity of KET.

This proposal is designed to develop an interactive electronic system which would allow transmission of courses and immediate interaction between instructor and students. In 1990-91 the University would conclude its study of effective operational methods and implementation of the system would begin in 1991-92. New teaching strategies will be used and thus instructors would have to be trained in new methods. The final goal of such systems would be the delivery of improved, efficient, cost effective instruction for the MoSU service region.

Beneficiaries

The University would be better able to meet the educational needs of more eastern Kentucky citizens. The system would eventually be more efficient and cost-effective in providing instruction to many different parts of the state.

Outcome Measures

Courses would be like those offered on-campus and thus would be reviewed through normal procedures. Additional studies would be conducted to assess effectiveness of the different types of delivery systems used.

Total Requests Above/Outside Formula	1990-91: \$3,785,900
	1991-92: \$1,485,600