

MINUTES

BOARD OF REGENTS

MOREHEAD STATE UNIVERSITY

December 14, 1990

The Board of Regents met in regular session at 1:30 p.m. on Friday, December 14, 1990, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Vice Chairman Jerry F. Howell presided.

CALL TO ORDER

Vice Chairman Howell called the meeting to order.

INVOCATION

The invocation was delivered by Regent Wheeler.

ROLL CALL

On roll call, the following members were present:

Mr. J. Calvin Aker
 Mr. Walter W. Carr
 Mr. William E. Cofield
 Mr. Chris Hart
 Mr. G. Duane Hart
 Mr. Jerry F. Howell
 Mr. Wayne M. Martin
 Dr. Alban L. Wheeler
 Mr. Charles D. Wheeler

Absent: Mr. William R. Seaton

MINUTES OF
 SEPTEMBER 21, 1990

There being no additions, deletions, or corrections to the Minutes of the meeting held on Friday, September 21, 1990, the Minutes were approved on motion by Mr. Cofield, seconded by Mr. Duane Hart, and unanimously carried.

1990 WINTER
 GRADUATES

RECOMMENDATION: That the Board approve the awarding of degrees to all candidates who have successfully completed all degree requirements as approved by the faculty of the University at the 1990 Winter Commencement on December 15.

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

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board approve:

REVISION OF PAC-1

(1) Revisions to PAC-1--Definition of Academic Titles

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

In response to a question from Dr. Wheeler on whether the proposed revision would preclude employing a person who is ABD (completed all course work with the exception of dissertation), Dr. John Philley, Acting Vice President for Academic Affairs, commented. He explained that the main consideration in the revision of the Policy on Definition of Academic Titles (PAC-1) was to bring the policy into compliance with the professional and scholarly criteria of the Southern Association of Colleges and Schools (SACS). Further, SACS suggested that the University should recruit faculty with the potential for assuming greater responsibilities for graduate teaching. In addressing both items, the policy was reexamined to make the criteria more consistent with the expectation of SACS. The ABD person would have opportunity for employment at the instructor rank which requires only a masters degree plus 18 graduate hours in the teaching field. In taking the stance on assistant professor rank of the nature that is being proposed, more faculty will be employed who have the potential for teaching graduate courses, performing scholarly activities, and helping the University increase the number of faculty with doctorates. He further noted that page five of the proposed revision states that "the minimal criteria set forth for these ranks should not be interpreted as an exclusive set of conditions . . ."

Dr. Wheeler said that while the faculty supports policies designed to improve the quality of the instructional programs and the quality of the faculty, the policies should not be so inflexible as to prevent exceptions in certain circumstances. The University may be

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facing a period of faculty shortages which would require revisiting this policy.

REVISION OF PAC-10

RECOMMENDATION: That the Board approve the revisions to PAC-10--Extraordinary Faculty Compensation.

(Additional Background Information and Revised Policy on Extraordinary Faculty Compensation--PAC-10 attached to these Minutes and marked V-A-3)

Dr. Wheeler noted that the rate of compensation for summer courses is the same rate that has been paid in the past and, with one exception, the lowest rate of the regional universities. He encouraged the administration to consider raising the level of compensation.

Dr. Grote explained that the purpose of the statement, "no less than two percent," was to provide assurance that summer course compensation would not be less than two percent per semester credit hour of the faculty member's nine-month contract with the actual amount to be determined during the budget-making process.

Dr. Wheeler commented that the Faculty Senate did not have adequate time to examine, review, or make suggestions concerning the proposed policies in the time frame provided. He said that the administration had assured the Senate that it is willing to work out a procedure by which all parties to the proposed policies would have time to make their arguments and come to closure on the policy statements prior to being placed on the Board agenda.

REVISION OF PAC-27

RECOMMENDATION: That the Board approve these revisions to PAC-27--Tenure Review.

(Additional Background Information and Revised Policy on Tenure Review attached to these Minutes and Marked V-A-4)

Dr. Grote noted that PAC-27 contained only technical changes to make it consistent with current academic titles and with the revisions approved in PAC-1.

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REVISION OF PG-3

RECOMMENDATION: That the Board approve the revision of PG-3--Types of Appointments.

(Additional Background Information and Revised Policy on Types of Appointments attached to these Minutes and marked V-A-5)

Dr. Grote commented that the proposed revision of the Policy on Types of Appointments--PG-3 was being recommended in an attempt to address the question on the number of consecutive fixed-term appointments full-time faculty members may receive to avoid past problems of granting them "special status."

**LEAVE OF ABSENCE
FOR GEORGE TROUTT**

RECOMMENDATION: That the Board ratify the approval of a leave of absence without pay for the 1990-91 fiscal year for Dr. George Troutt.

(Additional Background Information attached to these Minutes and marked V-A-6)

**SABBATICAL LEAVE
FOR BILL BOOTH**

RECOMMENDATION: That the Board approve the granting of a sabbatical leave to Dr. Bill Booth, Professor of Art, for the spring semester, 1990-91.

(Additional Background Information attached to these Minutes and marked V-A-7)

MOTION: Mr. Carr moved, seconded by Mr. Martin, that the Board approve the items in the Division of Academic Affairs (A-2, A-3, A-4, A-5, A-6 & A-7).

VOTE: The motion unanimously carried.

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1989-90 AUDIT REPORT

RECOMMENDATION: That the Board accept the 1989-90 audit report as submitted by Kelley, Galloway and Company.

(Additional Background Information and 1989-90 Audit Report attached to these Minutes and marked V-B-1)

Vice President Dailey commented on the report and introduced Mr. Ron Timmons of Kelley, Galloway and Company. Mr. Timmons advised that the auditor's report contained a clean opinion and that the University's internal controls continued to show marked improvements. He commended the administration for its cooperation during the audit process.

Mr. Carr commented on the financial aid audit report noting that approximately 70 percent of the students attending the University receive financial aid. He stressed the importance of young people working to help pay for their education and said that if these young people are going to receive financial aid that it should be administered properly.

Vice President Mincey explained that part of the problem was due to resources and growth. Enrollment has increased 51 percent since 1985 with a corresponding increase in the number of financial aid applications.

Dr. Grote said that the administration recognized the problem in the Office of Financial Aid and had initiated an internal audit of that operation. In addressing the weaknesses, structural and administrative changes were made. Three new positions were created and additional computer support was provided in order to enhance the ability of the office to deliver the financial aid and be in full compliance with federal regulations. Dr. Grote assured the Board that by the end of the fiscal year a similar audit would not find the same problems.

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MOTION: Mr. Wheeler moved, seconded by Mr. Martin, to accept the Audit report.

VOTE: The motion unanimously carried.

**QUARTERLY FINAN-
CIAL REPORT**

RECOMMENDATION: That the Board accept the quarterly financial report as presented and amend the institution's 1990-91 Operating Budget to reflect a revised expenditure level of \$56,156,889 in accordance with the detailed budget information provided.

(Additional Background Information and Quarterly Financial Aid Report attached to these Minutes and marked V-B-2)

PERSONNEL ACTIONS

RECOMMENDATION: That the personnel actions for the period of September 3, 1990, through November 30, 1990, be ratified.

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

**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 September 8, 1990, and November 26, 1990.

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

MOTION: Mr. Cofield moved, seconded by Mr. Duane Hart, to approve B-2, B-3 & B-4.

VOTE: The motion carried with Mr. Carr voting nay on the personnel actions. Dr. Wheeler asked to be disqualified from voting on the personnel actions due to reference to him in the document.

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EPA SETTLEMENT

RECOMMENDATION: That the Board approve the EPA settlement as prepared and authorize the President to execute, on behalf of the University, the Consent Agreement and Consent Order in reference to Complaint No. TSCAIV-89-PO135.

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

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

VOTE: The motion unanimously carried.

**REVENUE BONDS,
PROJECT NO. 50**

RECOMMENDATION: That the Board authorize the President to execute the necessary documents for the University's participation in the State Property and Buildings Commission's Revenue Bonds, Project Number 50.

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

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

VOTE: The motion unanimously carried.

**MASTER NOTE
PROGRAM**

RECOMMENDATION: That the Board authorize the University's future participation in the State Property and Buildings Commission Master Note Program on an as needed basis for the interim financing of approved capital construction projects.

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

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MOTION: Dr. Wheeler moved, seconded by Mr. Chris Hart, to approve the President's recommendation.

VOTE: The motion unanimously carried.

Dr. Grote requested that the order of the next two items be changed. PSE 7 and PSNE 8 references PG-50 which would make it in the wrong order for adoption.

**STAFF PERFORMANCE
MANAGEMENT
SYSTEM**

RECOMMENDATION: That the Board approve the Policy on Staff Performance Management System (PG-50)

(Additional Background Information and Policy on Staff Performance Management System attached to these Minutes and marked V-B-9)

Dr. Grote said that the Policy on Staff Performance Management System was developed based on the advice of legal counsel. It is a broad policy statement that enables the administration to implement the program through specific procedures.

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

VOTE: The motion unanimously carried.

AMEND PSE 7 & PSNE 8

RECOMMENDATION: That the Board approve the revision of the policies on discipline and dismissal (PSE 7 and PSNE 8).

(Additional Background Information and Amended Policies Related to Discipline and Dismissal attached to these Minutes and marked V-B-8)

Mr. Dailey advised that the purpose of the revision of the policies provides for varying levels of suspension for misconduct when dismissal may not be appropriate. To ensure that employee due process rights have been protected, legal counsel has reviewed the policies. The Staff Congress has also reviewed the policies.

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**REMOVAL OF REAL
PROPERTY AND
REDESIGNATION OF
USE**

MOTION: Mr. Aker moved, seconded by Mr. Cofield, to approve the President's recommendation.

VOTE: The motion unanimously carried.

RECOMMENDATION: That the five (5) duplexes described in the attached Written Request to Dispose of Property be declared surplus to the needs of the University and the land be redesignated for use as described in the University's Campus Master Plan.

(Additional Background Information and Order to Dispose of Property attached to these Minutes and marked V-B-10)

Dr. Grote reminded the Board that the Master Plan calls for the eventual razing of all the duplexes on Ward Oates Drive and the land redesignated for use as parking.

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

VOTE: The motion unanimously carried.

**LEASE FOR ASHLAND
EXTENDED CAMPUS
CENTER**

RECOMMENDATION: That the Board authorize the President, on behalf of MSU, to enter into a lease agreement with the FIVCO Area Development District, under the proposed terms for the lease space in the former Ashland Oil Headquarters Building in downtown Ashland, for the establishment of the University's Extended Campus Center. The authorization is contingent upon the approval of the lease by the State Division of Real Property and the facility's availability for occupancy by August 1, 1991.

(Additional Background Information attached to these Minutes and marked V-B-11)

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Dr. Grote said that the authorization to enter into a lease agreement with FIVCO would enable the University to establish for the first time a greater presence in the Ashland area and provide a better opportunity to expand the University's programs and services. He expressed appreciation for the cooperation of the Ashland Independent Schools in making space available to the University over the past several years.

MOTION: Mr. Wheeler moved, seconded by Mr. Cofield, to approve the President's recommendation.

VOTE: The motion unanimously carried.

**LEASE FOR BIG SANDY
EXTENDED CAMPUS
CENTER**

RECOMMENDATION: That the Board authorize the President, on behalf of MSU, to enter into a lease agreement with the owner of the Highland Heights Shopping Plaza for space for the establishment of the University's Extended Campus Center in Prestonsburg, Kentucky. The authorization is contingent upon the approval of the lease by the State Division of Real Properties and the facility's availability for occupancy by August 1, 1991.

(Additional Background Information attached to these Minutes and marked V-B-12)

Dr. Grote advised that the proposed facility was located in Prestonsburg's Highland Heights Shopping Plaza which was approximately three or four minutes from Prestonsburg Community College.

In response to a question from Mr. Howell on the rental rate for the facility, Mr. Dailey advised that the University had contacted the Division of Real Properties in Frankfort and that the figure was within the range of rental rates in the Prestonsburg area.

MOTION: Mr. Duane Hart moved, seconded by Dr. Wheeler, to approve the President's recommendation.

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VOTE: The motion unanimously carried.

**PRESIDENT'S 1989-90
ANNUAL REPORT**

Dr. Grote distributed copies of the President's 1989-90 Annual Report to the Board and others in the audience. General distribution will be made the following week.

**REAFFIRMATION BY
SACS**

Dr. Grote announced that Morehead State University had received reaffirmation of its accreditation by the Commission on Colleges of the Southern Association of Colleges and Schools. He said that when he accepted the presidency of MSU in 1989, he was aware that reaccreditation by SACS as well as meeting a new set of standards for accreditation by the National Council for Accreditation of Teacher Education (NCATE) would be two major challenges of his administration.

Dr. Grote noted that he was proud that Morehead State University had successfully met both challenges. In addition, Dr. Grote noted that the University had received reaffirmation of accreditation or approval for programs by the National Association of Schools of Music, the Council on Social Work Education, the American Veterinary Medical Association, the Joint Review Committee on Education in Radiologic Technology and the American Dietetics Association. Further, the BSN degree program and associate degree program in respiratory therapy are candidates for accreditation by the National League for Nursing and the Joint Review Committee for Respiratory Therapy, respectively. The Pharmacy Technician training program, a non-degree program, is one of 20 nationwide to be accredited by the American Society of Hospital Pharmacists.

Mr. Wheeler moved that the Board of Regents commend Dr. Grote, the administration, faculty, staff and students for the reaffirmation of accreditation by the Southern Association of Colleges and Schools. Motion was seconded by Mr. Cofield, and unanimously approved.

**FINAL 1990 FALL
ENROLLMENT**

Dr. Grote advised that the final 1990 fall headcount enrollment figure was 8,622 which was an all-time high and an 8.3 percent increase over fall 1989. The full-time equivalency was up 7.2 percent from the

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previous year and credit-hour production showed a 7.2 percent increase.

**MAYS/BUTLER HALL
RENOVATION**

In a report from the Division of Administration and Fiscal Services, Dr. Grote advised that the initial planning meeting with the architects and engineers on the renovation of Mays/Butler Hall was scheduled for the following Monday.

Mr. Chris Hart urged the administration to consider more of a traditional dorm style in the renovation of Mays/Butler Hall to utilize the facility to its full potential. Dr. Grote said that the design of the building will address the overcapacity problem and be flexible to lend itself to an evolving and changing student body over the next twenty years or so.

Mr. Chris Hart also urged the administration to be sensitive to housing costs over the next few years.

**BOR MEETING DATES
FOR 1991 CALENDAR
YEAR**

Dr. Wheeler moved, seconded by Mr. Duane Hart, that the Board adopt the following meetings dates for the 1991 calendar year:

| | |
|----------------|----------------------|
| First Quarter | Friday, March 1 |
| Second Quarter | Friday, May 17 |
| Third Quarter | Friday, September 13 |
| Fourth Quarter | Friday, November 22 |

The motion unanimously carried.

JIM APPLE

Dr. Grote announced that Jim Apple, a football player, had made the first All-American Academic Team.

CHE MEETING

Dr. Grote announced that the Council on Higher Education would hold its first meeting of the 1991 calendar year on January 14 on the campus of Morehead State University.

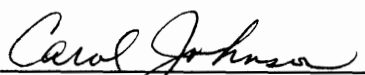
ADJOURNMENT

There being no further business to conduct, the meeting adjourned on motion by Dr. Wheeler, seconded by Mr. Duane Hart, and unanimously carried.

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William R. Seaton, Chairman



Carol Johnson, Secretary

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APPROVE 1990 WINTER GRADUATES

Recommendation

That the Board of Regents approve the awarding of degrees to all candidates who have successfully completed all degree requirements as approved by the faculty of the University at the 1990 Winter Commencement on December 15, 1990.

APPROVE REVISION OF POLICY ON DEFINITION OF ACADEMIC TITLES--Pac-1

Background

The Reaffirmation Committee from the Southern Association of Colleges and Schools (SACS) recommended in their 1990 report that Morehead State University ". . . immediately implement a strategy whereby it is in compliance with the professional and scholarly criteria" for all full-time and part-time faculty.

SACS criteria for faculty holding the rank of Instructor and for Lecturers (part-time faculty) require minimally a Master's degree with 18 graduate semester hours in the teaching field. However, faculty who teach only remedial courses, that is pre-100 level and developmental courses, may qualify for the Instructor rank or be employed as Lecturers with an appropriate baccalaureate degree.

To comply with SACS professional and scholarly criteria, an appropriate terminal degree is needed for the ranks above the Instructor level. In exceptional cases, SACS does allow for the substitution of ". . . outstanding professional experience and demonstrated contributions to the teaching discipline . . ." for academic preparation.

Analysis

The definition of the terminal degree has been redefined to be consistent with the expectations of the University's regional accrediting body, the Southern Association of Colleges and Schools.

The section, **Regarding The Criteria For Ranks**, has been repositioned to precede the section, **General Academic Ranks**, and to emphasize that an approved record of outstanding professional experience and demonstrated contributions to the teaching discipline can be considered in lieu of academic preparation.

The criteria for Lecturers and Instructors have been revised to specify the SACS minimum requirement of a Master's degree with 18 graduate semester hours as well as the lesser requirements for these ranks if the teaching assignment is completely composed of remedial courses.

The minimum qualification for the ranks of Assistant Professor, Associate Professor, and Professor is the terminal degree in the teaching field. However, as defined in this policy the terminal degree, depending upon the teaching field, may not necessarily be the doctorate, and individuals without appropriate terminal degrees but with records of outstanding professional experience and demonstrated contributions to the teaching field may be able to qualify for a professorial rank.

The revisions to the last two sections of this policy are largely editorial and not substantive ones.

Recommendation

That the Board of Regents approve these revisions to PAc-1--Definition of Academic Titles.

Policy: PAC-1

Subject

Definition of Academic Titles

Approval Date: 7/1/85
Revision Date:

PURPOSE:

To describe the academic titles ~~types of ranks~~ and the qualifications necessary for appointments or promotion to them.

EARNED DEGREES:

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

TERMINAL DEGREE:

The terminal degree will be considered an earned doctorate from an accredited institution ~~(per above)~~ in the individual's teaching area field as recognized by the Southern Association of Colleges and Schools. Exceptions will be those non-doctoral degrees considered to be terminal degrees by the professional accrediting bodies in that discipline recognized by The Council on Postsecondary Accreditation (COPA). ~~unless the national professional organization representing the individual's teaching area recognizes an alternate degree. In those situations where the national professional organization does not define the term terminal degree, the faculty of the department in question will be responsible for identifying and providing evidence to the Vice President for Academic Affairs to reflect common~~

~~national practice in that teaching area which supports the acceptance of the alternate degree as the terminal degree.~~

**REGARDING THE
CRITERIA FOR
RANKS:**

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

**GENERAL ACADEMIC
RANKS:**

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

1. Lecturer. This title is used for appointments of nonregular faculty members who teach on a temporary or casual basis or if on a continuing basis for less than full-time. A The minimum qualification is the master's degree or equivalent experience with 18 graduate semester hours in the teaching field or an approved record of outstanding professional experience and demonstrated contributions to the teaching field. is required.

Individuals whose entire teaching assignment is composed of remedial courses can also qualify for the title with the baccalaureate degree in the teaching field as well as experience appropriate to this teaching assignment or graduate training in remedial education.

2. Instructor. This title is for an individual whose primary responsibility is teaching. and who does not meet the criteria for assistant professor will hold this The minimum qualification for this fixed-term, non-tenurable faculty rank is the master's degree in the teaching field is considered the minimal level of education for those holding this rank. with 18 graduate semester hours in the teaching field.

Other individuals whose entire teaching assignment is composed of remedial courses can also qualify for this fixed-term non-tenurable rank with the baccalaureate degree in the teaching field as well as with experience appropriate to this teaching assignment or graduate training in remedial education.

3. Assistant Professor. The terminal degree in the teaching specific field is expected for this rank. or evidence of an equivalent level of achievement through professional growth usually is considered the minimal level of education for this rank.
4. Associate Professor. The Associate Professor shall possess the terminal degree in the teaching field, same basic requirements as the Assistant Professor, and in addition if the rank is granted upon appointment, there must be evidence of an established reputation in scholarly, artistic, or professional achievements. When considered for promotion to this rank, in addition to meeting the above requirements, a faculty member must have been an held the rank of Assistant Professor for a minimum of four years, three of which must have been at Morehead State University and meet the criteria required in PAC-2.
5. Professor. The terminal degree in the teaching his/her specific field is required, and in addition if the rank is granted upon appointment, there must be evidence of an outstanding established reputation in scholarly, artistic, or professional achievements. This rank

should be reserved for persons of proven stature in their fields. When considered for promotion to this rank, in addition to meeting the above requirements, a faculty member must have been held the rank of Associate Professor for a minimum of five years, three of which must have been at Morehead State University, and must show evidence of outstanding teaching, professional achievement, and service to the University during that period, and meet the criteria required in PAC-2.

REGARDING THE CRITERIA FOR RANKS:

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

EXCEPTIONS

TO MINIMAL

REQUIREMENTS:

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

CLINICAL FACULTY APPOINTMENTS:

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

VISITING APPOINTMENTS:

Visiting appointment titles (see Types of Appointments PG - 3) are used to designate individuals from other institutions or employees who are employed teach either full-

time or part-time for a limited period of time (usually no more than a year). The titles used for these visiting appointments will be determined by the academic unit and approved by the Vice President for Academic Affairs and Dean of Faculties. ~~may be Visiting Professor, Visiting Associate Professor, or Visiting Assistant Professor.~~

**APPROVE REVISION OF POLICY ON EXTRAORDINARY FACULTY
COMPENSATION--Pac-10**

Background

Many Morehead State University faculty teach in time periods other than the traditional fall and spring semesters and in a variety of off-campus locations. This policy relating to the extraordinary compensation for these faculty services is regularly reviewed and updated to maintain fair-pay practices not ordinarily covered in the basic contract for services.

Analysis

Summer Courses: A minimum basis for faculty compensation has been established, and compensation is more clearly tied to the faculty member's nine-month base salary as well as to the number of semester hours taught. Work-load formulas ordinarily used in the fall and spring terms are not applicable to summer sessions.

Telecourses: Compensation for teaching these courses, unless they are underenrolled, will be consistent with compensation paid for teaching other courses.

Courses Taught On-Campus By Lecturers: The revisions make it clear that only lecturers, namely part-time faculty, who live outside of Rowan County will be reimbursed for their travel expenses. Furthermore, the paragraph dealing with the determination of need for lecturers is largely a procedural matter and deemed unnecessary for inclusion in this policy.

Courses Taught In The Region by Lecturers Or Approved Members Of The University Staff: Unnecessary language regarding the calculation of time-on-road compensation and reimbursement of travel expenses has been removed. As before, the paragraph dealing with the determination of need for lecturers is largely a procedural matter and deemed unnecessary for inclusion in this policy.

Courses Taught In The Region By Regular University Faculty: With the employment of resident faculty at our off-campus centers, it is necessary to recognize in this policy that the official work place may not be the Morehead campus.

Because the faculty in some departments are regularly being requested to teach more than one regional course per term, this section is revised to allow for time-on-road compensation for the additional courses. This fairer pay policy for more than one regional course will be predicated on the total round-trip mileage for one week using the time-on-road formula.

Courses Taught In Foreign Countries Or In Distant Parts Of The United States: In addition to a few regular University courses offered in distant parts of the United States and in foreign countries, a number of courses are offered through existing consortia, namely the Kentucky Institute for European Studies (KIES) and the Cooperative Center for Study in Britain (CCSB). This revision establishes firmly the principal that faculty members teaching these kinds of courses will be eligible for compensation only if the University receives tuition.

Courses Taught By Administrators And Staff: Revisions to this section specify that administrators and staff-exempt personnel who have been awarded tenure in an academic program shall be expected to teach one course per calendar year. This change is based on the premise that if these individuals were reassigned to full-time teaching then their teaching expertise will more likely be current.

Compensation for this teaching assignment will be consistent with PSE-11, the policy which establishes the principles under which extraordinary compensation is payable to staff-exempt personnel.

Recommendation

That the Board of Regents approve these revisions to PAC-10--Extraordinary Faculty Compensation.

Policy: PAC-10

Subject

Extraordinary Faculty Compensation

Approval Date: 07/01/85

Revision Date:

PURPOSE:

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

SUMMER COURSES:

Nine-month faculty contracted for instructional purposes during summer terms will receive compensation ~~equal to~~ not less than 2 percent per semester credit hour of his/her previous year's nine-month contract. For faculty on extended-month contracts, the nine-month base salary will be used.

A faculty member shall not teach more than 12 semester hours of credit during the summer ~~member's summer compensation is not to exceed 24 percent of his/her previous contract unless approval is granted by the President and is paid on a per semester credit hour basis. Exceptions must be approved by the Vice President for Academic Affairs and Dean of Faculties.~~

TELECOURSES:

University faculty supervising/teaching credit telecourses offered over the Kentucky Educational Television network should have the telecourse scheduled as part of the faculty member's regular teaching load. If scheduling the class is not feasible as part of the faculty members's regular workload and the telecourse requires an additional workload assignment, the faculty member will be paid \$100 ~~\$70~~ per student up to a maximum of 12 students in a three-semester-hour telecourse.

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

In addition, faculty will be paid \$100 for preparation of telecourse material. This compensation is a one-time payment

per course, not contingent upon the enrollment of the course.

**COURSES TAUGHT
ON-CAMPUS BY
LECTURERS PART-
TIME FACULTY OR BY
APPROVED MEMBERS
OF THE UNIVERSITY
STAFF:**

Compensation shall be paid on a per semester credit hour basis. Additionally, lecturers such faculty who reside outside Rowan County ~~the county where the course is taught~~ may be reimbursed for travel and food expenses in accordance with University and State travel regulations. This does not apply to university staff whose official work place is campus. ~~The rate of expense reimbursement is that fixed by the State. A receipt may be required for expenses other than food. Except in the case of an emergency, there is no provision to reimburse such faculty for overnight lodging expenses.~~

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

**COURSES TAUGHT
BY REGULAR FACULTY
IN THE REGION BY
LECTURERS OR BY
APPROVED MEMBERS
OF THE UNIVERSITY
STAFF:**

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

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

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

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

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

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

This formula is for a three-semester hour course requiring a minimum of 15 trips ~~class sessions~~. For one- and two-semester hour courses, the formula is reduced to one-third and two-thirds of the base amount, respectively. Also, if ~~the a three-hour course is in the nature of a workshop and thus~~ requires less than 15 ~~sessions or~~ trips, the formula is reduced proportionately accordingly.

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

If a regular faculty member is scheduled to teach more than one regional course, then the time-on-road compensation will be based on the total round-trip mileage for one week.

Travel Mileage expenses and ~~food allowance~~ will be disbursed according to University and State regulations.

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

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

**CORRESPONDENCE
COURSES:**

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

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

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

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

For a faculty member to be eligible for compensation, the course(s) being taught must be controlled by the University in the same manner as other offerings for which the University receives tuition.

Therefore:

- 1) The course(s) offered must be approved by the University curriculum committees and the Vice President for Academic Affairs and Dean of Faculties.
- 2) The faculty member teaching the course(s) must be approved and scheduled by the appropriate academic units;
- 3) The University must receive tuition at the appropriate rate as established by the Council on Higher Education.

In the event travel expenses are not provided by any other agency, the University may will reimburse the instructor's travel expenses in accordance with University travel regulations provided sufficient revenue is generated by the course(s).

**COURSES TAUGHT
BY ADMINISTRATORS
AND STAFF:
WITHOUT
COMPENSATION:**

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

~~The course shall be taught without extra compensation.~~ Extra compensation for these teaching assignments shall be made in accordance with PSE-11.

APPROVE REVISION OF POLICY ON TENURE REVIEW--Pac-27

Background

The recommended revisions to this policy are merely "house-keeping" ones to make it consistent with present practices and with the revisions proposed for PAc-1 which deals with the definition of academic titles and PG-3 which deals with types of appointments.

Analysis

To Whom Tenure Provisions Apply: Revisions to PAc-1 and PG-3 as well as current practices make it clear that academic tenure is not available to faculty who hold the rank of Instructor. Consequently, the reference to Instructor in this section must be eliminated.

Similarly, the phrase "to any rank" in the first paragraph of the following section, **Probationary or Pre-Tenure**, must be eliminated.

Other changes to this section include the insertion of the recently expanded title of the academic vice president.

Recommendation

That the Board of Regents approve these revisions to PAc-27--Tenure Review.

Policy: PAC-27

Subject

Tenure Review

Approval Date: 08/06/88

Revision Date:

PURPOSE:

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

I. GENERAL PRINCIPLES

**ACADEMIC
PRINCIPLES:**

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

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

**EXPECTATIONS AND
STANDARDS OF EACH
UNIT:**

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

as the operational basis for tenure recommendations. Statements concerning these additional expectations and standards will be available and on file in the Office of the Vice President for Academic Affairs and Dean of Faculties, and will be given to each faculty member.

The review process for tenure is concerned with the academic and professional merits of particular candidates, judged in reference to all alternative candidates, including prospective faculty members. Tenure standards, therefore, cannot be fixed and absolute but will reflect to some extent the varying competitive positions of the University in attracting faculty.

**CHANGING NEEDS
AND PRIORITIES:**

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

TENURE DEFINED:

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

II. CRITERIA FOR TENURE

**GENERAL
CRITERIA:**

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

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

process:

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

III. STATEMENTS REGARDING TENURE

TO WHOM TENURE

Provisions for holding academic tenure

PROVISIONS APPLY:

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

**PROBATIONARY
OR PRE-TENURE:**

The probationary appointment period in the University is five years of continuous employment, beginning with the first full-time regular standing appointment ~~to any rank~~. Time while on leave without pay shall be determined according to PG-9.

However, up to three years of equivalent professional service at other accredited institutions of higher education or an earlier appointment at Morehead State University may be applied toward this five-year probationary period upon appointment or return to active service at Morehead State University. Credit for equivalent professional service will be recommended to the Vice President for Academic Affairs and Dean of Faculties by the University Tenure Committee in accordance with the criteria established for tenure.

A faculty member will not be retained beyond a total of six years of full-time continuous employment in regular standing appointments without attaining tenure. To be tenured, a faculty member must make application for tenure through the appropriate tenure review structure, be recommended for tenure by the President of the University, and be approved by the Board of Regents for tenure.

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

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

**NON-TENURABLE
ACADEMIC
APPOINTMENTS:**

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

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

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

**TRANSITION
PROVISIONS:**

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

1. The probationary period for these faculty shall be no less than five years in a tenurable rank or five years beginning with the 1987-1988 academic year, whichever comes first.
2. Untenured faculty who by the fifth year of probationary status have been employed as faculty by the University for seven or more consecutive years shall not be required, but may elect, to undergo tenure review. (See PAC-26, page 2, statement 4.) Faculty so exempted who do not request review for tenure within five years of attaining tenure-eligible rank forfeit the right to request tenure review in any subsequent year.
3. Those exempted faculty electing to apply for academic tenure forfeit their exempted status and shall

undergo the same process with the same benefits/consequences as other faculty who apply for tenure.

**NOTIFICATION
ABOUT
PROBATIONARY
PERIOD FOR
NEW FACULTY:**

Each new faculty member is given a Contract for Academic Service on which the starting amount of probationary credit is stipulated. Candidates for tenure applying previous credit toward tenure should include a copy of the contract documenting faculty years in service credit in their tenure portfolio.

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

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

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

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

Since the purpose of the probationary period is to provide opportunity for observing the faculty member, time spent on leave of absence will not be counted as active employment, except as specified in PG-9 or PAC-28.

**NOTICE OF
NONREAPPOINTMENT
AND TERMINATION:**

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

1. Dates
 - A. Not later than March 1 of the first academic year of service.
 - B. Not later than December 15 of the second academic year of service.
 - C. After two or more years of service in the University, twelve months.
2. The President notifies the faculty member to be nonreappointed after consultation with the appropriate Academic Administrators.

All full-time and part-time faculty members of Morehead State University whose appointments are not being renewed have the right to a written statement of reasons for nonrenewal upon request to the President. A faculty member must request the written statement of reason(s) within thirty (30) calendar days of notice of nonreappointment. Such reasons for nonreappointment will be given by the President within thirty (30) calendar days following the request. All faculty members have the right to appeal to the Faculty Rights and Responsibilities Committee.

PERIODIC PERFORMANCE REVIEWS:

Periodic performance reviews are made of all faculty members according to established University procedures. Candidates for tenure may include these periodic performance review summaries in their tenure portfolios.

TENURE PORTFOLIO:

The tenure portfolio must contain a curriculum vita, supporting documentation (documents, letters, papers, etc.) and a letter of intent. The format for the presentation of tenure material will be determined by the University Tenure Committee. The letter of intent, addressed to the College Dean, will state the desire to be considered for tenure and should

contain a summary of major responsibilities and activities during the probationary appointment period. Documentation of the candidate's periodic Performance Review may also be included in the portfolio. If a faculty member applies previous service at another institution to the probationary period the previous service must be documented with respect to teaching excellence, professional achievement and service to that institution and community. The candidate's portfolio must document all qualifications, and it must be complete at the time of submission.

CURRICULUM VITAE:

The following are guidelines for constructing the curriculum vita. All categories will not apply to each candidate. Whenever appropriate specific titles, dates, pages, and publishers should be included. A reasonable sample of items under numbers 3 and 4 should be presented.

1. Personal Data
 - A. Name
 - B. Present rank, administrative title (if applicable), and department
 - C. Dates of initial rank assignment and promotions at Morehead State University
 - D. Field or fields of specialization
 - E. Education completed: degrees, certifications, and/or licenses with institutions and dates awarded or granted
 - F. Teaching prior to Morehead State University or related work experience prior to Morehead State University
 1. Institutions
 2. Dates
 3. Responsibilities
 4. Rank changes and dates
 - G. Memberships in academic honor organizations
2. Teaching--Note whenever reassigned time was given.
 - A. Teaching load each semester
 - (1) Numbers and titles of

- courses taught
 - (2) Credit hours/workload
 - B. Student contact activities
 - (1) Number of advisees:
 - graduate, undergraduate
 - (2) Supervisor of internships
 - (3) Direction of theses and service on theses committees
 - (4) Direction of independent studies
 - (5) Service on oral examination committees
 - (6) Other
 - C. New courses and programs developed
 - D. Innovative instructional techniques developed
 - E. Teaching awards and honors
 - F. Other evidence of effective teaching
 - 3. Professional Achievement
 - A. Scholarship
 - (1) List of published articles
 - (2) List of published books
 - (3) List of published reviews
 - (4) List of papers read at conferences
 - (5) Editorship or service on editorial boards of professional journals
 - (6) Scholarly grants
 - (7) Sabbaticals
 - (8) Pure research completed
 - (9) Fellowships awarded
 - (10) Awards for scholarship
 - B. Creative Productions--List of:
 - (1) Exhibits
 - (2) Musical compositions published
 - (3) Poems, plays, stories, novels published
 - (4) Artistic performances
 - (5) Speaking engagements
 - (6) Inventions
 - (7) Awards for creative productions
 - C. Academic organizations
 - (1) Memberships
 - (2) Leadership roles
 - (3) Attendance at conferences
 - (4) Awards for service.
 - D. Continuing education
 - (1) Seminars attended and form

- of participation
 - (2) Workshops attended and form of participation
 - (3) Graduate study
 - (a) Institution
 - (b) Degree being pursued and anticipated date of completion
 - (c) Credit hours completed
 - E. Relevant work experience and consulting
 - (1) Institution/agency
 - (2) Responsibilities
 - (3) Dates
 - F. Other evidence of professional growth
- 4. Service
 - A. List of University, college, department, and Faculty Senate ad hoc and standing committees with level indicated in each case
 - B. Sponsorship or advisor of University-approved extracurricular activities
 - C. Service as official representative of the University
 - (1) Place
 - (2) Responsibility
 - (3) Date
 - D. Coordination of and participation in Morehead State University workshops, conferences, clinics, inservice, and special events
 - (1) Title
 - (2) Form of participation
 - (3) Date
 - E. Development of proposals to benefit the University
 - (1) Title of proposal
 - (2) Date submitted
 - (3) Accepted or rejected
 - F. Development of relations with professional groups (business, industry, trade, education, and government)
 - G. Honors and awards for service
 - H. Other University service
 - I. Non-University service

SUPPORTING

The supporting documents should be

DOCUMENTS:

arranged in the following categories:

1. Documents which support personal data (for example);
 - A. Copies of official transcripts
 - B. Copies of official letters of promotion at other institutions
2. Documents which support effectiveness of teaching (for example)
 - A. Copies of results of teacher ratings
 - B. Copies of descriptions of innovative instructional techniques
 - C. Copies of teaching awards and honors
3. Documents which support evidence of professional growth (for example)
 - A. Copies of published articles, books, reviews
 - B. Copies of papers read at conferences
 - C. Copies of conference programs
 - D. Copies, slides, tapes of, or patents for creative productions
 - E. Evidence of roles in academic organizations
 - F. Evidence of continuing education including transcripts of graduate work
 - G. Programs identifying speaking engagements
4. Documents which support service (for example)
 - A. Copies of proposals to benefit the University
 - B. Copies of honors or awards for service

TENURE
COMMITTEES:

Department, College, and University Tenure Committees will be formed exclusively with tenured faculty (see exception in #8) and operate within the following structure and procedures:

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

2. No faculty member will serve on more than one tenure committee
3. The chairperson of each tenure committee will be elected by the committee from the membership.
4. In academic areas where schools are the administrative unit above the department level, the peer review will be by the department, college, and University tenure committees.
5. The University Tenure Committee shall consist of faculty members selected by the Faculty Senate from the tenured, full-time faculty and must include two representatives from each college and one at large faculty member, and shall include both males and females. No two representatives shall be from the same department. The Senate should select members to the Committee by May 1 of the prior academic year. Committee members shall be notified in writing as to their own and others' selection to the Committee prior to the Committee's first meeting. Term of service shall be three years, with one-third being replaced each year. A member may not hold successive terms.
6. No member shall serve on the University Promotion, Tenure, or Faculty Rights and Responsibilities Committees at the same time.
7. The College Tenure Committee shall consist of one representative from each department of the college. These members should be tenured, full-time faculty members. Each department will elect, by secret ballot, a representative to serve a two-year term on the college committee by September 1. Committee members shall be notified in writing as to their own and others' selection prior to the Committee's first meeting.

8. The Department Tenure Committee should consist of all eligible tenured faculty. If the departmental committee consists of fewer than five members, the committee may add enough full-time tenure-track faculty members to form a five member committee.
9. The quorum necessary for voting will be two-thirds of the total membership of a committee.
10. All voting on candidates will be by secret ballot. Recommendation for tenure requires an affirmative vote by a majority of the committee membership voting. There shall be no abstentions in the voting process. In all committee recommendations the number of "yes" votes and the number of "no" votes must be recorded.
11. Justification for the recommendation of each candidate must be in detailed narrative format on the appropriate form. The narrative must reflect the candidate's teaching excellence, professional achievement, and service activities and include statements of strengths and weaknesses. Minority views shall also be included.
12. Tenure committee's deliberations must be treated confidentially and must not be discussed outside of tenure committee meetings.

IV. TENURE PROCESS

GUIDELINES:

All prospective candidates for tenure review may elect to attend an orientation workshop sponsored and presented by the Vice President for Academic Affairs and Dean of Faculties and the previous year's chair of the University Tenure Committee that shall be held no later than April 15 of each year. Each candidate for tenure will receive peer review at the department, college, and University levels. In

addition to peer review, each candidate will be reviewed by his/her Department Chair, Associate Dean (if applicable), College Dean, and the Vice President for Academic Affairs and Dean of Faculties. The President makes the final recommendation to the Board of Regents.

**INITIATION OF THE
REVIEW PROCESS:**

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

**REVIEW
OF PORTFOLIOS:**

The review process will proceed as described below:

1. **BY OCTOBER 8:** Department Tenure Committee, Department Chair, College Tenure Committee, Associate Dean (if applicable), and College Dean independently will have reviewed the portfolios and made a determination regarding a positive or negative recommendation. The recommendation and supporting rationale for tenure are documented on the appropriate form and submitted to the Vice President for Academic Affairs and Dean of Faculties.
2. **BY OCTOBER 12:** As soon as these reviews have been completed, the College Dean will send the portfolios to the Vice President for Academic Affairs and Dean of Faculties, who will place the portfolios in a secure area for review by the University Tenure Committee. At that time the Vice President for Academic Affairs and Dean of Faculties will convene the University Tenure Committee and convey two copies of recommendations from all prior

committees and administrators described in Section IV.1. above to that committee.

3. **BY OCTOBER 12:** Following convening of the University Tenure Committee, representatives of the University Tenure Committee have informed the candidates of the appropriate Department and College Tenure Committee's, Department Chair's, Associate Dean's (if applicable), and College Dean's recommendations through presentation of a photocopy of those recommendations and a summary of the candidate's options at that juncture.
4. **BY OCTOBER 17:** All portfolios will be automatically reviewed unless a written request to withdraw the portfolio is submitted to a college representative of the University Tenure Committee, who will then return the portfolio to the candidate.

If the candidate receives any negative recommendation, he/she may request that it be sent on with a letter of response. If the candidate chooses to submit a letter of response, it must be submitted to the Chair of the University Tenure Committee.

5. **BY NOVEMBER 8:** The University Tenure Committee will have reviewed the candidate's portfolio; the recommendations by the Department Tenure Committee, the Department Chair, the College Tenure Committee, Associate Dean (if applicable), and College Dean; and any letter of response; and will have made a determination regarding a positive or negative recommendation. The recommendation and supporting rationale for tenure is documented on the appropriate form.
6. **BY NOVEMBER 20:** The University Tenure Committee representatives

from each college will have informed their college's candidates for tenure of the University Tenure Committee's recommendation. If the recommendation is for tenure, the portfolio will automatically be made available for review by the Vice President for Academic Affairs and Dean of Faculties, the President, and the Board of Regents. If the University Tenure Committee's recommendation is against tenure, a college representative will inform the candidate; and the candidate may withdraw the portfolio, request that it be sent on without responding, or request that it be sent on with a letter of response. If the candidate chooses to submit a letter of response, it must be submitted to the Vice President for Academic Affairs and Dean of Faculties. To withdraw the portfolio, a candidate must submit a written request to the college representative of the University Tenure Committee, who will then return the portfolio to the candidate.

7. **BY DECEMBER 8:** The Vice President for Academic Affairs and Dean of Faculties will have reviewed the portfolio, the recommendations, and the letters of response. The Vice President will provide feedback to the University Tenure Committee prior to making a recommendation on each portfolio to the President. The President, in turn recommends to the Board of Regents which will make the final decision at the next Board of Regents' meeting.
8. **BY ONE WEEK AFTER BOARD'S DECISION:** Within one week of the Board of Regents' decision, the President will have informed each candidate in writing of the decision. The tenure portfolio will be available for return.

9. **BY TWO WEEKS AFTER BOARD'S DECISION:** Each candidate who does not receive tenure will be invited to meet with the Vice President for Academic Affairs and Dean of Faculties for further explanation. The candidate has the option to decline this invitation.

**APPROVE REVISION OF POLICY ON TYPES OF APPOINTMENTS--
PG-3**

Background

The number of full-time faculty employed on Fixed- Term I Appointments, namely academic-year non-tenure contracts, has increased steadily since 1986-87, largely because of rapid enrollment growth.

The University is cognizant of guidelines promulgated by the American Association of University Professors (AAUP) regarding the maximum length of continuous employment of full-time faculty on fixed-term contracts, and equally aware of the Southern Association of Colleges and Schools (SACS) Reaffirmation Committee's recent suggestion ". . . that the University should not exceed reasonable limits in filling positions with . . . fixed-term contract faculty." In response to this SACS suggestion, the University has indicated that the number of full-time fixed-term faculty will be reduced and converted to full-time tenure-track positions.

Analysis

Fifty-five full-time faculty are employed for the 1990-91 academic year on Fixed-Term I Appointments--29 are in the first year of service, 8 in the second, 13 in the third, 4 in the fourth, and 1 in the fifth.

Present University policies do not place any restrictions on the number of consecutive academic-year fixed-term contracts a full-time faculty person can receive, although current academic administrative practices have extended them to as many as but not more than five consecutive years which is consistent with AAUP expectations.

To provide protection both to the fixed-term faculty member and the University, the proposed revisions will state clearly that the maximum number of consecutive Fixed-Term I Appointments allowable is three years. Any maximum in excess of three years will create hardships for those fixed-term faculty who apply successfully for tenure-track positions when sitting for tenure in that tenure must be sought in the fall semester of the faculty member's fifth year of continuous full-time service. However, it is proposed that exceptions can be made for a period of transition for those fixed-term faculty now in their third or fourth year of continuous service, who had been employed with the expectation of receiving contracts for up to five years contingent upon satisfactory performance and demonstrated need.

It should be noted that University early retirement policies for faculty, academic administrators, and staff do allow for a maximum of four consecutive fixed-term contracts and that limits are not necessary for non-faculty or staff positions.

Recommendation

That the Board of Regents approve the revision of PG-3--Types of Appointments.

Policy: PG-3

Subject

Types of Appointments

Approval Date: 7/1/85
Revision Date:

PURPOSE:

The purpose of this policy is to list and define the types of appointments which may be made to faculty or staff members of the University.

**STANDING I
APPOINTMENT:**

Standing I Appointment designates those appointments which are full-time and for which no ending date is specified. Such appointments are terminable in accordance with the appropriate University policy. Standing Appointments are regular (see PG-4 and PG-1) and must be backed by permanent budgeted funds. The position for each Standing Appointment appears as a line item of a departmental budget salary schedule and is assigned a budget position number on the payroll record. Standing Appointments may be used for all four payroll classification categories (see PG-2).

Standing appointments may be specified for seven, eight, nine, ten, eleven, or twelve months per fiscal year.

**STANDING II
APPOINTMENT:**

Standing II Appointment designates those appointments which qualify as continuing part-time (see PG-1). Such appointments are terminable in accordance with the appropriate policy.

**FIXED-TERM I
APPOINTMENT:**

Fixed-Term I Appointment designates those appointments which are full-time for a fixed period of time of at least six calendar months. Such appointments are regular. The position does not have to be backed by permanent funds.

Fixed-Term I Appointments may be used for all payroll classification categories including Instructors and any other individual in the academic payroll classification category not covered by the tenure regulations.

Fixed-Term I Appointments may be used when an individual is designated to serve in an Acting or Interim capacity. In such cases, the individual will:

1. Be granted a Leave of Absence with the mutual consent of both the losing and gaining administrative units, or
2. If mutual agreement cannot be obtained, relinquish any claim to the position from which he/she is departing.

Fixed-Term I Appointments, for those who qualify under PG-43 and PAc-25, may be made for up to four consecutive years.

Fixed-Term I Appointments for faculty may not exceed one academic year nor span two academic years, and the total of these appointments cannot exceed three consecutive academic years. This three-year maximum is applicable to Fixed-Term I Appointments for the 1991-92 academic year and thereafter. However, full-time faculty who received third- or fourth-year renewals of Fixed-Term I Appointments for the 1990-91 academic year may have their appointments renewed up to five consecutive years contingent upon satisfactory performance and enrollment demands. Subsequent Fixed-Term I Appointments may be made after a minimum of one academic year absence from University employment.

Non-faculty Fixed-Term I Appointments are renewable.

Such appointments are discontinued automatically at the stated ending date or for cause during the term of the appointment at the discretion of the President.

FIXED-TERM II APPOINTMENT

Fixed-Term II Appointment designates those academic appointments which are full-time for less than six calendar months or for less than full-time for up to one year. Such appointments are nonregular and are for a fixed period of

time. Such appointments are discontinued automatically at the stated ending date or for cause during the term of the appointment. These appointments may not be renewed.

1. If full-time for less than six months, until a period of six months has elapsed; or
2. If less than full-time for a period of up to one year, until a period of twelve months has elapsed.

**VISITING
APPOINTMENT:**

Visiting Appointment designates an appointment in which "visiting" is part of the title. Such an appointment is nonregular, whether full-time or part-time. Visiting Appointments apply to academic personnel only. Such appointments are normally limited up to one year. The position does not have to be backed by budgeted funds.

**SUPPLEMENTARY
APPOINTMENT:**

Supplementary Appointments designate those appointments which are supplementary to Standing Appointments and have the effect of providing additional contractual obligation beyond the terms of the Standing Appointment. For example, a Supplementary Appointment is used if an individual whose standing contractual obligation is for nine months but is employed temporarily for one to three additional months.

Supplementary Appointments are also used to designate those appointments which are supplementary to Standing or Fixed-Term I Appointments to compensate for approved additional services provided during the same weeks of service of those appointments. For example, a Supplementary Appointment is used if an eligible employee whose standing contractual obligation is for twelve months and is employed to teach a course for additional compensation.

**APPOINTMENT WITHOUT
REMUNERATION:**

Appointment Without Remuneration designates an appointment of an individual who does not receive remuneration for the academic position

held in the University. Such individuals include those designated as Clinical Faculty Appointments outlined in PAC-1 or those visiting faculty who are not being paid by the University. The position does not appear as a line item on the departmental budget salary schedule and is not assigned a budget position number on the payroll record.

WAGE PAYROLL:

All other employees of the University who are not specifically appointed to budgeted positions are considered wage payroll employees. As such, they are nonregular and may be terminated upon notice. A Personnel Action Request is submitted on which the timeframe for the appointment and the rate of pay are designated. Actual hours worked are submitted on biweekly time sheets.

Wage Payroll appointments are used for:

1. Temporary positions which are positions for a period of time not to exceed six (6) months in any event and are not renewable; or
2. Part-time positions which are positions that may be permanent in duration, but which require less than an annual or fiscal year average of one hundred (100) hours of work per month.

RATIFY EXTENSION OF LEAVE OF ABSENCE

Background

Dr. George Troutt, Coordinator of Regional Staff Development, was granted leaves of absence without pay for two consecutive fiscal years, namely 1988-89 and 1989-90, for the purpose of directing full-time staff development activities for the Kentucky Educational Development Corporation (KEDC). KEDC has again requested the services of Dr. Troutt for 1990-91.

Analysis

PG-9, the policy which governs the granting of leaves of absence without salary, provides that approval of any subsequent leave be recommended by the President to the Board of Regents. Extension of leaves should be for extenuating circumstances or in the best interest of the University.

KEDC's mission includes all of the counties in the University's service region, and Dr. Troutt's role of coordinating staff development activities for the public school systems in these counties is clearly in the best interest of the University.

Dr. Troutt's request for a leave for 1990-91 should have been presented at an earlier meeting of the Board. However, his petition for a request had not been received for the June 1990 Board meeting and was apparently overlooked because of the administrative transition in the academic vice president's office for action at the September 1990 Board meeting.

Whereas a personnel action request has been processed to allow the University to continue providing Dr. Troutt's services to KEDC, the Board of Regents needs to ratify this action.

Recommendation

That the Board of Regents ratify the approval of a leave of absence without pay for the 1990-91 fiscal year for Dr. George Troutt.

APPROVE SABBATICAL LEAVE

Background

In accordance with PAc-17, the faculty member listed below has been recommended to receive a sabbatical leave for the 1991 Spring Semester by the Departmental Leave Committee, the Department Chair, the College Dean, the University Leave Committee and the Vice President for Academic Affairs and Dean of Faculties.

Analysis

Under normal circumstances this leave of absence should have been requested a year ago and included in the list of those sabbatical leaves approved by the Board of Regents on April 27, 1990. However, it is not always possible to anticipate the need for a leave so far in advance. While there is provision in PAc-17 for the President to make exceptions, this request came at a time when it can be presented to the Board. Dr. Booth meets all of the requirements to be considered for such a leave.

Requests for 1991-1992 sabbatical leaves will be recommended to the Board at its first quarterly meeting in 1991.

Recommendation

That the Board of Regents approve the granting of a sabbatical leave to Dr. Bill Booth, Professor of Art, for the spring semester 1990-91.

ACCEPT 1989-90 AUDIT REPORT

Background

KRS 164A.570 requires an annual audit to be conducted for all universities in the state system. The audit is to be conducted either by the Auditor of Public Accounts or an independent public accounting firm. On February 23, 1990, the Board of Regents approved the reappointment of Kelley, Galloway and Company to conduct the 1989-90 audit.

Analysis

With the approval of the Auditor of Public Accounts, the public accounting firm of Kelley, Galloway and Company was engaged to conduct the annual audit of Morehead State University for the year ended June 30, 1990. A copy of their report has been submitted to each Board member.

Recommendation

That the Board accept the 1989-90 audit report as submitted by Kelley, Galloway and Company.

QUARTERLY FINANCIAL REPORT AND AMENDMENT OF FY 1990-91 OPERATING BUDGET

Background

Financial Statements

KRS 164.420 provides that a financial report shall be issued to the Board of Regents on a timely basis. In accordance with the statute, financial statements have been prepared with information as of September 30, 1990.

Operating Budget Reports

Also included in the financial report, as required by the 1990-91 Operating Budget Resolution, are budget reports for revenues and expenditures. These reports provide detail of adjustments to the original budget and a comparison of budgeted revenues and expenditures to actual as of September 30, 1990.

Capital Outlay

The 1990-91 Operating Budget Resolution also requires that a report of equipment purchases greater than \$25,000 and a report of capital construction projects greater than \$50,000 be provided as part of the quarterly financial report.

Analysis

Operating Budget Reports

Total operating revenues and expenditures at September 30 are projected at \$56,156,889, an increase of \$377,689 (0.7%) over the original budget approved by the Board for 1990-91. Most of this increase was related to the carryforward of funds for purchase orders and commitments outstanding at June 30, 1990. Also, minor adjustments to various revenue accounts have been made based on the results of the first quarter.

The expenditure report also reflects a number of routine budget transfers for expenses which are normally consolidated in the opening budget and allocated to specific units as needed during the year. Examples of such expenditures include facility renovations and other campus improvements, summer school instruction, graduate assistants, and adjunct instructors. As a result, several accounts, particularly in the Division of Academic Affairs, reflect increases in expenditure budgets in the first quarter for these internal reallocations.

Other budget transfers and adjustments necessary in the first quarter are reflected in reports presented herein. Additional detail of major budget transfers is also presented as part of the financial report.

Recommendation

That the Board of Regents accept the quarterly financial report as presented and amend the institution's 1990-91 Operating Budget to reflect a revised expenditure level of \$56,156,889 in accordance with the detailed budget information provided.



BUSINESS SERVICES

HOWELL-MCDOWELL AD. BLDG.
MOREHEAD, KENTUCKY 40351-1689

September 30, 1990

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

Dear Dr. Grote and Members of the Board:

I am submitting to you the September 30, 1990, Balance Sheet for Morehead State University and the related Statement of Current Fund Revenues and Expenditures for the three months then ended.

These statements have been prepared on the accrual basis and present fairly the financial position of Morehead State University at September 30, 1990, and the current fund revenues and expenditures for the three months then ended.

Respectfully submitted,

James A. Fluty, CPA
Controller

JAF:cb

Enclosures

MOREHEAD STATE UNIVERSITY
FY 1990-91 BALANCE SHEET
SEP. 30, 1990

PAGE: 001

| ASSETS | |
|--------------------------|-----------------|
| 1 Current Funds | CURRENT YEAR |
| 10 Unrestricted | |
| 101 Cash | 8,366,937.15 |
| 102 Receivables, Invest | 4,329,294.87 |
| 103 Inventories | 1,562,085.63 |
| | ----- |
| TOTAL Unrestricted | 14,258,317.65 |
| | ----- |
| 11 Restricted Current | |
| 101 Cash | 229,085.59 |
| 102 Receivables, Invest | 1,392,900.85 |
| | ----- |
| TOTAL Restricted Current | 1,621,986.44 |
| | ----- |
| TOTAL Current Funds | 15,880,304.09 |
| | ----- |

| LIABILITIES & FUND BALANCE | |
|----------------------------|-----------------|
| | CURRENT YEAR |
| 10 Unrestricted | |
| 201 Accounts Payable | 127,415.30 |
| 202 Accrued P/R W/H | 1,265,454.79 |
| 203 Unearned Revenues | 5,850.00 |
| 205 Due To Other Funds | 5,175.45 |
| 206 Other Accruals | 0.00 |
| 209 Contingent Liability | 812,171.68 |
| 210 Deposits | 516,612.67 |
| | ----- |
| TOTAL LIABILITIES | 2,732,879.89 |
| | ----- |
| 301 Fund Balance | 11,525,437.76 |
| | ----- |
| TOTAL Unrestricted | 14,258,317.65 |
| | ----- |
| 11 Restricted Current | |
| 201 Accounts Payable | 1,170,809.13 |
| 202 Accrued P/R W/H | 0.00 |
| 203 Unearned Revenues | 319,200.48 |
| 205 Due To Other Funds | 1,338.82 |
| 206 Other Accruals | 0.00 |
| | ----- |
| TOTAL LIABILITIES | 1,491,348.43 |
| | ----- |
| 303 Rest. Fund Balance | 130,638.01 |
| | ----- |
| TOTAL Restricted Current | 1,621,986.44 |
| | ----- |
| TOTAL Current Funds | 15,880,304.09 |
| | ----- |

MOREHEAD STATE UNIVERSITY
 FY 1990-91 BALANCE SHEET
 SEP. 30, 1990

PAGE: 003

| 3 Endowment Funds | ASSETS | | LIABILITIES & FUND BALANCE | |
|---------------------------|-----------------|--|----------------------------|------------|
| | CURRENT YEAR | | CURRENT YEAR | |
| 30 Endowment | | | 30 Endowment | |
| 101 Cash | 2,098.65 | | 301 Fund Balance | 2,801.23 |
| 102 Receivables, Invest | 702.58 | | | |
| TOTAL Endowment | 2,801.23 | | TOTAL Endowment | 2,801.23 |
| 31 Fund for Excellence | | | 31 Fund for Excellence | |
| 101 Cash | 149,572.32 | | 301 Fund Balance | 149,572.32 |
| 102 Receivables, Invest | 0.00 | | | |
| TOTAL Fund for Excellence | 149,572.32 | | TOTAL Fund for Excellence | 149,572.32 |
| TOTAL Endowment Funds | 152,373.55 | | TOTAL Endowment Funds | 152,373.55 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 BALANCE SHEET
SEP. 30, 1990

PAGE: 004

| 4 Plant Funds | ASSETS CURRENT YEAR |
|----------------------------|---------------------------|
| 40 Unexpended | |
| 101 Cash | 2,099,253.51 |
| 102 Receivables, Invest | 3,177,736.36 |
| | ----- |
| TOTAL Unexpended | 5,276,989.87 |
| | ----- |
| 41 Renewal/Replacement | |
| 101 Cash | 292,386.88 |
| 102 Receivables, Invest | 35,806.51 |
| | ----- |
| TOTAL Renewal/Replacement | 328,193.39 |
| | ----- |
| 42 Ret. of Indebtedness | |
| 101 Cash | 718,435.28 |
| 102 Receivables, Invest | 2,963,430.51 |
| | ----- |
| TOTAL Ret. of Indebtedness | 3,681,865.79 |
| | ----- |
| 43 Investment In Plant | |
| 102 Receivables, Invest | 0.00 |
| 109 Fixed Assets | 110,811,818.34 |
| | ----- |
| TOTAL Investment In Plant | 110,811,818.34 |
| | ----- |
| TOTAL Plant Funds | 120,098,867.39 |
| | ===== |

| | LIABILITIES & FUND BALANCE |
|----------------------------|----------------------------|
| | CURRENT |
| | YEAR |
| | ----- |
| 40 Unexpended | |
| 201 Accounts Payable | 0.00 |
| | ----- |
| TOTAL LIABILITIES | 0.00 |
| | ----- |
| 304 Plant Fund Balance | 5,276,989.87 |
| | ----- |
| TOTAL Unexpended | 5,276,989.87 |
| | ----- |
| 41 Renewal/Replacement | |
| 304 Plant Fund Balance | 328,193.39 |
| | ----- |
| TOTAL Renewal/Replacement | 328,193.39 |
| | ----- |
| 42 Ret. of Indebtedness | |
| 304 Plant Fund Balance | 3,681,865.79 |
| | ----- |
| TOTAL Ret. of Indebtedness | 3,681,865.79 |
| | ----- |
| 43 Investment In Plant | |
| 208 Long Term Liabilites | 34,672,721.68 |
| | ----- |
| TOTAL LIABILITIES | 34,672,721.68 |
| | ----- |
| 304 Plant Fund Balance | 76,139,096.66 |
| | ----- |
| TOTAL Investment In Plant | 110,811,818.34 |
| | ----- |
| TOTAL Plant Funds | 120,098,867.39 |
| | ===== |

MOREHEAD STATE UNIVERSITY
FY 1990-91 BALANCE SHEET
SEP. 30, 1990

PAGE: 005

| 5 Agency Funds | ASSETS CURRENT YEAR |
|----------------------------|---------------------------|
| 50 Club Accounts | |
| 101 Cash | 31,494.13 |
| 102 Receivables, Invest | 0.00 |
| | ----- |
| TOTAL Club Accounts | 31,494.13 |
| | ----- |
| 51 Scholarship Account | |
| 101 Cash | 36,164.53 |
| 102 Receivables, Invest | 38,395.00 |
| | ----- |
| TOTAL Scholarship Account | 74,559.53 |
| | ----- |
| 52 Deposit Account | |
| 101 Cash | 255,103.46 |
| 102 Receivables, Invest | 0.00 |
| | ----- |
| TOTAL Deposit Account | 255,103.46 |
| | ----- |
| 53 Consolidated Agency | |
| 101 Cash | 936,923.04 |
| 102 Receivables, Invest | 8,419.28 |
| | ----- |
| TOTAL Consolidated Agency | 945,342.32 |
| | ----- |
| 55 Installment Deposits | |
| 101 Cash | 1,280.04 |
| 102 Receivables, Invest | 32,000.00 |
| | ----- |
| TOTAL Installment Deposits | 33,280.04 |
| | ----- |
| TOTAL Agency Funds | 1,339,779.48 |
| | ----- |

| LIABILITIES & FUND BALANCE | |
|----------------------------|--------------|
| CURRENT | |
| YEAR | |
| ----- | |
| 50 Club Accounts | |
| 201 Accounts Payable | 0.00 |
| 204 Deposits Held/Others | 31,494.13 |
| 205 Due To Other Funds | 0.00 |
| ----- | |
| TOTAL LIABILITIES | 31,494.13 |
| ----- | |
| TOTAL Club Accounts | 31,494.13 |
| ----- | |
| 51 Scholarship Account | |
| 201 Accounts Payable | 226,385.27 |
| 204 Deposits Held/Others | 151,825.74 |
| ----- | |
| TOTAL LIABILITIES | 74,559.53 |
| ----- | |
| TOTAL Scholarship Account | 74,559.53 |
| ----- | |
| 52 Deposit Account | |
| 201 Accounts Payable | 0.00 |
| 204 Deposits Held/Others | 255,103.46 |
| 205 Due To Other Funds | 0.00 |
| ----- | |
| TOTAL LIABILITIES | 255,103.46 |
| ----- | |
| TOTAL Deposit Account | 255,103.46 |
| ----- | |
| 53 Consolidated Agency | |
| 201 Accounts Payable | 0.00 |
| 204 Deposits Held/Others | 910,855.25 |
| 205 Due To Other Funds | 34,487.07 |
| ----- | |
| TOTAL LIABILITIES | 945,342.32 |
| ----- | |
| TOTAL Consolidated Agency | 945,342.32 |
| ----- | |
| 55 Installment Deposits | |
| 201 Accounts Payable | 350.00 |
| 204 Deposits Held/Others | 32,930.04 |
| 206 Other Accruals | 0.00 |
| ----- | |
| TOTAL LIABILITIES | 33,280.04 |
| ----- | |
| TOTAL Installment Deposits | 33,280.04 |
| ----- | |
| TOTAL Agency Funds | 1,339,779.48 |
| ----- | |

Statement of Current Fund Revenues and Expenditures

Page: 001

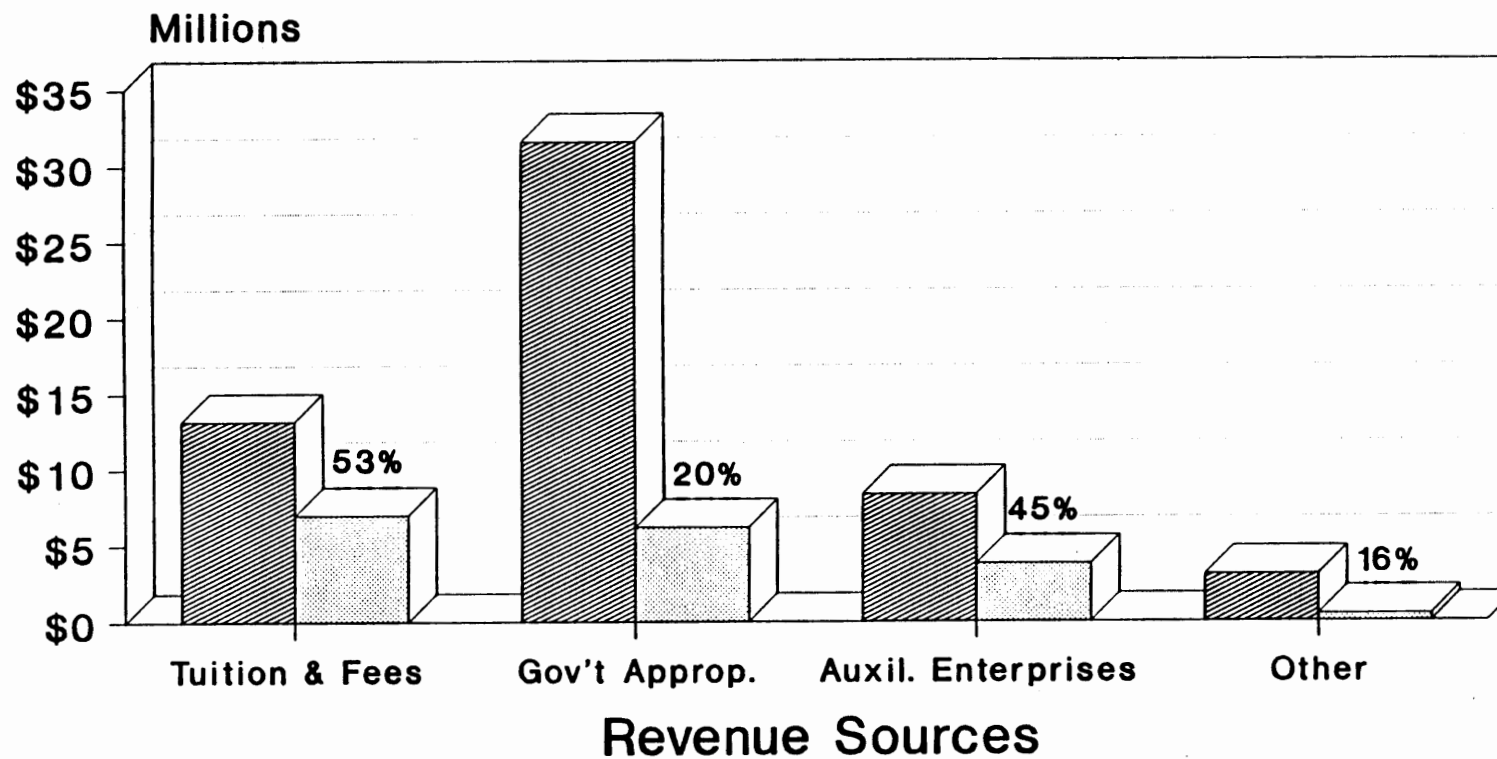
Morehead State University

For the 3 months ending 09/30/90

| | Unrestricted | Restricted | Total |
|---|----------------------|---------------------|----------------------|
| REVENUES | | | |
| Tuition and Fees | 7,016,565.25 | 0.00 | 7,016,565.25 |
| Gov't Appropriations | 6,172,900.00 | 0.00 | 6,172,900.00 |
| Private Gifts | 20,500.00 | 0.00 | 20,500.00 |
| Indirect Cost Reimb. | 5,496.66 | 0.00 | 5,496.66 |
| S&S of Ed. Activities | 206,030.95 | 0.00 | 206,030.95 |
| Other Sources | 250,866.04 | 0.00 | 250,866.04 |
| Auxiliary Enterprise | 3,789,654.47 | 0.00 | 3,789,654.47 |
| Restricted Current | 0.00 | 3,796,321.55 | 3,796,321.55 |
| Total CURRENT REVENUES | 17,462,013.37 | 3,796,321.55 | 21,258,334.92 |
| ===== | | | |
| EXPENDITURES AND MANDATORY TRANSFERS | | | |
| EDUCATION AND GENERAL | | | |
| INSTRUCTION | 3,858,640.22 | 256,331.86 | 4,114,972.08 |
| RESEARCH | 2,434.87 | 7,016.14 | 9,451.01 |
| PUBLIC SERVICE | 188,548.49 | 341,493.60 | 530,042.09 |
| LIBRARY | 471,611.68 | 24,014.05 | 495,625.73 |
| ACADEMIC SUPPORT | 684,550.31 | 13,805.54 | 698,355.85 |
| STUDENT SERVICES | 974,898.18 | 94,824.87 | 1,069,723.05 |
| INSTITUTIONAL SUPPORT | 1,533,561.24 | 37,396.23 | 1,570,957.47 |
| OPERATIONS AND MAINTENANCE OF PLANT | 1,033,361.68 | 4,422.23 | 1,037,783.91 |
| STUDENT FINANCIAL AID PROGRAM | 1,635,910.00 | 2,886,042.50 | 4,521,952.50 |
| Sub-Total EDUCATION AND GENERAL | 10,383,516.67 | 3,665,347.02 | 14,048,863.69 |
| MANDATORY TRANSFERS | 667,033.21 | 0.00 | 667,033.21 |
| Total EDUCATION AND GENERAL | 11,050,549.88 | 3,665,347.02 | 14,715,896.90 |
| AUXILIARY ENTERPRISES | | | |
| EXPENDITURES | 1,659,526.15 | 48,288.90 | 1,707,815.05 |
| MANDATORY TRANSFERS | 0.00 | 0.00 | 0.00 |
| Total AUXILIARY ENTERPRISES | 1,659,526.15 | 48,288.90 | 1,707,815.05 |
| Total EXPENDITURES AND MANDATORY TRANSFERS | 12,710,076.03 | 3,713,635.92 | 16,423,711.95 |
| ===== | | | |

MOREHEAD STATE UNIVERSITY UNRESTRICTED CURRENT FUND REVENUES

For the Quarter Ended Sept.30, 1990



Projected FY 90-91



Actual 09/30/90

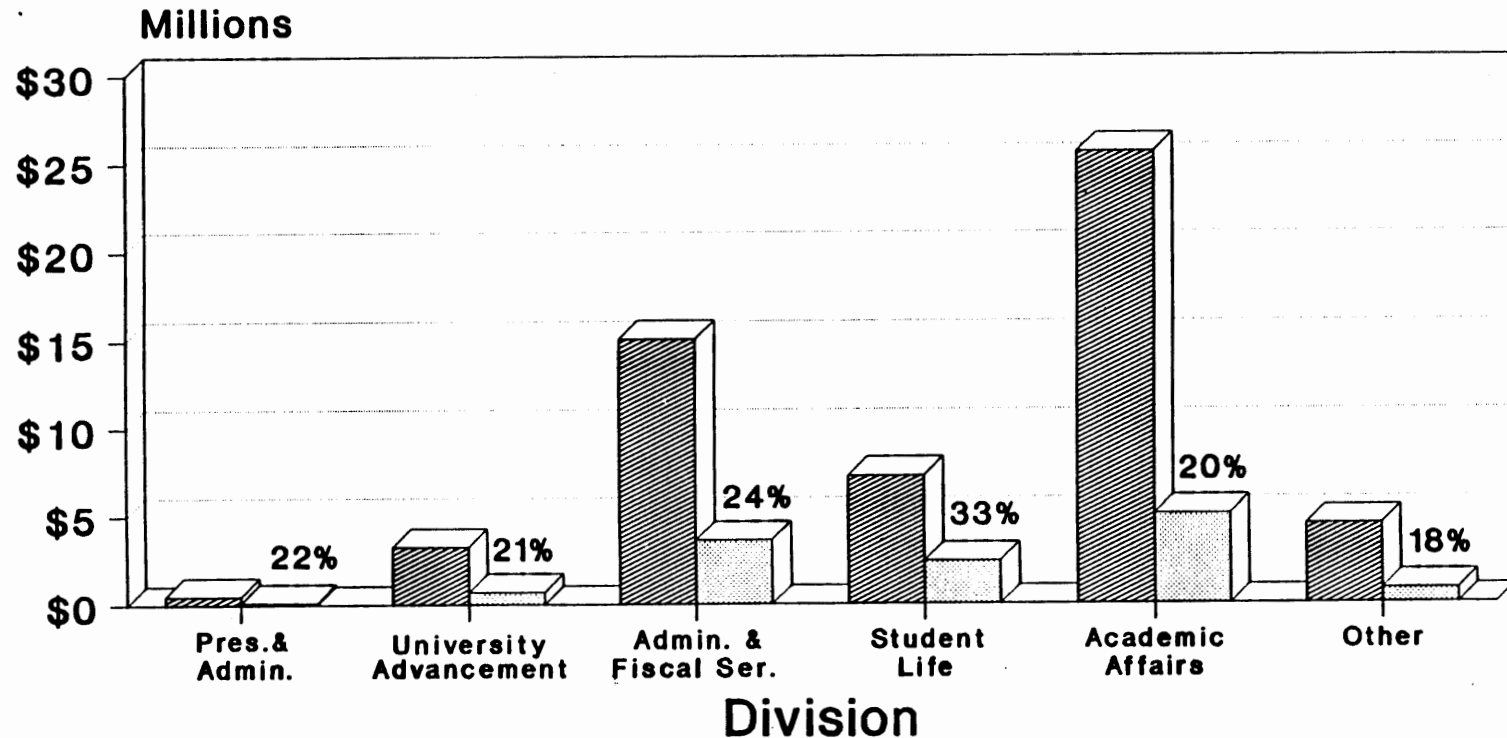
MOREHEAD STATE UNIVERSITY
FY 1990-91 REVENUES
FOR PERIOD 07/01/90 TO 09/30/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | YEAR-TO-DATE 09/30/90 | UNREALIZED REVENUES |
|----------------------------|----------------------------|--------------------|---------------------------|------------------------------|----------------------------------|--------------------------------|
| TUITION AND FEES | \$13,249,000 | (\$51,000) | \$13,198,000 | -0.4% | \$7,016,565 | \$6,181,435 |
| GOV'T APPROPRIATIONS | \$31,565,700 | \$0 | \$31,565,700 | 0.0% | \$6,172,900 | \$25,392,800 |
| PRIVATE GIFTS | \$100,000 | \$20,500 | \$120,500 | 20.5% | \$20,500 | \$100,000 |
| INDIRECT COST REIMB | \$150,000 | \$0 | \$150,000 | 0.0% | \$5,497 | \$144,503 |
| SALES AND SERVICES | \$935,900 | \$12,768 | \$948,668 | 1.4% | \$206,031 | \$742,637 |
| OTHER SOURCES | \$1,428,800 | \$395,421 | \$1,824,221 | 27.7% | \$250,866 | \$1,573,355 |
| AUXILIARY ENTERPRISES | \$8,349,800 | \$0 | \$8,349,800 | 0.0% | \$3,789,655 | \$4,560,145 |
| FISCAL YEAR TOTALS: | \$55,779,200 | \$377,689 | \$56,156,889 | 0.7% | \$17,462,014 | \$38,694,875 |

MOREHEAD STATE UNIVERSITY

UNRESTRICTED CURRENT FUND EXPENDITURES

For the Quarter Ended Sept 30, 1990



Projected FY 90-91



Actual 09/30/90

12/03/90

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

001

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|-----------------------------------|--------------------|-------------|-------------------|----------------------|--------------|--------------|----------------------|
| ----- | | | | | | | |
| Division of President & Administr | | | | | | | |
| ----- | | | | | | | |
| BOARD OF REGENTS | \$7,608.00 | \$0.00 | \$7,608.00 | 0.0% | \$1,707.78 | \$0.00 | \$5,900.22 |
| PRESIDENT | \$218,947.00 | \$0.00 | \$218,947.00 | 0.0% | \$54,785.92 | \$654.06 | \$163,507.02 |
| SCHOOL RELATIONS | \$97,701.00 | \$100.00 | \$97,801.00 | 0.1% | \$22,480.99 | \$2,520.00 | \$72,800.01 |
| PLAN, INST RES & EVA | \$139,836.00 | \$4,643.63 | \$144,479.63 | 3.3% | \$33,517.94 | \$1,746.91 | \$109,214.78 |
| INNOVATION FUND | \$5,000.00 | \$0.00 | \$5,000.00 | 0.0% | \$0.00 | \$0.00 | \$5,000.00 |
| Subtotal | \$461,484.00 | \$4,743.63 | \$466,227.63 | 1.0% | \$110,784.85 | \$4,920.97 | \$350,521.81 |
| Total President & Administr | \$469,092.00 | \$4,743.63 | \$473,835.63 | 1.0% | \$112,492.63 | \$4,920.97 | \$356,422.03 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|---|--------------------|-------------|-------------------|----------------------|--------------|--------------|----------------------|
| Division of University Advancement | | | | | | | |
| UNIV ADVANCEMENT | \$204,382.00 | \$26,732.00 | \$231,114.00 | 13.1% | \$83,809.86 | \$28,440.03 | \$118,864.11 |
| ALUMNI RELATIONS | \$182,059.00 | \$4,788.20 | \$186,847.20 | 2.6% | \$62,392.88 | \$1,824.63 | \$122,629.69 |
| DEVELOPMENT | \$187,898.00 | \$1,942.00 | \$189,840.00 | 1.0% | \$45,467.26 | \$2,604.18 | \$141,768.56 |
| MEDIA RELATIONS | \$138,064.00 | \$3,217.80 | \$141,281.80 | 2.3% | \$40,049.66 | \$866.27 | \$100,365.87 |
| PUBLICATIONS | \$95,085.00 | \$0.00 | \$95,085.00 | 0.0% | \$23,201.14 | \$224.60 | \$71,659.26 |
| CONFERENCE SERVICES | \$56,724.00 | \$-1,706.00 | \$55,018.00 | -3.0% | \$11,614.86 | \$64.56 | \$43,338.58 |
| PRINTING SERVICES | \$261,272.00 | \$-1,593.76 | \$259,678.24 | -0.6% | \$70,566.84 | \$139,378.91 | \$49,732.49 |
| Subtotal | \$1,125,484.00 | \$33,380.24 | \$1,158,864.24 | 3.0% | \$337,102.50 | \$173,403.18 | \$648,358.56 |
| ATHLETICS-DIRECTOR | \$200,367.00 | \$9,656.68 | \$210,023.68 | 4.8% | \$60,573.12 | \$6,055.50 | \$143,395.06 |
| CHEERLEADERS | \$1,785.00 | \$0.00 | \$1,785.00 | 0.0% | \$0.00 | \$0.00 | \$1,785.00 |
| TRAINER | \$121,833.00 | \$3,959.00 | \$125,792.00 | 3.2% | \$64,970.04 | \$9,819.44 | \$51,002.52 |
| SPORTS INFO DIRECTOR | \$69,982.00 | \$952.00 | \$70,934.00 | 1.4% | \$13,644.51 | \$3,955.45 | \$53,334.04 |
| BASEBALL | \$109,200.00 | \$4,652.11 | \$113,852.11 | 4.3% | \$14,554.16 | \$4,518.55 | \$94,779.40 |
| BASKETBALL-MEN'S | \$327,498.00 | \$1,192.00 | \$328,690.00 | 0.4% | \$44,720.14 | \$7,606.40 | \$276,363.46 |
| FOOTBALL | \$764,770.00 | \$5,068.00 | \$769,838.00 | 0.7% | \$114,272.05 | \$37,273.10 | \$618,292.85 |
| GOLF-MEN'S | \$31,965.00 | \$577.00 | \$32,542.00 | 1.8% | \$1,355.74 | \$3,869.00 | \$27,317.26 |
| SOCCER-MEN'S | \$12,978.00 | \$1,192.00 | \$14,170.00 | 9.2% | \$1,992.88 | \$2,650.00 | \$9,527.12 |
| TENNIS-MEN'S | \$31,274.00 | \$0.00 | \$31,274.00 | 0.0% | \$665.12 | \$2,068.32 | \$28,540.56 |
| SWIMMING | \$19,322.00 | \$0.00 | \$19,322.00 | 0.0% | \$1,477.69 | \$448.00 | \$17,396.31 |
| CROSS COUNTRY | \$21,769.00 | \$0.00 | \$21,769.00 | 0.0% | \$3,082.31 | \$968.64 | \$17,718.05 |
| BASKETBALL-WOMEN'S | \$164,629.00 | \$1,253.48 | \$165,882.48 | 0.8% | \$20,372.60 | \$18,390.00 | \$127,119.88 |
| SOFTBALL-WOMEN'S | \$48,177.00 | \$0.00 | \$48,177.00 | 0.0% | \$0.00 | \$0.00 | \$48,177.00 |
| TENNIS-WOMEN'S | \$27,287.00 | \$483.50 | \$27,770.50 | 1.8% | \$668.33 | \$1,620.40 | \$25,481.77 |
| VOLLEYBALL-WOMEN'S | \$91,912.00 | \$2,775.00 | \$94,687.00 | 3.0% | \$7,544.67 | \$7,044.10 | \$80,098.23 |
| Subtotal | \$2,044,748.00 | \$31,760.77 | \$2,076,508.77 | 1.6% | \$349,893.36 | \$106,286.90 | \$1,620,328.51 |
| Total University Advancement | \$3,170,232.00 | \$65,141.01 | \$3,235,373.01 | 2.1% | \$686,995.86 | \$279,690.08 | \$2,268,687.07 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|---------------------------------|--------------------|--------------|-------------------|----------------------|----------------|--------------|----------------------|
| Division of Admin & Fiscal Svcs | | | | | | | |
| VP ADMIN-FISCAL SERV | \$131,923.00 | \$1,908.91 | \$133,831.91 | 1.4% | \$35,305.06 | \$0.00 | \$98,526.85 |
| OFF/BUD & MAN INFO | \$158,113.00 | \$4,682.64 | \$162,795.64 | 3.0% | \$41,398.53 | \$897.65 | \$120,499.46 |
| BUSINESS SERVICES | \$850,999.00 | \$12,777.30 | \$863,776.30 | 1.5% | \$260,144.21 | \$12,197.31 | \$591,434.78 |
| STUDENT ID CARD UNIT | \$38,431.00 | \$3,150.00 | \$41,581.00 | 8.2% | \$15,584.58 | \$140.00 | \$25,856.42 |
| INFORMATION TECH | \$483,421.00 | \$15,459.66 | \$498,880.66 | 3.2% | \$126,078.54 | \$38,598.73 | \$334,203.39 |
| ADMIN-USER SERVICES | \$208,008.00 | \$26,847.10 | \$234,855.10 | 12.9% | \$56,044.40 | \$1,451.14 | \$177,359.56 |
| ACAD-USER SERVICES | \$277,978.00 | \$-25,651.60 | \$252,326.40 | -9.2% | \$101,350.68 | \$6,103.00 | \$144,872.72 |
| ACAD-TECHNICAL SERV | \$247,135.00 | \$-8,596.00 | \$238,539.00 | -3.5% | \$29,931.22 | \$538.85 | \$208,068.93 |
| PERSONNEL SERVICES | \$348,152.00 | \$-21,706.38 | \$326,445.62 | -6.2% | \$58,052.73 | \$18,300.30 | \$250,092.59 |
| INTERNAL AUDITOR | \$43,945.00 | \$1,285.44 | \$45,230.44 | 2.9% | \$11,560.62 | \$910.44 | \$32,759.38 |
| WMKY RADIO | \$279,983.00 | \$21,497.50 | \$301,480.50 | 7.7% | \$78,388.38 | \$3,183.92 | \$219,908.20 |
| GEN SERVICES-ADMIN | \$74,482.00 | \$0.00 | \$74,482.00 | 0.0% | \$17,279.08 | \$687.07 | \$56,515.85 |
| PUBLIC SAFETY | \$463,279.00 | \$10,171.00 | \$473,450.00 | 2.2% | \$109,673.55 | \$14,365.59 | \$349,410.86 |
| ADMIN-TECHNICAL SERV | \$242,967.00 | \$7,762.10 | \$250,729.10 | 3.2% | \$59,390.03 | \$9,918.90 | \$181,420.17 |
| TELECOMMUNICATIONS | \$389,771.00 | \$-8,202.00 | \$381,569.00 | -2.1% | \$76,996.18 | \$3,441.55 | \$301,131.27 |
| POST OFFICE | \$73,660.00 | \$1,459.00 | \$75,119.00 | 2.0% | \$33,075.48 | \$7,888.59 | \$34,154.93 |
| OCCU SAFETY & HEALTH | \$87,221.00 | \$15,386.00 | \$102,607.00 | 17.6% | \$21,384.20 | \$17,938.30 | \$63,284.50 |
| STAFF CONGRESS | \$8,600.00 | \$0.00 | \$8,600.00 | 0.0% | \$1,071.26 | \$0.00 | \$7,528.74 |
| Subtotal | \$4,408,068.00 | \$58,230.67 | \$4,466,298.67 | 1.3% | \$1,132,708.73 | \$136,561.34 | \$3,197,028.60 |
| PHYSICAL PLANT ADMIN | \$562,594.00 | \$-4,981.36 | \$557,612.64 | -0.9% | \$164,604.08 | \$51,643.34 | \$341,365.22 |
| UTILITIES - E & G | \$745,955.00 | \$0.00 | \$745,955.00 | 0.0% | \$154,210.46 | \$0.00 | \$591,744.54 |
| POWER PLANT | \$563,192.00 | \$0.00 | \$563,192.00 | 0.0% | \$137,796.37 | \$182,714.39 | \$242,681.24 |
| BLD MAINT-MECHANICAL | \$339,714.00 | \$0.00 | \$339,714.00 | 0.0% | \$73,678.85 | \$6,763.68 | \$259,271.47 |
| BLDG MAINT-CARPENTRY | \$495,346.00 | \$2,500.00 | \$497,846.00 | 0.5% | \$104,254.83 | \$22,244.55 | \$371,346.62 |
| LAND & GROUNDS MAINT | \$199,410.00 | \$0.00 | \$199,410.00 | 0.0% | \$45,494.47 | \$4,513.00 | \$149,402.53 |
| GEN SERVICES-PLANT | \$224,017.00 | \$0.00 | \$224,017.00 | 0.0% | \$50,022.01 | \$0.00 | \$173,994.99 |
| CUSTODIAL SERVICES | \$842,650.00 | \$2,511.00 | \$845,161.00 | 0.3% | \$181,113.66 | \$1,400.00 | \$662,647.34 |
| PEST CONTROL | \$25,356.00 | \$0.00 | \$25,356.00 | 0.0% | \$5,366.59 | \$0.00 | \$19,989.41 |
| WAREHOUSE | \$25,420.00 | \$0.00 | \$25,420.00 | 0.0% | \$8,973.55 | \$74,795.28 | \$-58,348.83 |
| FACILITY REMODELING | \$5,070.00 | \$366,272.00 | \$371,342.00 | 7224.3% | \$92,467.99 | \$29,349.80 | \$249,524.21 |
| MOTOR POOL | \$329,545.00 | \$0.00 | \$329,545.00 | 0.0% | \$38,825.83 | \$25,374.69 | \$265,344.48 |
| UPHOLSTERY SHOP | \$42,730.00 | \$0.00 | \$42,730.00 | 0.0% | \$10,086.44 | \$161.40 | \$32,482.16 |
| PREVENTATIVE MAINTEN | \$363,442.00 | \$17,550.00 | \$380,992.00 | 4.8% | \$69,161.85 | \$19,246.72 | \$292,583.43 |
| Subtotal | \$4,764,441.00 | \$383,851.64 | \$5,148,292.64 | 8.1% | \$1,136,056.98 | \$418,206.85 | \$3,594,028.81 |
| CABLE TV | \$99,765.00 | \$1,073.57 | \$100,838.57 | 1.1% | \$15,022.97 | \$2,214.33 | \$83,601.27 |
| RES HALL-TELEPHONE | \$353,280.00 | \$-1,073.57 | \$352,186.43 | -0.3% | \$2,337.81 | \$0.00 | \$349,848.62 |
| STUDENT FAMILY HOUS | \$116,090.00 | \$0.00 | \$116,090.00 | 0.0% | \$20,925.47 | \$16,948.32 | \$78,216.21 |
| RES HALL - SERVICES | \$726,550.00 | \$47,925.00 | \$774,475.00 | 6.6% | \$203,239.90 | \$160,520.91 | \$410,714.19 |
| UNIV CTR - O&M | \$62,750.00 | \$0.00 | \$62,750.00 | 0.0% | \$11,859.80 | \$0.00 | \$50,890.20 |
| LAUNDRY | \$43,608.00 | \$0.00 | \$43,608.00 | 0.0% | \$4,655.35 | \$18,624.90 | \$20,327.75 |
| RES HALL - CUSTODIAL | \$567,410.00 | \$-18,791.00 | \$548,619.00 | -3.3% | \$186,767.50 | \$19,772.97 | \$342,078.53 |
| FOOD SERVICES | \$198,277.00 | \$51,031.00 | \$249,308.00 | 25.7% | \$58,785.34 | \$7,107.50 | \$183,415.16 |
| UNIVERSITY STORE | \$2,242,906.00 | \$100,762.40 | \$2,343,668.40 | 4.5% | \$672,102.43 | \$105,500.24 | \$1,566,065.73 |
| GOLF COURSE | \$139,557.00 | \$582.62 | \$140,139.62 | 0.4% | \$32,058.09 | \$3,080.90 | \$105,000.63 |

12/03/90

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

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| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|---------------------------|--------------------|--------------|-------------------|----------------------|----------------|--------------|----------------------|
| FAC/STAFF HOUSING | \$89,900.00 | \$0.00 | \$89,900.00 | 0.0% | \$7,188.78 | \$3,446.10 | \$79,265.12 |
| STOREROOM/CONCESSION | \$236,622.00 | \$0.00 | \$236,622.00 | 0.0% | \$48,279.14 | \$5,737.00 | \$182,605.86 |
| AUX FACILITY REMODEL | \$275,240.00 | \$96,728.00 | \$371,968.00 | 35.1% | \$75,880.93 | \$0.00 | \$296,087.07 |
| Subtotal | \$5,151,935.00 | \$278,238.02 | \$5,430,173.02 | 5.4% | \$1,339,103.51 | \$342,953.17 | \$3,748,116.34 |
| Total Admin & Fiscal Svcs | \$14,324,444.00 | \$720,320.33 | \$15,044,764.33 | 5.0% | \$3,607,869.22 | \$897,721.36 | \$10,539,173.75 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|--------------------------|--------------------|---------------|-------------------|----------------------|----------------|--------------|----------------------|
| ----- | | | | | | | |
| Division of Student Life | | | | | | | |
| ----- | | | | | | | |
| VP STUDENT LIFE | \$168,526.00 | \$8,727.00 | \$177,253.00 | 5.2% | \$45,398.15 | \$839.99 | \$131,014.86 |
| CAREER PLAN & PLACE | \$68,883.00 | \$0.00 | \$68,883.00 | 0.0% | \$16,962.68 | \$814.62 | \$51,105.70 |
| UNIV COUNS & HLTH SV | \$402,310.00 | \$3,175.00 | \$405,485.00 | 0.8% | \$98,505.67 | \$102,844.17 | \$204,135.16 |
| FINANCIAL AID | \$297,222.00 | \$4,158.78 | \$301,380.78 | 1.4% | \$73,220.20 | \$2,326.43 | \$225,834.15 |
| GRANTS-SCHOLARSHIPS | \$2,331,992.00 | \$-397.00 | \$2,331,595.00 | 0.0% | \$1,635,910.00 | \$0.00 | \$695,685.00 |
| INSTITUTE WORK STUDY | \$260,000.00 | \$-256,388.00 | \$3,612.00 | -98.6% | \$0.00 | \$0.00 | \$3,612.00 |
| TUITION WAIVER | \$130,000.00 | \$0.00 | \$130,000.00 | 0.0% | \$0.00 | \$0.00 | \$130,000.00 |
| STUDENT DEVELOPMENT | \$163,527.00 | \$0.00 | \$163,527.00 | 0.0% | \$36,506.71 | \$269.32 | \$126,750.97 |
| CHEERLEADERS-STU DEV | \$9,970.00 | \$0.00 | \$9,970.00 | 0.0% | \$3,547.99 | \$5,915.96 | \$506.05 |
| STUDENT ACTIVITIES | \$465,637.00 | \$40,055.05 | \$505,692.05 | 8.6% | \$174,613.67 | \$1,557.05 | \$329,521.33 |
| ADMISSIONS | \$539,150.00 | \$9,014.05 | \$548,164.05 | 1.7% | \$75,131.78 | \$10,490.15 | \$462,542.12 |
| MINORITY AFFAIRS | \$119,278.00 | \$0.00 | \$119,278.00 | 0.0% | \$23,818.55 | \$2,437.66 | \$93,021.79 |
| UNIV ENROLL SERVICES | \$95,465.00 | \$0.00 | \$95,465.00 | 0.0% | \$23,011.42 | \$220.44 | \$72,233.14 |
| Subtotal | \$5,051,960.00 | \$-191,655.12 | \$4,860,304.88 | -3.8% | \$2,206,626.82 | \$127,715.79 | \$2,525,962.27 |
| | | | | | | | |
| STUDENT HOUSING | \$699,415.00 | \$54,832.55 | \$754,247.55 | 7.8% | \$176,118.03 | \$8,843.35 | \$569,286.17 |
| UNIV CTR - CUSTODIAL | \$73,513.00 | \$0.00 | \$73,513.00 | 0.0% | \$15,441.93 | \$1,946.60 | \$56,124.47 |
| RECREATION ROOM | \$29,000.00 | \$-3,970.50 | \$25,029.50 | -13.7% | \$4,783.18 | \$363.98 | \$19,882.34 |
| AUX DEBT SERVICE | \$1,566,910.00 | \$0.00 | \$1,566,910.00 | 0.0% | \$0.00 | \$0.00 | \$1,566,910.00 |
| Subtotal | \$2,368,838.00 | \$50,862.05 | \$2,419,700.05 | 2.1% | \$196,343.14 | \$11,153.93 | \$2,212,202.98 |
| | | | | | | | |
| Total Student Life | \$7,420,798.00 | \$-140,793.07 | \$7,280,004.93 | -1.9% | \$2,402,969.96 | \$138,869.72 | \$4,738,165.25 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

12/03/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|-------------------------------------|--------------------|---------------|-------------------|----------------------|----------------|--------------|----------------------|
| Division of Academic Affairs | | | | | | | |
| VP ACADEMIC AFFAIRS | \$171,899.00 | \$10,691.00 | \$182,590.00 | 6.2% | \$34,795.28 | \$502.95 | \$147,291.77 |
| LIBRARY-INSTR MEDIA | \$1,578,665.00 | \$42,862.80 | \$1,621,527.80 | 2.7% | \$471,611.68 | \$56,991.63 | \$1,092,924.49 |
| FACULTY/STAFF DEV | \$115,760.00 | \$-47,994.15 | \$67,765.85 | -41.5% | \$1,188.00 | \$1,387.38 | \$65,190.47 |
| FACULTY SENATE | \$13,507.00 | \$1,025.00 | \$14,532.00 | 7.6% | \$3,527.28 | \$0.00 | \$11,004.72 |
| UNDIST INSTRUC SUPPO | \$641,328.00 | \$-106,319.00 | \$535,009.00 | -16.6% | \$150,995.88 | \$0.00 | \$384,013.12 |
| REGISTRAR | \$250,613.00 | \$1,570.00 | \$252,183.00 | 0.6% | \$64,523.51 | \$0.00 | \$187,659.49 |
| RES,GRANTS & CONTRAC | \$191,170.00 | \$2,317.80 | \$193,487.80 | 1.2% | \$51,575.64 | \$1,030.50 | \$140,881.66 |
| Subtotal | \$2,962,942.00 | \$-95,846.55 | \$2,867,095.45 | -3.2% | \$778,217.27 | \$59,912.46 | \$2,028,965.72 |
| GRAD & EXT CAMP,DEAN | \$493,835.00 | \$-110,922.94 | \$382,912.06 | -22.5% | \$47,854.92 | \$1,507.25 | \$333,549.89 |
| HONORS PROGRAM | \$9,710.00 | \$14,585.00 | \$24,295.00 | 150.2% | \$4,036.12 | \$144.00 | \$20,114.88 |
| FACULTY RESEARCH | \$80,000.00 | \$6,033.00 | \$86,033.00 | 7.5% | \$2,321.32 | \$463.26 | \$83,248.42 |
| INDIRECT COST REBATE | \$10,000.00 | \$0.00 | \$10,000.00 | 0.0% | \$113.55 | \$52.20 | \$9,834.25 |
| REGIONAL CAMPUS | \$329,819.00 | \$-2,400.00 | \$327,419.00 | -0.7% | \$2,195.07 | \$19,300.00 | \$305,923.93 |
| SUMMER SESSIONS | \$737,800.00 | \$-424,099.84 | \$313,700.16 | -57.5% | \$0.00 | \$0.00 | \$313,700.16 |
| FACULTY RECRUITING | \$0.00 | \$5,020.41 | \$5,020.41 | 100.0% | \$4,588.01 | \$0.00 | \$432.40 |
| MSU-ASHLAND EXT CAMP | \$118,154.00 | \$3,500.00 | \$121,654.00 | 3.0% | \$27,990.34 | \$3,147.06 | \$90,516.60 |
| MSU-LICKING VALLEY | \$54,240.00 | \$0.00 | \$54,240.00 | 0.0% | \$13,782.79 | \$424.82 | \$40,032.39 |
| OFF CAMPUS LEASES | \$164,593.00 | \$-5,000.00 | \$159,593.00 | -3.0% | \$7,773.18 | \$0.00 | \$151,819.82 |
| REGIONAL DEVELOPMENT | \$302,418.00 | \$3,670.50 | \$306,088.50 | 1.2% | \$60,317.27 | \$3,066.20 | \$242,705.03 |
| MSU-BIG SANDY EXT CM | \$58,970.00 | \$5,000.00 | \$63,970.00 | 8.5% | \$202.40 | \$792.00 | \$62,975.60 |
| Subtotal | \$2,359,539.00 | \$-504,613.87 | \$1,854,925.13 | -21.4% | \$171,174.97 | \$28,896.79 | \$1,654,853.37 |
| COLL ARTS & SCI,DEAN | \$200,005.00 | \$22,556.00 | \$222,561.00 | 11.3% | \$66,972.42 | \$9,782.90 | \$145,805.68 |
| ACADEMY OF ARTS | \$95,070.00 | \$5,050.00 | \$100,120.00 | 5.3% | \$23,241.13 | \$3,510.00 | \$73,368.87 |
| ART | \$557,610.00 | \$45,017.88 | \$602,627.88 | 8.1% | \$125,535.60 | \$2,096.10 | \$474,996.18 |
| ART GALLERY | \$7,400.00 | \$0.00 | \$7,400.00 | 0.0% | \$2,199.03 | \$0.00 | \$5,200.97 |
| BIOLOGICAL & ENV SCI | \$772,577.00 | \$72,518.36 | \$845,095.36 | 9.4% | \$167,782.80 | \$13,332.55 | \$663,980.01 |
| WATER ANALYSIS LAB | \$40,723.00 | \$0.00 | \$40,723.00 | 0.0% | \$7,455.71 | \$1,550.50 | \$31,716.79 |
| COMMUNICATIONS | \$982,610.00 | \$100,750.97 | \$1,083,360.97 | 10.3% | \$224,980.53 | \$11,033.01 | \$847,347.43 |
| STUDENT PUBLICATIONS | \$89,960.00 | \$3,277.00 | \$93,237.00 | 3.6% | \$6,151.76 | \$0.00 | \$87,085.24 |
| TV PRODUCTION | \$100,094.00 | \$5,987.00 | \$106,081.00 | 6.0% | \$31,896.58 | \$5,770.68 | \$68,413.74 |
| ENG, FOR LANG & PHIL | \$1,726,880.00 | \$106,762.66 | \$1,833,642.66 | 6.2% | \$323,504.52 | \$947.99 | \$1,509,190.15 |
| GEO, GOVT & HISTORY | \$865,380.00 | \$34,878.00 | \$900,258.00 | 4.0% | \$175,409.88 | \$1,097.20 | \$723,750.92 |
| MATHEMATICS | \$763,530.00 | \$37,026.25 | \$800,556.25 | 4.8% | \$159,326.87 | \$928.94 | \$640,300.44 |
| MUSIC | \$1,217,183.00 | \$39,196.00 | \$1,256,379.00 | 3.2% | \$232,147.93 | \$6,977.85 | \$1,017,253.22 |
| UNIVERSITY BAND | \$12,600.00 | \$15,950.00 | \$28,550.00 | 126.6% | \$7,852.55 | \$3,373.62 | \$17,323.83 |
| PHYSICAL SCIENCES | \$773,113.00 | \$28,776.29 | \$801,889.29 | 3.7% | \$149,623.56 | \$10,681.89 | \$641,583.84 |
| FOLK ART MARKETING | \$105,642.00 | \$0.00 | \$105,642.00 | 0.0% | \$22,288.99 | \$3,587.50 | \$79,765.51 |
| Subtotal | \$8,310,377.00 | \$517,746.41 | \$8,828,123.41 | 6.2% | \$1,726,369.86 | \$74,670.73 | \$7,027,082.82 |
| COL BUSINESS, DEAN | \$198,402.00 | \$25,100.80 | \$223,502.80 | 12.7% | \$37,286.62 | \$1,173.80 | \$185,042.38 |
| ACCOUNTING & ECON | \$719,994.00 | \$45,008.00 | \$765,002.00 | 6.3% | \$152,101.16 | \$67.00 | \$612,833.84 |
| INFORMATION SCIENCES | \$639,643.00 | \$21,325.00 | \$660,968.00 | 3.3% | \$117,108.02 | \$347.30 | \$543,512.68 |
| MANAGEMENT & MARKET | \$545,922.00 | \$19,390.00 | \$565,312.00 | 3.6% | \$117,725.52 | \$1,071.95 | \$446,514.53 |
| Subtotal | \$2,103,961.00 | \$110,823.80 | \$2,214,784.80 | 5.3% | \$424,221.32 | \$2,660.05 | \$1,787,903.43 |

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|------------------------|--------------------|---------------|-------------------|----------------------|----------------|--------------|----------------------|
| COL ED & BE SCI, DEAN | \$176,257.00 | \$31,038.16 | \$207,295.16 | 17.6% | \$32,689.34 | \$11,818.81 | \$162,787.01 |
| EDUCATIONAL SERVICES | \$278,921.00 | \$18,445.45 | \$297,366.45 | 6.6% | \$61,488.82 | \$972.88 | \$234,904.75 |
| ELEMENTARY EDUCATION | \$1,189,798.00 | \$10,155.32 | \$1,199,953.32 | 0.9% | \$247,605.31 | \$2,377.87 | \$949,970.14 |
| LEADER & SECONDARY | \$1,007,554.00 | \$45,992.55 | \$1,053,546.55 | 4.6% | \$223,508.86 | \$480.15 | \$829,557.54 |
| CHILD DEVELOPMENT | \$57,582.00 | \$54.00 | \$57,636.00 | 0.1% | \$7,736.58 | \$272.00 | \$49,627.42 |
| IN SERVICE TEACH ED | \$75,595.00 | \$0.00 | \$75,595.00 | 0.0% | \$15,352.78 | \$2,904.82 | \$57,337.40 |
| HPER | \$869,774.00 | \$40,752.00 | \$910,526.00 | 4.7% | \$191,243.39 | \$2,787.43 | \$716,495.18 |
| MILITARY SCIENCES | \$27,463.00 | \$1,192.00 | \$28,655.00 | 4.3% | \$3,964.41 | \$130.05 | \$24,560.54 |
| PSYCHOLOGY | \$582,027.00 | \$43,508.31 | \$625,535.31 | 7.5% | \$137,547.06 | \$1,940.90 | \$486,047.35 |
| SOCIOLOGY | \$739,989.00 | \$57,712.35 | \$797,701.35 | 7.8% | \$157,322.46 | \$1,189.38 | \$639,189.51 |
| CORR, RES & TRAINING | \$79,508.00 | \$0.00 | \$79,508.00 | 0.0% | \$2,913.11 | \$0.00 | \$76,594.89 |
| Subtotal | \$5,084,468.00 | \$248,850.14 | \$5,333,318.14 | 4.9% | \$1,081,372.12 | \$24,874.29 | \$4,227,071.73 |
| COL AS&T, DEAN | \$181,862.00 | \$12,630.00 | \$194,492.00 | 6.9% | \$45,067.28 | \$4,680.86 | \$144,743.86 |
| UNIVERSITY FARM | \$351,193.00 | \$0.00 | \$351,193.00 | 0.0% | \$62,561.14 | \$9,741.29 | \$278,890.57 |
| BREEDING PROGRAM | \$27,343.00 | \$0.00 | \$27,343.00 | 0.0% | \$9,540.04 | \$839.95 | \$16,963.01 |
| AGRICULTURE | \$516,816.00 | \$24,393.00 | \$541,209.00 | 4.7% | \$127,103.97 | \$1,093.00 | \$413,012.03 |
| VET TECH PROGRAM | \$250,175.00 | \$0.00 | \$250,175.00 | 0.0% | \$51,858.75 | \$4,451.71 | \$193,864.54 |
| HOME ECONOMICS | \$422,943.00 | \$15,920.00 | \$438,863.00 | 3.8% | \$76,990.63 | \$953.06 | \$360,919.31 |
| CONTINUING EDUC | \$757,615.00 | \$33,963.00 | \$791,578.00 | 4.5% | \$156,649.95 | \$6,575.02 | \$628,353.03 |
| NUR & ALL HLTH - BSN | \$946,710.00 | \$-162,414.20 | \$784,295.80 | -17.2% | \$149,309.75 | \$18,157.46 | \$616,828.59 |
| RAD TECH PROGRAM | \$185,824.00 | \$25,894.00 | \$211,718.00 | 13.9% | \$44,774.84 | \$3,031.85 | \$163,911.31 |
| RESPIRATORY PROGRAM | \$61,131.00 | \$6,213.00 | \$67,344.00 | 10.2% | \$16,793.27 | \$10,278.56 | \$40,272.17 |
| NUR & ALL HLTH - ADN | \$0.00 | \$183,084.00 | \$183,084.00 | 100.0% | \$19,278.78 | \$0.00 | \$163,805.22 |
| Subtotal | \$3,701,612.00 | \$139,682.80 | \$3,841,294.80 | 3.8% | \$759,928.40 | \$59,802.76 | \$3,021,563.64 |
| UG PROGRAM, DEAN | \$204,087.00 | \$-4,582.71 | \$199,504.29 | -2.2% | \$54,423.32 | \$2,345.91 | \$142,735.06 |
| TESTING CENTER | \$84,750.00 | \$4,316.65 | \$89,066.65 | 5.1% | \$21,607.45 | \$259.56 | \$67,199.64 |
| ACAD SERVICES CENTER | \$304,398.00 | \$48,827.47 | \$353,225.47 | 16.0% | \$73,995.29 | \$2,550.10 | \$276,680.08 |
| INTERNATIONAL EDUC | \$18,998.00 | \$1,300.00 | \$20,298.00 | 6.8% | \$1,221.15 | \$179.88 | \$18,896.97 |
| AREA HLTH ED SYSTEM | \$20,640.00 | \$0.00 | \$20,640.00 | 0.0% | \$0.00 | \$0.00 | \$20,640.00 |
| Subtotal | \$632,873.00 | \$49,861.41 | \$682,734.41 | 7.9% | \$151,247.21 | \$5,335.45 | \$526,151.75 |
| Total Academic Affairs | \$25,155,772.00 | \$466,504.14 | \$25,622,276.14 | 1.9% | \$5,092,531.15 | \$256,152.53 | \$20,273,592.46 |

12/03/90

MOREHEAD STATE UNIVERSITY
FY 1990-91 EXPENDITURE BUDGET
FOR PERIOD 07/01/90 TO 09/30/90

PAGE: 008

| DESCRIPTION | ORIGINAL BUDGET | ADJUSTMENTS | AMENDED BUDGET | PERCENT OF CHANGE | EXPENDITURES | ENCUMBRANCES | AVAILABLE BALANCE |
|---------------------|--------------------|---------------|-------------------|----------------------|-----------------|----------------|----------------------|
| ----- | | | | | | | |
| Other | | | | | | | |
| ----- | | | | | | | |
| UNDIS INST SUPPORT | \$310,197.00 | \$-28,405.55 | \$281,791.45 | -9.2% | \$21,018.16 | \$48,071.16 | \$212,702.13 |
| OTHER TRANSFERS | \$1,264,245.00 | \$-703,362.64 | \$560,882.36 | -55.6% | \$306,600.00 | \$0.00 | \$254,282.36 |
| FAC/STAFF BENEFITS | \$184,288.00 | \$-6,459.00 | \$177,829.00 | -3.5% | \$119,165.84 | \$0.00 | \$58,663.16 |
| E & G DEBT SERVICE | \$3,118,050.00 | \$0.00 | \$3,118,050.00 | 0.0% | \$277,669.21 | \$0.00 | \$2,840,380.79 |
| MATCHING FUNDS, PLT | \$362,082.00 | \$0.00 | \$362,082.00 | 0.0% | \$82,764.00 | \$0.00 | \$279,318.00 |
| Subtotal | \$5,238,862.00 | \$-738,227.19 | \$4,500,634.81 | -14.1% | \$807,217.21 | \$48,071.16 | \$3,645,346.44 |
| Total Other | \$5,238,862.00 | \$-738,227.19 | \$4,500,634.81 | -14.1% | \$807,217.21 | \$48,071.16 | \$3,645,346.44 |
| FISCAL YEAR TOTALS: | \$55,779,200.00 | \$377,688.85 | \$56,156,888.85 | 0.7% | \$12,710,076.03 | \$1,625,425.82 | \$41,821,387.00 |

**Morehead State University
Major Internal Transfers
For the Period 7/01/90 – 9/30/90**

| <i>From</i> | <i>To</i> | <i>Amount</i> | <i>Date</i> | <i>Purpose</i> |
|-------------------------------------|--------------------------------|----------------------|--------------------|---|
| Other Transfers | Facility Remodeling | \$318,000 | 07/05 | Construction & Renovation Projects |
| Rebudgeted Fund Balance | Auxiliary Facility Remodeling | \$96,728 | 07/05 | Construction & Renovation Projects Carry Forward |
| Rebudgeted Fund Balance | Various Units | \$233,710 | 07/05 | Prior Year Carryforward – Purchase Orders |
| Institutional Work Study | Various Units | \$256,388 | 07/15 | Work Study Allocations |
| Summer School | Various Academic Departments | \$421,011 | 07/20 | Summer School and Fringe Benefits |
| Graduate and Special Programs | Various Departments | \$122,250 | 09/06 | Graduate Assistant Allocations – Fall |
| Undistributed Instructional Support | Various Academic Departments | \$64,721 | 09/07 | Allocation of Supplies |
| Undistributed Institutional Support | College of Arts & Sciences | \$33,475 | 09/30 | Allocation of Equipment Funds |
| | College of Business | \$4,700 | | |
| | College of Educ & Beh Sciences | \$16,905 | | |
| | College of Applied Sci & Tech | \$15,000 | | |
| | | <u>\$70,080</u> | | |

**MOREHEAD STATE UNIVERSITY
CAPITAL OUTLAY REPORT
FOR PERIOD 07/01/90 TO 09/30/90**

| | <u>AMOUNT</u> | <u>DATE</u> | <u>STATUS</u> |
|--|---------------|-------------|---------------|
| I EQUIPMENT PURCHASES GREATER THAN \$25,000 | | | |
| Dish Machine - Alumni Tower Cafeteria | \$46,681 | 8/24/90 | Purchased |
| II CAPITAL CONSTRUCTION GREATER THAN \$50,000 | | | |
| None In First Quarter | | | |

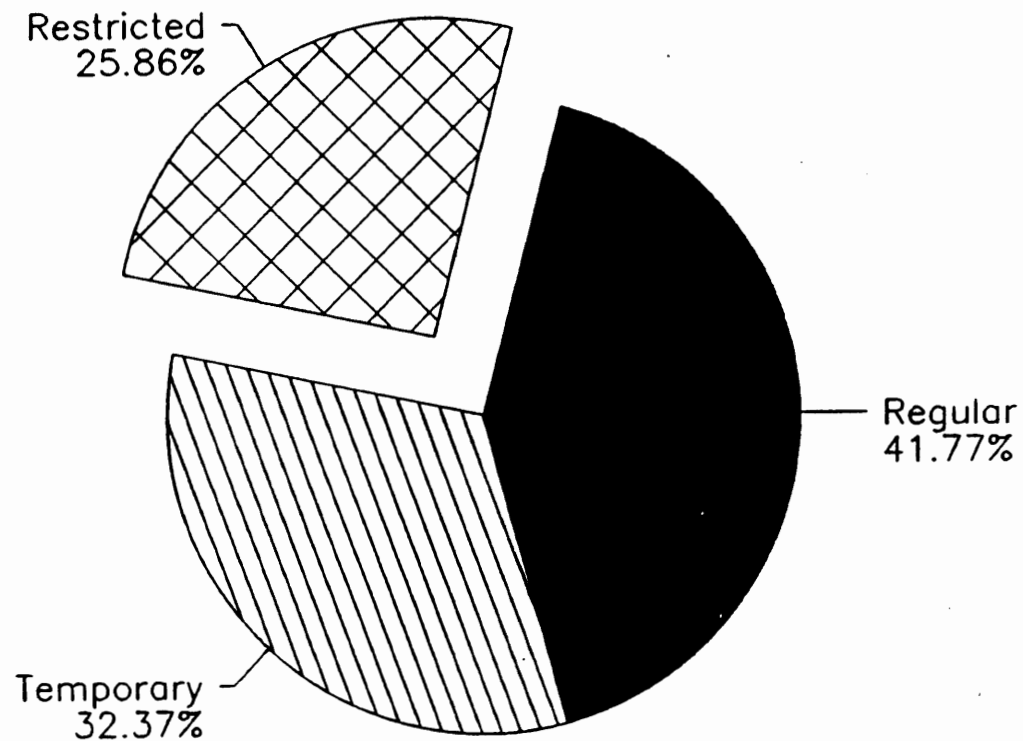
December 14, 1990
V-B-3

PERSONNEL ACTIONS

Recommendation

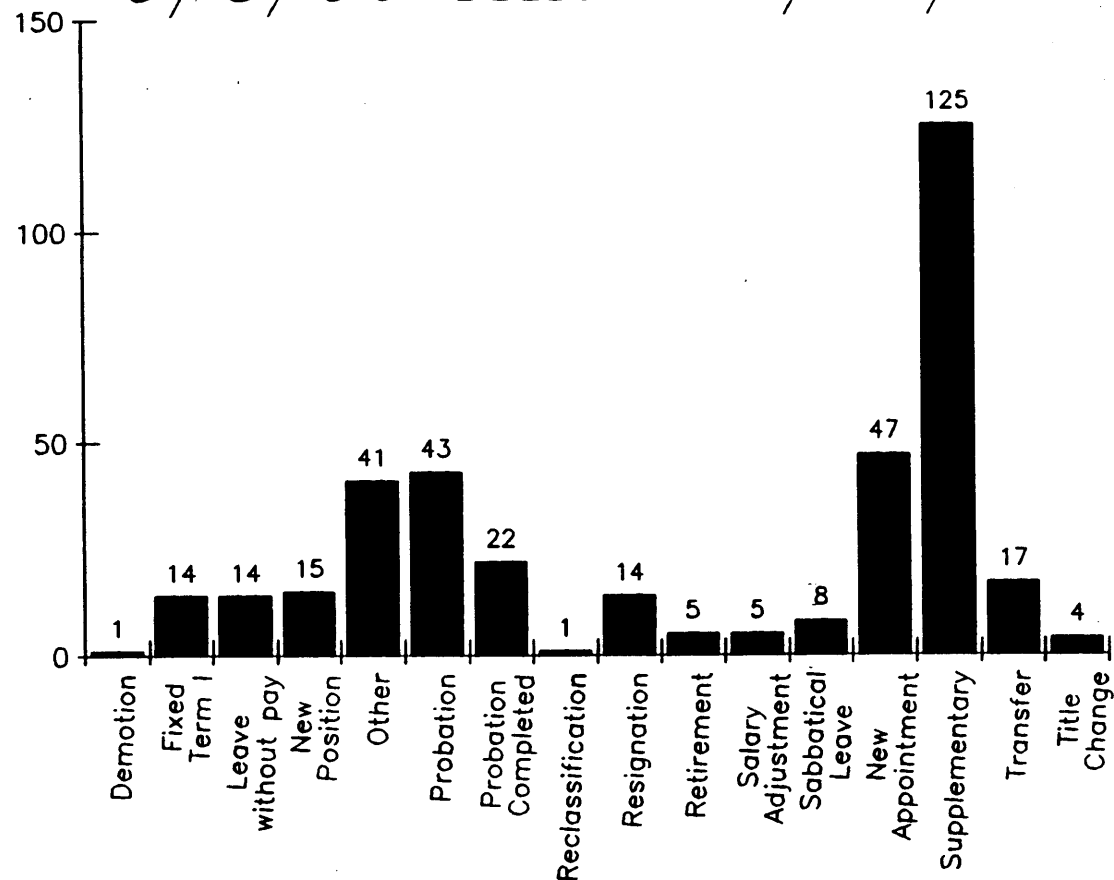
That the Personnel Actions for the period of September 3, 1990, through November 30, 1990, be ratified.

PERSONNEL ACTION REQUESTS 9/3/90 THRU 11/30/90



Total Number of PAR's = 723

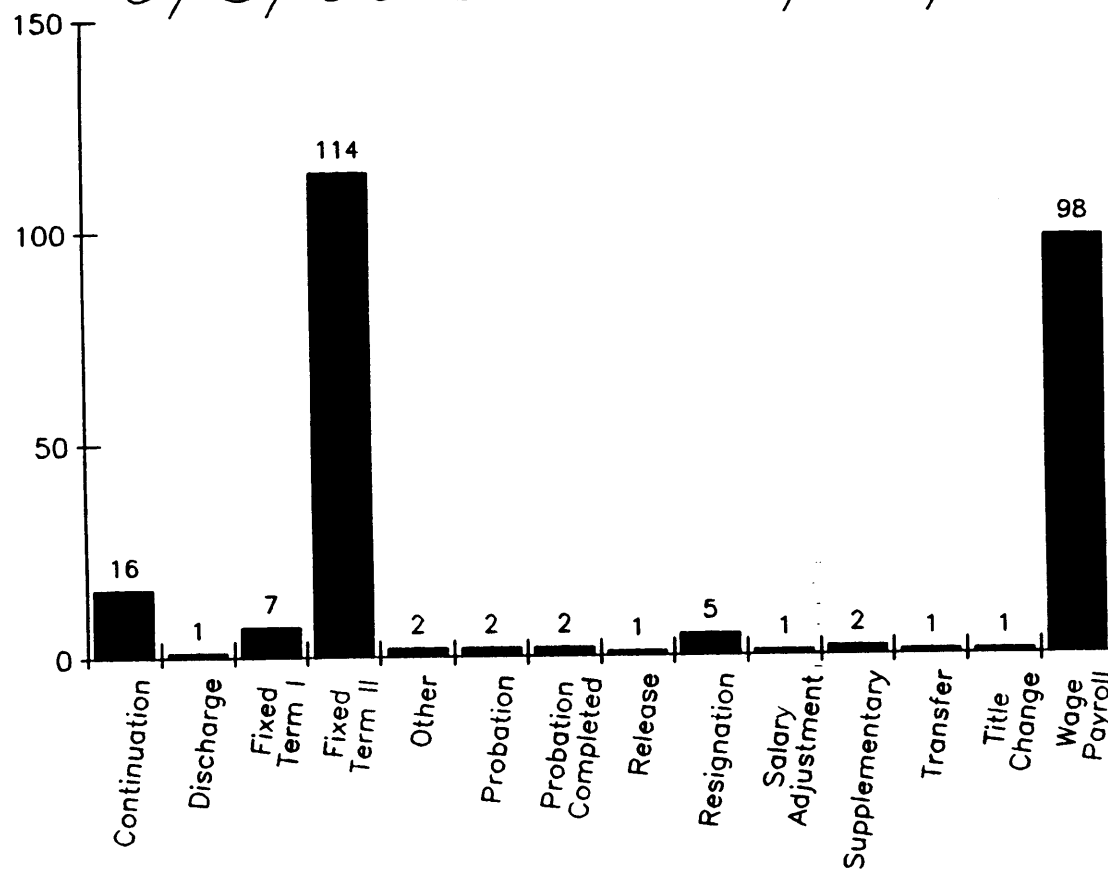
PERSONNEL ACTIONS FOR STANDING I & II POSITIONS 9/3/90 THRU 11/30/90



Total Number of PAR's = 302

Total Number of Actions = 376

PERSONNEL ACTIONS FOR TERM APPOINTMENTS 9/3/90 THRU 11/30/90



Total Number of PAR's = 234

Total Number of Actions = 253

MOREHEAD STATE UNIVERSITY

STANDING I AND STANDING II POSITIONS SUMMARY
11/30/90

| DEPARTMENT NAME | JULY 1 AUTHORIZED POSITIONS | CURRENT AUTHORIZED POSITIONS | +/- POSITION ADJUSTMENTS | CURRENT POSITION STRENGTH | % OF CURRENT STRENGTH |
|--|-----------------------------------|------------------------------------|--------------------------------|---------------------------------|-----------------------------|
| OFFICE OF THE PRESIDENT | 6.20 | 6.20 | 0.00 | 6.20 | 100.00 |
| OFFICE OF SCHOOL RELATIONS | 2.00 | 2.00 | 0.00 | 2.00 | 100.00 |
| DIVISION OF UNIVERSITY ADVANCEMENT | 58.20 | 58.20 | 0.00 | 57.00 | 97.94 |
| DIVISION OF ADMINISTRATION AND FISCAL SERVICES | 101.20 | 108.20 | 7.00 | 101.20 | 93.53 |
| PHYSICAL PLANT | 130.00 | 131.00 | 1.00 | 130.00 | 99.24 |
| DIVISION OF STUDENT LIFE | 57.25 | 58.25 | 1.00 | 57.25 | 98.28 |
| DIVISION OF ACADEMIC AFFAIRS | 19.50 | 19.50 | 0.00 | 18.50 | 94.87 |
| GRADUATE AND EXTENDED CAMPUS PROGRAMS | 17.00 | 17.00 | 0.00 | 13.00 | 76.47 |
| COLLEGE OF ARTS AND SCIENCES | 181.05 | 182.05 | 1.00 | 182.05 | 100.00 |
| COLLEGE OF BUSINESS | 44.50 | 44.50 | 0.00 | 44.50 | 100.00 |
| COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES | 110.60 | 110.60 | 0.00 | 106.10 | 95.93 |
| COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY | 91.00 | 91.00 | 0.00 | 89.00 | 97.80 |
| UNDERGRADUATE PROGRAMS | 16.00 | 17.00 | 1.00 | 16.00 | 94.12 |
| CAMDEN-CARROLL LIBRARY | 41.50 | 41.50 | 0.00 | 40.50 | 97.59 |
| AUXILIARY SERVICES | 64.90 | 64.90 | 0.00 | 63.90 | 98.46 |
| | 940.90 | 951.90 | | | |

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

12-06-90

MOREHEAD STATE UNIVERSITY
MISCELLANEOUS POSITIONS SUMMARY

11/30/90

| DEPARTMENT NAME ----- | TERM APPOINTMENTS ----- | RESTRICTED APPOINTMENTS ----- |
|--|-------------------------------|-------------------------------------|
| OFFICE OF THE PRESIDENT | 0 | 0 |
| OFFICE OF SCHOOL RELATIONS | 0 | 0 |
| DIVISION OF UNIVERSITY ADVANCEMENT | 5 | 0 |
| DIVISION OF ADMINISTRATION & FISCAL SERVICES | 17 | 0 |
| PHYSICAL PLANT | 39 | 0 |
| DIVISION OF STUDENT LIFE | 5 | 0 |
| DIVISION OF ACADEMIC AFFAIRS | 0 | 0 |
| GRADUATE AND EXTENDED CAMPUS | 9 | 1 |
| COLLEGE OF ARTS AND SCIENCES | 67 | 0 |
| COLLEGE OF BUSINESS | 12 | 0 |
| COLLEGE OF EDUCATION & BEHAVIORIAL SCIENCES | 33 | 48 |
| COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY | 14 | 1 |
| UNDERGRADUATE PROGRAMS | 1 | 33 |
| CAMDEN-CARROLL LIBRARY | 2 | 0 |
| AUXILIARY SERVICES | 29 | 0 |
| | <hr/> 233 | <hr/> 83 |

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 or non-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 (1) year. |
| Fixed Term II | Appointment to full-time or part-time (up to one 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. Also used for additional contract obligation in supplement to Standing I, II or Fixed Term I appointment (same contractual period). For example, administrators teaching night class 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 six (6) months or part-time up to one (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 (6) 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 (6) consecutive months.

12/06/90

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

001

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|--------------------|---|--------------------|--------------------|
| Office of the President | | | | |
| Office of Planning, Inst. Res. & Eval | | | | |
| KOH, KIM CHJ | Wage Payroll | Staff Assistant | 8/8/90 - 8/20/90 | \$4.50/hr. |
| THOMPSON, ANITA LOIS | Wage Payroll | Data Entry Specialist I | 10/1/90 - 10/15/90 | \$3.80/hr. |
| Office of VP Univ. Advancement | | | | |
| Office of VP Univ. Advancement | | | | |
| BURGESS, TROY W | Wage Payroll | Staff Assistant (Work 15 hours per month) | 9/25/90 - 6/30/91 | \$17.00/hr. |
| WILLIAMSON, BILLY J | Wage Payroll | Staff Assistant | 8/13/90 - 8/24/90 | \$4.00/hr. |
| Office of Media Relations | | | | |
| DAVIS, STEPHANIE JEAN | Wage Payroll | Staff Assistant | 8/20/90 - 12/31/90 | \$5.00/hr. |
| MORRISON, JOAN LESLEY | Resignation | Photographic Technician | 9/27/90 | \$5.94/hr. |
| YOUNG, PAULINE HOLBROOK | Other | Staff Writer (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| Office of Alumni Relations | | | | |
| CRUMP, JEFFREY SCOTT | Other | Alumni Records Specialist (Educational Bonus - Associate Degree & Bachelor's Degree) | 9/4/90 | \$700/net |
| CRUMP, JEFFREY SCOTT | Leave without pay | Alumni Records Specialist (Returned to work) | 11/26/90 | \$6.45/hr. |

12/16/90

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

Page: 032

09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|------------------------------------|------------------------------|---|---------------------|-------------|
| Off., VP Univ. Advancement | | | | |
| Office of Alumni Relations | | | | |
| HICKS, LORRIE ANN | Other | Sulk Mail Clerk (Educational Bonus - Associate Degree) | 9/4/90 | \$500/net |
| HICKS, LORRIE ANN | Leave without pay | Sulk Mail Clerk | 10/17/90 - 11/30/90 | \$5.33/hr. |
| HICKS, LORRIE ANN | Resignation | Sulk Mail Clerk | 12/5/90 | \$5.33/hr. |
| MONVETT, ROSS DANIEL | Wage Payroll | Alumni Records Spec. | 8/20/90 - 11/21/90 | \$5.94/hr. |
| MONVETT, ROSS DANIEL | Wage Payroll Continuation | Sulk Mail Clerk | 11/26/90 - 12/21/90 | \$5.33/hr. |
| Office of Prisoner Services | | | | |
| DEHART, BRENDA SUE | Leave without pay | Typesetter | 8/10/90 - 11/5/90 | \$6.17/hr. |
| DEHART, BRENDA SUE | Leave without pay | Typesetter (Returned to work) | 11/6/90 | \$6.17/hr. |
| Off. of Director Athletics | | | | |
| BRUNK, DAVID R. | Supplementary | Asst. Dir. Ath. Pro. Mkt. (Recruiting, eligibility, and practice time with women's softball) | 7/1/90 - 11/1/90 | \$600.00 |
| BRUNK, DAVID R. | Other | Asst. Dir. Ath. Pro. Mkt. (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| BRUNK, DAVID R. | Resignation | Asst. Dir., Athletics for Promotion & Marketing | 11/5/90 | \$31,348.00 |
| HOWARD, CINDY LOU | Other | Secretary (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |

12/06/90

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

073

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|-----------------------------------|---------------------|--|-------------------|--------------------|
| Off., VP Univ. Advancement | | | | |
| Baseball | | | | |
| SPAVIOL, FRANK JONATHAN | Other | Head Baseball Coach (Educational Bonus - Doctorate Degree) | 9/4/90 | \$1,000/mo |
| Football | | | | |
| LOCKLIN, KERRY B. | Probation Completed | Assistant Football Coach | 9/6/90 | \$23,000.00 |
| LORD, ROBERT C. | Probation Completed | Assistant Football Coach & Defensive Coordinator | 9/6/90 | \$32,563.00 |
| PROCTOR, COLE ANDREW | Fixed Term I | Head Football Coach | 1/1/91 - 12/31/93 | \$49,500.00 |
| Golf | | | | |
| GULLETT, CATHY GOBLE | Fixed Term II | Lecturer (Golf Camp) | 6/3/90 - 6/8/90 | \$150.00 |
| GULLETT, NELSON HALL | Fixed Term II | Lecturer (Golf Camp) | 6/3/90 - 6/8/90 | \$150.00 |
| Women's Softball | | | | |
| MCCLELLAN, JIM L. | Supplementary | Academic Athletic Coun. & Women's Volley. Coach (Weight Coach for Women's Softball) | 12/1/90 - 4/30/91 | \$600.00 |
| WELLS, JAMES WARREN | Supplementary | Publications Assistant (Head Coach for Women's Softball) | 11/1/90 - 5/31/91 | \$2,146.00 |

12/06/90

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

Page: 004

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|--------------------|--|-------------------|--------------------|
| Off. VP Univ. Advancement | | | | |
| Womens Issues | | | | |
| LOO, CHIH YIH | Supplementary | Budget Policy Analyst II (Women's Tennis Coach) | 8/22/90 - 5/12/91 | \$3,511.00 |
| Off. VP Adm. & Fiscal Serv. | | | | |
| Off. VP Adm. & Fiscal Serv. | | | | |
| BARKER, DEBORAH CAROL | Other | Administrative Secretary (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| BLAND, NELL B. | Other | Administrative Assistant (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| JONES, RONALD DEAN | Supplementary | Properties Manager (Supervision of the Univ. Post Office operation) | 7/1/90 - 7/1/91 | \$1,200.00 |
| WALTERS, MICHAEL RAY | Other | Asst. V.P. Fiscal Serv. (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| Off. Budget & Management Inf. | | | | |
| LOO, CHIH YIH | Title Change | From Budget Policy Analyst II to Asst. Dir. of Budgets & Management Information | 7/1/90 | \$25,849.70 |

12/26/90

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

005

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|-------------------------------------|--|--------------------|--------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Office of Business Services | | | | |
| ALCORN, KIMBERLY ANN | Standing I Probation | Data Entry Specialist I | 9/10/90 | \$5.14/hr. |
| BEAR, JILL | Standing I Probation | Head Cashier | 7/30/90 | \$6.75/hr. |
| BEAR, JILL | Probation Completed | Head Cashier | 10/30/90 | \$6.75/hr. |
| BREWER, BARRY L. | Standing I Probation Transfer | From Acting Assistant Manager, Golf Course to Postal Clerk, Business Services | 10/1/90 | \$5.52/hr. |
| CLINE, JACQUELINE THOMAS | Standing I Probation | Business Cashier (Replacing Delane Riddle, \$5.52/hr.) | 11/19/90 | \$5.94/hr. |
| LANSAW, F. DENISE | Other | Accountant I (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| PARISH, MAUDA ELAINE | Probation Completed | Postmaster | 9/16/90 | \$14,507.00 |
| STOCKLEY, MARGARET SUPLEE | Other | Purchasing Clerk (Educational Bonus - Associate Degree) | 9/4/90 | \$370/net |
| WHITT, TONYA M. | Wage Payroll | Business Cashier | 10/5/90 - 10/19/90 | \$4.25/hr. |
| WHITT, TONYA M. | Wage Payroll Continuation | Business Cashier | 10/22/90 - 11/2/90 | \$4.25/hr. |
| WHITT, TONYA M. | Wage Payroll Continuation | Business Cashier | 11/5/90 - 11/16/90 | \$4.25/hr. |

12/06/90

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

Page: 005

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---|---|-------------------|------------------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Office of Information Technology | | | | |
| CALLAHAN, ROBERT ERVIN | Title Change | From Academic Systems Support Specialist, User Services to Academic Consultant I, Information Technology | 10/22/90 | \$17,252.00 |
| HENDERSON, DREW WILLIAM | Other | Systems Manager (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/mo |
| PRESTON, JEFFREY DWIGHT | Fixed Term I | Computer Operator (Extension of contract) | 8/1/90 - 8/17/90 | \$6.75/hr. |
| PRESTON, JEFFREY DWIGHT | Standing I | Computer Operator | 9/4/90 | \$6.75/hr. |
| PRESTON, JEFFREY DWIGHT | Fixed Term I | Computer Operator (Extension of contract) | 8/20/90 - 8/31/90 | \$6.75/hr. |
| WEBB, MARGARET ANN | Standing I Probation New Position Transfer | From Secretary, Academic Service Center to Secretary Specialist, Information Technology | 1/2/91 | \$6.75/hr. |
| Office of Personnel Services | | | | |
| COFFEY, TAMELA J | Wage Payroll | Secretary | 8/13/90 - 1/31/91 | \$5.94/hr. |
| DEHART, PHYLLIS JEAN | Salary Adjustment Reclassification | Personnel Assistant | 11/1/90 | \$9.14/hr. (\$1.44 incr.) |
| HAMILTON, SHIRLEY POTTER | Supplementary | Coordinator, Training (Serve as Staff Professional Development Coordinator) | 7/1/90 - 6/30/91 | \$200/month |
| MARDIN, MICHELLE P. | Fixed Term I | Interim Rec. & Empl. Mng. | 8/1/90 - 1/31/91 | \$20,544/annual |
| LUCKEY, JR., GEORGE M | Supplementary | Professor of Philosophy & Acad. Honors Prog. Dir. (Serve as Faculty Professional Development Coordinator) | 7/1/90 - 6/30/91 | \$200/month |

12/06/90.

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

: 007

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---|--|---------------------|--------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Office of Personnel Services | | | | |
| MCCARTY, LARRY | Supplementary | Safety Officer (Preparation and presentation for Faculty/ Staff Professional Dev. OSHA Workshop) | 8/29/90 - 8/29/90 | \$100.00 |
| MORGAN, CHARLES H | Supplementary | Professor of Psychology (Preparation and presentation of Faculty/ Staff Professional Development - Stress Management) | 10/24/90 - 10/24/90 | \$100.00 |
| MUSSER, ANITA R | Resignation | Recruitment & Empl. Mgr. | 3/31/90 | \$22,925.00 |
| RILEY, WILLIAM J. | Other | Asst. Dir. of Personnel (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| STULL, SUZANNE | Standing I Probation New Position Transfer | From Administrative Secretary, Undergraduate Programs to Wage & Salary Manager, Personnel Serv. | 11/1/90 | \$27,544.00 |
| Office of Technical Services | | | | |
| ELDRIDGE, MICHAEL WADE | Other | Network Analyst (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| SMEJLEY, JEFFREY RAY | Standing I Probation | electronics Technician II | 10/22/90 | \$7.55/hr. |
| STANLEY, ROSEMARY | Wage Payroll | Clerk/Typist | 9/6/90 - 2/6/91 | \$5.14/hr. |
| STEVENS, OSCAR WAYNE | Standing I Probation Transfer | From Electronic Tech. II to Senior Electronic Tech. | 9/20/90 | \$8.36/hr. |

12/06/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---|--|--------------------|---------------------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Office_of_User_Services | | | | |
| BOWMAN, HAROLD TODD | Standing I Probation | Manager, Academic Comp. (Replacing John Slocum, \$24,134.00) | 9/4/90 | \$32,000.00 |
| CALLAHAN, ROBERT ERVIN | Probation Completed Salary Adjustment | Academic Sys. supp. Spec. | 7/23/90 | \$17,252.00 (\$695.00 incr.) |
| CURVETT, ANDREA F. | Other | Programmer/Analyst I (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| JONES, BRENT NEWTON | Standing I Probation Transfer New Position | From Microcomputer Consultant I to Senior Microcomputer Consultant | 1/1/91 | \$27,127.00 |
| JONES, BRENT NEWTON | Other | Micro. Consultant I (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| PERKINS, THERESA L | Wage Payroll | Staff Assistant | 10/8/90 - 12/14/90 | \$4.50/hr. |
| PUARCH, CHARLES CHRISTOPHER | Wage Payroll | Staff Assistant | 9/20/90 - 12/14/90 | \$4.50/hr. |
| WHITE, SHERI L. | Standing I Probation New Position Transfer | From Secretary Specialist to Learning Support Coordinator | 1/1/91 | \$17,252.00 |
| Office_of_WMKY_Radio | | | | |
| BELCHER, BEVERLY RENEE | Wage Payroll | Production Assistant | 10/8/90 - 12/15/90 | \$4.25/hr. |
| KIRTLEY, JOHN KENNETH | Wage Payroll | WKY News Temporary | 10/3/90 - 5/17/91 | \$4.25/hr. |
| ROBERTS, RAY | Wage Payroll | Technical Assistant (Not to exceed 160 hours) | 9/17/90 - 6/30/91 | \$20.00/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--|--|--------------------|-----------------------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Office of Public Safety | | | | |
| BARKER, REGENIA RYAN | Resignation | Communications Dispatcher | 9/10/90 | \$5.72/hr. |
| CLINE, MARK ANTHONY | Probation Completed | Public Safety Officer | 7/19/90 | \$7.01/hr. |
| GREEN, RICHARD F. | Probation Completed Salary Adjustment | Manager, Public Safety | 7/16/90 | \$30,419.00 (\$1,225.00 incr.) |
| JAMES, DAVID RAY | Wage Payroll | Sec. & Trat. Enf. Officer | 8/13/90 - 9/11/90 | \$4.33/hr. |
| JAMES, DAVID RAY | Fixed Term I Probation | Sec. & Trat. Enf. Officer | 8/27/90 - 5/27/91 | \$5.14/hr. |
| JAMES, MELISSA JO | Wage Payroll | Parking Attendant | 9/24/90 - 12/15/90 | \$4.33/hr. |
| KELLEY, RICHARD M. | Standing I Probation | Communications Dispatcher (Replacing Regenia Barker, \$5.72/hr.) | 9/10/90 | \$5.14/hr. |
| THAYER, CAROL DIANE | Wage Payroll | Parking Attendant | 8/27/90 - 12/15/90 | \$4.33/hr. |
| WOOLWINE, MICHELE RENEE | Wage Payroll | Parking Attendant | 9/4/90 - 12/15/90 | \$4.33/hr. |
| WRIGHT, TIMOTHY J. | Standing I Probation | Communications Dispatcher | 9/10/90 | \$5.14/hr. |

Occupational Health & Safety

| | | | | |
|-------------------------|---------------|---|------------------|----------|
| HENDERSON, DREW WILLIAM | Supplementary | Systems Manager (Compensation for Radiation Safety Officer training responsibilities) | 7/1/90 - 9/30/90 | \$300.00 |
|-------------------------|---------------|---|------------------|----------|

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|---|--|---------------------|---------------------------------|
| Off., VP Adm. & Fiscal Serv. | | | | |
| Staff Congress | | | | |
| ROBINSON, RUTH ANN | Supplementary | Administrative Secretary (Secretary to Staff Congress for 1990-91) | 9/1/90 - 5/31/91 | \$100/month |
| TOWNSEND, MILDRED SUE | Resignation | Secretary, Univ. Center & Student Activities (Resigned as Secretary to Staff Congress for 1990-91) | 8/31/90 | \$100/month |
| Off., VP Student Life | | | | |
| Off. Career Plan. and Plac. | | | | |
| SWIN, STEVE LOREN | Standing ; Probation New Position Transfer | From Job Trainer, Job Training Part. Act. Prog. to Asst. Director, Career Planning & Plac. | 12/3/90 | \$20,544.00 |
| Off. Counseling & Health Svc. | | | | |
| SMITH, HILLIARD HAGAN | Probation Completed Salary Adjustment | Substance Abuse Educator | 8/9/90 | \$20,544.00 (\$828.00 incr.) |
| SMITH, HILLIARD HAGAN | Leave without pay | Substance Abuse Educator | 10/11/90 - 11/20/90 | \$20,544.00 |
| SMITH, HILLIARD HAGAN | Resignation | Substance Abuse Educator | 11/20/90 | \$20,544.00 |

12/36/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|---|--|-------------------|--------------------|
| Off. VP Student Life | | | | |
| Office of Financial Aid | | | | |
| ALLEN, DARLENE | Standing I Probation New Position | Data Entry Specialist I | 8/13/90 | \$5.14/hr. |
| ALLEN, DARLENE | Probation Completed | Data Entry Specialist I | 11/13/90 | \$5.14/hr. |
| BARBER, CAROL R. | Probation Completed | Financial Aid Specialist | 10/1/90 | \$8.00/hr. |
| BECKER, CAROL | Other | Assoc. Dir. Financial Aid (Educational Bonus - Specialist Degree) | 9/4/90 | \$600/net |
| CONWAY, CATHY RENEE | Standing I Probation New Position | Data Entry Specialist I | 7/30/90 | \$5.14/hr. |
| CONWAY, CATHY RENEE | Probation Completed | Data Entry Specialist I | 10/30/90 | \$5.14/hr. |
| MCCARTY, MELISSA RENEE | Resignation | Clerk/Typist | 9/7/90 | \$5.37/hr. |
| MURTON, JAMES A. | Promotion | From Director, Office of Financial Aid to Asst. Director, Office of Financial Aid | 10/6/90 | \$34,223.00 |
| PUGH, JANELLE L. | Standing I Probation | Clerk/Typist (Replacing Melissa McCarty, \$5.37/hr.) | 10/1/90 | \$5.14/hr. |
| Off. Univ. Ctr. & Stud. Affs. | | | | |
| BECKER, JACQUELINE E | Other | Univ. Pools Coordinator (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |

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

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09/05/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|-----------------------------------|---|---|---------------------|--------------------|
| Off., VP Student Life | | | | |
| Office of Admissions | | | | |
| BRENNENSTUHL, HALLIE ANN | Standing I Probation New Position | Admissions Counselor | 8/5/90 | \$13,961.00 |
| ROCKS, JAMES M. | Resignation | Admissions Counselor | 8/2/90 | \$13,961.00 |
| MCGUIRE, ALENE E | Other | Admissions System Coord. (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| RICHMOND, MICHELLE DEANNE | Standing I Probation | Admissions Counselor | 8/20/90 | \$13,961.00 |
| Office of Minority Affairs | | | | |
| LOCKE, DAVEY BRENT | Fixed Term II | Black Scholar in Residence Education | 10/12/90 - 10/14/90 | \$600.00 |
| Office of Student Services | | | | |
| SWIN, RHONDA GAYE | Supplementary | Financial Aid Specialist (Coordination of the Work-Study Program) | 8/1/90 - 10/31/90 | \$300/month |

12/26/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|-------------------------------------|--|--------------------|--------------------|
| Off., VP Student Life | | | | |
| Office of Student Development | | | | |
| SCOTT, JACQUELYN HARBOR | Standing I Probation Transfer | From Job Training Coord., Regional Development Serv. to Counselor, Non- Traditional Students, Student Devel. (Replacing Anna Mae Riggle, #40,263) | 11/19/90 | \$20,544.00 |
| Off., VP Academic Affairs | | | | |
| Office VP Academic Affairs | | | | |
| GLASSER, MARC D | Supplementary | Professor of English (Assistant to Acting VPAA on 25% reassigned time basis) | 8/15/90 - 5/18/91 | -0- |
| OSBORNE, FRANCIS H | Supplementary | Professor of Psychology (Asst. to VPAA - Tech. Consultant, 3 hours reassigned time) | 8/27/90 - 12/15/90 | -0- |
| PHILLEY, JOHN C | Supplementary | Acting V.P. for Academic Affairs | 9/18/90 - 5/30/91 | \$875/month |
| PHILLEY, JOHN C | Title Change | From Acting V.P. for Academic Affairs to Interim V.P. for Academic Affairs | 1/1/91 - 5/30/91 | \$875.00/month |
| TAYLOR, STEPHEN S | Sabbatical Leave | V.P. for Academic Affairs & Professor of Education | 9/17/90 - 12/31/90 | \$75,500.00 |
| Office of the Registrar | | | | |
| ALDERMAN, JANET BLACK | Resignation | Secretary | 9/21/90 | \$5.94/hr. |
| KOLP, CHERYL A. | Probation Completed | Clerk/Typist | 10/23/90 | \$5.14/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|-------------------------|--|-------------------|-------------|
| Off., VP Academic Affairs | | | | |
| Office of the Registrar | | | | |
| STAVLEY, ROSEMARY | Standing I Probation | Secretary (Replacing Janet Alderman, \$5.94/hr.) | 10/9/90 | \$5.94/hr. |
| Office Research Grants & Loans | | | | |
| LOWE, MELINDA KAY | Other | Grants Specialist (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| Off., Grad. & Ext. Campus Prog | | | | |
| Office Grad. & Ext. Campus Prog | | | | |
| HALCOMB, TRUMAN | Fixed Term II | Regional Representative (Coordinate classes at Whitesburg) | 8/20/90 - 5/17/91 | \$1,500.00 |
| KRAMER, JAVE | Fixed Term II | Regional Representative (Coordinate classes at Maysville) | 8/20/90 - 5/17/91 | \$1,500.00 |
| RATCLIFF, JAMES W. | Fixed Term II | Regional Representative (Coordinate classes at Prestonsburg) | 8/20/90 - 5/14/91 | \$1,500.00 |
| RUDY, MARY FOWLER | Transfer | From Prog. Manager/KTIP Program, Educational Serv. to Prog. Manager/ KTIP Program, Graduate & Extended Campus Programs | 9/26/90 - 5/30/91 | \$27,667.00 |
| WATTS, PATRICIA ANN | Retirement | Graduate Programs Coord. | 10/31/90 | \$32,485.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---------------------|---|---------------------|--------------------|
| Off., Grad. & Ext. Campus Prog | | | | |
| Regional Development Services | | | | |
| DUNCAN, LAURA LEE | Supplementary | Principia Perf./Writer (Perform one concert at Cave Run Lake for the Outdoor Stage Summer Concert series) | 9/2/90 - 9/2/90 | \$75.00 |
| GIFFORD, JAMES M | Supplementary | Exec. Dir., Jesse Stuart Foundation (Provision of instruction of Eldernostels) | 11/4/90 - 11/30/90 | \$600.00 |
| JACKSON, ROJI | Supplementary | Staff Assistant (Provision of office assistance in preparation of Eldernostels) | 11/4/90 - 11/30/90 | \$180.00 |
| MCKEE, W. SCOTT | Wage Payroll | Community Ed. Teacher (Provision of instruction during Community Ed. class, Clogging & Folk Dance) | 10/11/90 - 12/13/90 | \$15.00/hr. |
| MCMILLAN, TAMARA G | Supplementary | Instructor, Horsemanship (Provision of instruction during Community Ed. class, Horseback Riding) | 10/3/90 - 11/21/90 | \$480.00 |
| MCMILLAN, TAMARA G | Supplementary | Instructor, Horsemanship (Provision of instruction during Community Ed. class, Horsemanship) | 10/12/90 - 11/21/90 | \$240.00 |
| RILEY, CATHERINE | Probation Completed | Ret. Sr. Vol. Pro. Coord. | 9/1/90 | \$19,714.00 |
| SAMMONS, GEORGIA | Supplementary | Data Entry Specialist II (Preparation for Arts & Crafts Market) | 10/1/90 - 12/14/90 | \$1,060.00 |
| TOY, DANNI LYNN | Wage Payroll | Community ed. Teacher (Provision of instruction during Community Ed. class, Water Aerobics) | 9/4/90 - 12/13/90 | \$10.00/hr. |
| WANCE, CATHERINE JEAN | Probation Completed | Secretary | 10/1/90 | \$5.94/hr. |

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PERSONNEL ACTIONS

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|--|--------------------|--------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Biological & Environmental Sciences | | | | |
| PASS, II, TED | Supplementary | Professor of Biology (Research for the State Division of Water Research Grant) | 3/27/90 - 9/28/90 | \$875.00 |
| PRYOR, MADISON E | Supplementary | Acting Chair of the Dept. of Biological & Environ. Sciences | 9/18/90 - 5/30/91 | \$570/month |
| WRIGHT, RITA B. | Supplementary | Water Testing Lab. Mgr. (Research for the State Division of Water Research Grant) | 8/27/90 - 9/28/90 | \$800.00 |
| Biological & Environmental Sciences - Water Analysis | | | | |
| WRIGHT, RITA B. | Supplementary | Water Testing Lab. Mgr. (Teach BIOL 105-011 BIOL 105-012) | 8/20/90 - 12/15/90 | \$2,400.00 |
| Communications | | | | |
| BROWN, ELLEN PATRICIA | Fixed Term II | Lecturer (Teach JOUR/R-TV 112, JOUR 393) | 8/20/90 - 12/15/90 | \$2,400.00 |
| DILLON, AMY JO | Fixed Term II | Lecturer (Teach SPCH 370) | 8/20/90 - 12/15/90 | \$1,200.00 |
| EARL, E. NOEL | Fixed Term I | Instructor of Speech | 8/20/90 - 5/15/91 | \$23,000.00 |
| FLAVELL, JOHN STEPHEN | Fixed Term II | Lecturer (Teach JOUR 285 & 464 when Larry Dales is ill) | 9/27/90 - 10/9/90 | \$500.00 |
| GRUBB-SWETNAM, AUTUMN | Supplementary | Coord., TV Productions (Teach COMM 470) | 8/20/90 - 12/15/90 | \$800.00 |

12/36/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|---|--------------------|--------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Communications | | | | |
| HAMILTON, KYUNG K | Supplementary | Theatre Costumer (Teach THEA 312, 327) | 8/20/90 - 12/15/90 | \$2,400.00 |
| HUFFMAN, MARTIN | Supplementary | Manager, Printing Serv. (Teach JOUR 375) | 8/20/90 - 12/15/90 | \$1,200.00 |
| KAPPE, KEITH R | Supplementary | V.P. Univ. Advancement (Teach JOUR 392) | 8/20/90 - 12/15/90 | Waived |
| LAYNE, SYLVIA HORTON | Fixed Term II | Lecturer (Teach THEA 100, 208, 375, Choreography for Romeo & Juliet) | 8/20/90 - 12/15/90 | \$4,800.00 |
| MACE, PAMELA SUE | Supplementary | Library Assistant I (Teach SPCH 110) | 8/20/90 - 12/15/90 | \$1,200.00 |
| SCOTT, THOMAS ELIHU | Supplementary | Asst. Prof. of Speech (Over the Road - SPCH 110 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| English/English-Lang.-Phil. | | | | |
| BAILEY, REBECCA LYNN | Supplementary | Instructor of English (Over the Road - ENG 202 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| CAND, SARAH C. | Fixed Term II | Lecturer (Teach SPA 101-001, -002, 102) | 8/20/90 - 12/15/90 | \$4,200.00 |
| CARR-BACK, JUDITH ELAINE | Fixed Term II | Lecturer (Teach ENG 101-002, -033) | 8/17/90 - 12/15/90 | \$2,400.00 |
| CASH, ERIC W. | Fixed Term II | Lecturer (Teach ENG 101-010, -020, -041) | 8/17/90 - 12/15/90 | \$3,000.00 |
| CASH, LAURA MAE | Fixed Term II | Lecturer (Teach ENG 102-001, -012, 093, 099) | 8/17/90 - 12/15/90 | \$3,000.00 |
| DEPP, DANE | Fixed Term I | Asst. Prof. of Philosophy | 8/17/90 - 5/13/91 | \$25,000.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|------------------|--|--------------------|-------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| English/Foreign Language/Phil. | | | | |
| DOBLER, G. RONALD | Supplementary | Professor of English (Over the Road - ENG 544 in Ashland) | 9/20/90 - 12/15/90 | \$652.00 |
| GLASSER, MARC D | Supplementary | Professor of English (Over the Road - ENG 570 at Prestonsburg Community College) | 9/20/90 - 12/15/90 | \$790.00 |
| GLASSER, MARC D | Sabbatical Leave | Professor of English | 1/10/91 - 5/19/91 | \$42,958.00 |
| GOOJING, JOYCE EVELYN | Fixed Term II | Co-Dir., Morehead Writing Project | 7/1/90 - 3/10/90 | \$3,200.00 |
| LEMASTER, JOYCE B. | Sabbatical Leave | Assoc. Prof. of English | 8/17/90 - 12/15/90 | \$38,810.00 |
| STEWART, MARY HARLENE | Fixed Term II | Lecturer (Teach ENG 101-090, -093) | 8/17/90 - 12/15/90 | \$2,400.00 |
| THORNTON, SALLY JANE | Fixed Term II | Lecturer (Teach ENG 101) | 8/17/90 - 12/15/90 | \$1,200.00 |
| VANMETER, ELLA JANE | Fixed Term II | Lecturer (Teach ENG 101) | 8/17/90 - 12/15/90 | \$1,200.00 |
| WEDDLE, LEO JEFFREY | Fixed Term II | Lecturer (Teach ENG 101-004, -018, -035) | 8/17/90 - 12/15/90 | \$3,600.00 |
| YOUNG, EUGENE D. | Supplementary | Department Chair & Professor of English (Over the Road - ENG 101 in West Liberty) | 9/20/90 - 12/15/90 | \$410.00 |
| ZHU, YI-LI | Fixed Term II | Lecturer (Teach JPN 190) | 9/20/90 - 12/15/90 | \$1,200.00 |
| George S. Yeager School of Business | | | | |
| BALJWIN, ALAN ROMANS | Supplementary | Prov. Studies Coordinator (Teach MIS 141) | 9/20/90 - 12/15/90 | \$1,200.00 |

12/30/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|------------------|--|--------------------|-------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| <u>Geog. Government & History</u> | | | | |
| BALDWIN, YVONNE HONEYCUTT | Supplementary | Director, Academy of Arts (Teach HIS 141, 142) | 8/23/90 - 12/15/90 | \$2,400.00 |
| BURNS, ROLAND LOUIS | Sabbatical Leave | Professor of Geography | 8/20/90 - 12/15/90 | \$44,049.00 |
| CAUDILL, DANNY P. | Fixed Term II | Lecturer (Teach GOVT 392) | 8/20/90 - 12/15/90 | \$1,200.00 |
| FLATT, DONALD F | Sabbatical Leave | Professor of History | 1/10/91 - 5/18/91 | \$46,561.00 |
| GREEN, WILLIAM CRAWFORD | Sabbatical Leave | Assoc. Prof. Government | 1/10/91 - 5/18/91 | \$34,623.00 |
| RAY, BOB G | Fixed Term II | Lecturer (Teach GEO 103) | 8/20/90 - 12/15/90 | \$1,200.00 |
| STUTSMAN, DENNIS M. | Fixed Term II | Lecturer (Over the Road - GOVT 445 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| STUTSMAN, DENNIS M. | Fixed Term II | Lecturer (Teach GOVT 445 at Prestonsburg Community College) | 8/30/90 - 12/15/90 | \$1,200.00 |
| TAYLOR, AZALIA | Fixed Term II | Lecturer (Teach GOVT 390-003, -004) | 9/2/90 - 12/15/90 | \$2,400.00 |
| <u>Mathematics</u> | | | | |
| MARTIN, SUSAN SWIE LIE | Fixed Term II | Lecturer (Teach MATH 135) | 8/20/90 - 12/14/90 | \$1,200.00 |

12/30/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|------------------------------|--|---------------------|-----------------------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Music | | | | |
| ANDERSON, CATHERINE LOUISE | Wage Payroll | Clerk/Typist | 8/13/90 - 9/4/90 | \$5.14/hr. |
| ANDERSON, CATHERINE LOUISE | Standing I Probation | Clerk/Typist | 9/17/90 | \$5.14/hr. |
| BROMWELL, KIMBERLY LYNN | Wage Payroll | Clerk/Typist | 9/6/90 - 8/10/90 | \$5.14/hr. |
| LOUDER, EARLE L. | Supplementary | Professor of Music (Blue & Gold Festival of Bands Adjudicator) | 10/6/90 - 10/5/90 | \$122.84 |
| MILES, MELANIE | Wage Payroll | General Office Worker | 9/19/90 - 10/17/90 | \$4.00/hr. |
| MILES, MELANIE | Wage Payroll Continuation | General Office Worker | 10/18/90 - 12/13/90 | \$4.00/hr. |
| MUELLER, FREDERICK A. | Retirement | Professor of Music | 5/15/91 | \$43,877.00 |
| ODDIS, FRANK ALAN | Supplementary | Asst. Prof. of Music (Blue & Gold Festival of Bands Adjudicator) | 10/6/90 - 10/6/90 | \$122.84 |
| STROUSE, THOMAS GREGORY | Fixed Term II | Lecturer (Teach MUSP 219, MUS4 159) | 9/4/90 - 12/15/90 | \$3,200.00 |
| STROUSE, THOMAS GREGORY | Fixed Term II | Lecturer (Blue & Gold Festival of Bands Adjudicator) | 10/6/90 - 10/6/90 | \$138.73 |
| Physical Sciences | | | | |
| ESHAM, MAURICE E. | Supplementary | Assoc. Prof. of Science (Over the Road - SCI 490 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| LIERMAN, ROBERT T. | Salary Adjustment | Asst. Prof. of Geoscience (Work for Ph.D was not completed) | 9/15/90 | \$25,000.00 (\$1,000.00 decr.) |

12/30/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---------------------|---|--------------------|--------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Physical Sciences | | | | |
| MANNING, JANET LEE | Other | Secretary (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| MANNING, JANET LEE | Probation Completed | Secretary | 10/31/90 | \$5.94/hr. |
| SALE, RANDALL BLAINE | Fixed Term II | Lecturer (Teach SCI 103) | 8/17/90 - 12/14/90 | \$1,200.00 |
| STORY, LLOYD EDWARD | Fixed Term II | Lecturer (Over the Road - SCI 490 in Maysville) | 8/20/90 - 12/15/90 | \$274.00 |
| STORY, LLOYD EDWARD | Fixed Term II | Lecturer (Teach SCI 490 in Maysville) | 8/21/90 - 12/15/90 | \$1,200.00 |
| Academy of Arts | | | | |
| BAKER, JOY ALISON | Fixed Term II | Lecturer (Teach jazz dance) | 9/10/90 - 6/30/91 | \$10.00/hr. |
| BEAVE, ANNE T | Supplementary | Instructor of Music (Teach private voice lesson) | 10/1/90 - 6/30/91 | \$11.00/half hr. |
| BUFFORD, JOHN LOUIS | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |
| DODSON, REBECCA JEANE | Fixed Term II | Lecturer (Teach group art lessons) | 9/10/90 - 6/30/91 | \$20.00/lesson |
| FLIPPIN, RUSSELL JAY | Supplementary | Assoc. Prof. of Music (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$11.00/half hr. |
| GIDEON, ANISSA GAY | Fixed Term II | Lecturer (Teach private beginning voice lessons) | 9/17/90 - 6/30/91 | \$5.00/half hr. |

09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|--|--------------------|------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Academy of Arts | | | | |
| GOODWILL, HAROLD TIMOTHY | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |
| HOPPER, REBECCA JOAN | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$9.00/half hr. |
| KEEVAN, KATHRYN JOANNE | Supplementary | Instructor of Music (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$11.00/half hr. |
| KEEVAN, LARRY W | Supplementary | Professor of Music (Teach private piano instruction) | 10/15/90 - 6/30/91 | \$11.00/half hr. |
| KUHN, MEDY | Fixed Term II | Lecturer (Teach dance/ballet) | 9/10/90 - 6/30/91 | \$17.00/hr. |
| LADD, STEVE | Fixed Term II | Lecturer (Teach Ballroom Dance) | 11/15/90 - 6/30/91 | \$30.00/hr. |
| LANE, MARTIN LEE | Fixed Term II | Lecturer (Teach private guitar instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |
| LAYNE, SYLVIA ELIZABETH | Fixed Term II | Lecturer (Teach dance/creative movement) | 9/10/90 - 6/30/91 | \$15.00/hr. |
| LEITZ, SUZANNE MARIE | Fixed Term II | Lecturer (Teach Pre-Ballet class) | 9/10/90 - 6/30/91 | \$10.00/hr. |
| LOUDER, EARLE L. | Supplementary | Professor of Music (Teach private tuba instruction) | 9/10/90 - 6/30/91 | \$11.00/half hr. |
| LUST, JO ELLEN | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |
| MCGOODWIN, STACEY B. | Fixed Term II | Lecturer (Teach Suzuki violin instruction) | 9/10/90 - 6/30/91 | \$10.00/half hr. |
| MEFFORD, M. ANNE | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |

12/06/90

PERSONNEL ACTIONS

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|--|--------------------|------------------|
| Off. Dean, Coll. Arts & Scien. | | | | |
| Academy of Arts | | | | |
| NORDEN, EUGENE C | Supplementary | Asst. Prof. of Music (Teach private saxophone instruction) | 9/10/90 - 6/30/91 | \$11.00/half hr. |
| REGISTER, BRIAN WAYNE | Fixed Term II | Lecturer (Teach private piano instruction) | 9/10/90 - 6/30/91 | \$5.00/half hr. |
| SPRAGUE, CAROLA H | Fixed Term II | Lecturer (Teach dance/ballet) | 9/10/90 - 6/30/91 | \$17.00/hr. |
| STROUSE, THOMAS GREGORY | Wage Payroll | Lecturer (Teach percussion instruction) | 10/22/90 - 6/30/91 | \$9.00/half hr. |
| Folk Art Marketing | | | | |
| BURGESS, ELISSABETH MARIE | Wage Payroll | Staff Assistant | 11/1/90 - 11/30/90 | \$5.00/hr. |
| Off. Dean, College of Business | | | | |
| Office of College of Business | | | | |
| MAYE, MYRA JANE | Other | Administrative Secretary (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| Accounting & Economics | | | | |
| BROWN, VIRGINIA KAY | Fixed Term I | Instructor of Economics | 9/15/90 - 5/15/91 | \$25,500.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---------------------------------------|--------------------|---|--------------------|--------------------|
| Off. Dean, College of Business | | | | |
| Accounting & Economics | | | | |
| CAMPBELL, JAMES A. | Fixed Term II | Lecturer (Teach ACCT 394, 432 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$2,400.00 |
| DAVIS, BERNARD | Supplementary | Dean, College of Business & Kilo. Prof. of Banking (Over the Road - ECON 561 in Ashland) | 8/20/90 - 12/15/90 | \$652.00 |
| DOSTER, STEVE JOSEPH | Fixed Term II | Lecturer (Over the Road - ACCT 528 in Ashland) | 8/20/90 - 12/15/90 | \$750.00 |
| DOSTER, STEVE JOSEPH | Fixed Term II | Lecturer (Teach ACCT 528 in Ashland) | 8/20/90 - 12/15/90 | \$1,200.00 |
| ELLIOTT, TERRY GLEN | Supplementary | Asst. Prof. of Accounting (Over the Road - ACCT 500 in Ashland) | 8/20/90 - 12/15/90 | \$652.00 |
| HASVAT, BABAN | Resignation | Asst. Prof. of Economics | 8/6/90 | \$51,500.00 |
| HULLUR, ISHAPPA | Supplementary | Assoc. Prof. of Finance (Over the Road - FIN 350 in Ashland) | 8/20/90 - 12/15/90 | \$652.00 |
| LYKINS, MARY C | Other | Secretary (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| MILLER, GREEN RUSSELL | Supplementary | Department Chair & Assoc. Prof. of Economics (Over the Road - FIN 342 in Ashland) | 8/20/90 - 12/15/90 | \$652.00 |
| MORGAN, JACK C. | Fixed Term II | Lecturer (Teach ECON 500) | 8/2/90 - 3/3/90 | \$1,200.00 |
| OSBORNE, JOHN W | Supplementary | Asst. Prof. of Accounting (Over the Road - ACCT 587 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$750.00 |

12/06/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---------------------------------------|------------------|--|--------------------|-------------|
| Off. Dean, College of Business | | | | |
| Accounting & Economics | | | | |
| PEAVLER, ROSEMARY CARLSON | Supplementary | Assoc. Prof. of Finance (Over the Road - FIN 650 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.07 |
| STEWART, KATHY CLARK | Fixed Term II | Lecturer (Teach ECON 350 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$1,200.00 |
| WILLIAMS, LOWELL KIM | Supplementary | Assoc. Prof. Accounting (SJI Advisor) | 9/15/90 - 12/15/90 | \$150.00 |
| Information Sciences | | | | |
| BERNARDI, RAY D. | Sabbatical Leave | Professor of Business Ed. | 1/10/91 - 5/18/91 | \$44,944.00 |
| BURSE, JAN GWYNETTE | Supplementary | Conferences Serv. Dir. (Teach OADM 111, 110-090, 110-091) | 8/20/90 - 12/14/90 | \$2,000.00 |
| JOHNSON, BRENDA CAROL | Supplementary | Admin. Asst. to President (Teach OADM 112) | 8/20/90 - 12/14/90 | \$1,200.00 |
| JONES, BRENT NEWTON | Supplementary | Micro. Consultant I (Teach CIS 201-21, -24) | 8/20/90 - 12/14/90 | \$2,400.00 |
| MULCAHY, PAUL JOSEPH | Resignation | Instructor of Data Proc. | 5/18/91 | \$27,138.00 |
| RODGERS, WILLIAM A | Supplementary | Prof. of Data Processing (Over the Road - CIS 201 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---------------------------------------|--------------------|--|--------------------|--------------------|
| Off. Dean, College of Business | | | | |
| Management - Marketing | | | | |
| BURGE, JAN GWYNETTE | Supplementary | Conference Serv. Director (Over the Road - MNGT 160 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| CAMPBELL, MICHAEL R | Fixed Term II | Lecturer (Teach REAL 310) | 8/20/90 - 12/15/90 | \$1,200.00 |
| CARLSON, RODGER D. | Supplementary | Professor of Marketing (Over the Road - MKT 550 in Ashland) | 8/20/90 - 12/15/90 | \$662.00 |
| HULT, CAROL P. | Fixed Term II | Lecturer (Teach MNGT 311) | 8/20/90 - 12/15/90 | \$1,200.00 |
| KEETON, ED | Fixed Term II | Lecturer (Teach REAL 175 in West Liberty) | 8/20/90 - 12/15/90 | \$1,200.00 |
| MCCORNICK, ALLEN KEITH | Fixed Term II | Lecturer (Teach MNGT 241, REAL 310) | 8/20/90 - 12/17/90 | \$2,400.00 |
| MCCORNICK, ALLEN KEITH | Fixed Term II | Lecturer (Over the Road - REAL 310 in Mt. Sterling) | 8/20/90 - 12/15/90 | \$380.00 |
| OUSLEY, VALERIE ANN | Supplementary | Accountant II (Teach MKT 304) | 8/20/90 - 12/15/90 | \$1,200.00 |
| PETERS, JACK W.R. | Supplementary | Assoc. Prof. Management (Over the Road - MNGT 519 in Ashland) | 8/20/90 - 12/15/90 | \$662.00 |
| PRUITT, JAMES PAUL | Fixed Term II | Lecturer (Over the Road - MNGT 411 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$360.00 |
| PRUITT, JAMES PAUL | Fixed Term II | Lecturer (Teach MNGT 411 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$1,200.00 |

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PERSONNEL ACTIONS

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---|--|--------------------|---------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Off. Dean, Educ. & Behav. Scie | | | | |
| GOTSICK, JAMES E. | Supplementary | Professor of Psychology (Serving as Interim Dean of the College of Ed. & Behavioral Sciences) | 8/1/90 - 3/15/90 | \$2,198.00 |
| GOTSICK, JAMES E. | Supplementary | Professor of Psychology (Serving as Interim Dean of the College of Ed. & Behavioral Sciences) | 8/17/90 - 12/31/90 | \$1,494/month |
| Educational Services | | | | |
| MILLER, TIMOTHY E. | Supplementary | Assoc. Prof. of Education (Coordination of Field Exps.) | 7/4/90 - 3/3/90 | \$2,628.00 |
| Elem. Read. & Spec. Education | | | | |
| ANDERSON, ELIZABETH C | Fixed Term II | Lecturer (Teach 3 classes in West Liberty and one on campus, also other duties & responsibilities) | 8/23/90 - 12/15/90 | \$14,000.00 |
| BREEDING, LESTER | Standing I Probation New Position | Field Exp. Adm. Coord. | 10/1/90 | \$20,544.00 |
| CROCKETT, MARTHA ADAMS | Fixed Term II | Lecturer (Teach ESOL 301 in Maysville) | 8/22/90 - 12/15/90 | \$800.00 |
| ENIX, JENDRA RENE | Fixed Term I | Instructor of Education (Replacing Michael Fadelay, \$25,000.00) | 8/17/90 - 5/15/91 | \$20,500.00 |

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|--|--------------------|--------------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Elem. Read. & Spec. Education | | | | |
| ENIX, JENDRA RENE | Supplementary | Instructor of Education (Acting Coordinator of Field Experiences) | 8/20/90 - 9/28/90 | \$1,500.00 |
| ENIX, JENDRA RENE | Supplementary | Instructor of Education (Assisting with field experiences) | 10/1/90 - 12/15/90 | \$750.00 |
| FEROZE, HYATT | Fixed Term II | Lecturer (Over the Road - EDEL 580 in Beltry) | 8/20/90 - 12/15/90 | \$84.00 |
| FEROZE, HYATT | Fixed Term II | Lecturer (Teach EDEL 580 in Selfrey) | 8/27/90 - 12/15/90 | \$1,200.00 |
| FREELAND, KENT E | Supplementary | Professor of Education (Over the Road - EDEL 530 in Maysville) | 8/20/90 - 12/15/90 | \$490.00 |
| HERZOG, KATHARINE D | Supplementary | Assoc. Prof. of Education (Over the Road - EDEL 528 in Ashland) | 8/20/90 - 12/15/90 | \$662.00 |
| JOHNSON, CARL S. | Fixed Term II | Lecturer (Over the Road - EDMG 341 EDEL 321 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$774.00 |
| JOHNSON, CARL S. | Fixed Term II | Lecturer (Teach EDEL 321 and EDMG 341 at Prestonsburg Community College) | 8/27/90 - 12/15/90 | \$1,200.00 |
| MANGRUM, FRANKLIN M | Supplementary | Professor of Philosophy (Over the Road - EDEL 580 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| MAYHEW, HARRY C. | Transfer | Assoc. Prof. of Education & Impact Center Coord. (From Educational Serv. to Elementary, Reading & Special Education) | 10/1/90 | \$38,100.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|---|--------------------|--------------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Elem. Read. & Spec. Education | | | | |
| MCGEE, PAUL RALPH | Supplementary | Department Chair & Professor of Education (Over the Road - EDEL 530 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| MILLER, TIMOTHY E. | Title Change | From Dir., Clinical & Field Exp., Dept. of Educational Services to Assoc. Prof. of Ed., Dept. of Elementary, Reading & Special Ed. | 8/3/90 | \$37,112.00 |
| POLLOCK, MARY ANNE | Supplementary | Asst. Prof. of Education (Over the Road - EDEL 527 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| RILEY, JENNIFER L. | Transfer | From Secretary, Educational Serv. to Secretary, Elementary, Reading & Spec. Education | 9/1/90 | \$6.58/hr. |
| RIS, DIANE L | Supplementary | Professor of Education (Over the Road - EDUC 582 in Whitesburg) | 8/20/90 - 12/15/90 | \$1,446.00 |
| SABIE, LAYLA BAYATTI | Supplementary | Assoc. Prof. of Education (Over the Road - EDEL 530 in Jackson) | 8/20/90 - 12/15/90 | \$910.00 |
| SOWARDS, HARRY E | Fixed Term II | Lecturer (Over the Road - EDEL 530 in Inez) | 8/20/90 - 12/15/90 | \$594.00 |
| SOWARDS, HARRY E | Fixed Term II | Lecturer (Teach EDEL 530 in Inez) | 8/27/90 - 12/15/90 | \$1,200.00 |
| STEWART, SHARON ROWE | Supplementary | Asst. Prof. of Education (Over the Road - EDSP 553 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| THOMPSON, NANCY | Fixed Term II | Consultant (Speech and hearing evaluation for the Teacher Education Prog.) | 8/3/90 - 3/3/90 | \$100.00 |

09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|---|--------------------|-------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Elem. Head. & Sec. Education | | | | |
| TILLER, WARREN PARKER | Fixed Term II | Lecturer (Over the Road - EJEL 532 in Pikeville) | 8/20/90 - 12/15/90 | \$430.00 |
| TILLER, WARREN PARKER | Fixed Term II | Lecturer (Teach EJEL 632 in Pikeville) | 8/27/90 - 12/15/90 | \$1,200.00 |
| TURNER, TAYLOR EDWARD | Fixed Term II | Lecturer (Over the Road - EJEE 323 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$774.00 |
| TURNER, TAYLOR EDWARD | Fixed Term II | Lecturer (Teach EJEE 323 at Prestonsburg Community College) | 8/27/90 - 12/15/90 | \$1,200.00 |
| WILLIAMS, TONY L. | Fixed Term II | Lecturer (Over the Road - EJEE 322 EDMG 342 in Ashland) | 8/20/90 - 12/15/90 | \$264.00 |
| WILLIAMS, TONY L. | Fixed Term II | Lecturer (Teach EDMG 322, 342 in Ashland) | 8/27/90 - 12/15/90 | \$1,200.00 |
| WILLIS, WAYNE | Supplementary | Asst. Prof. of Education (Over the Road - EJEL 580 in Ashland) | 8/20/90 - 12/15/90 | \$652.00 |
| Leadership & Secondary Educ. | | | | |
| ADKINS, LENA E | Transfer | From Secretary, Educational Serv. to Secretary, Leadership & Secondary Education | 9/1/90 | \$0.36/hr. |
| BILBREY, ROY | Fixed Term I | Asst. Prof. in Counseling | 8/20/90 - 5/11/91 | \$29,000.00 |
| BILBREY, ROY | Supplementary | Asst. Prof. of Counseling (Over the Road - EJGC 550 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|--|--------------------|-------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Leadership & Secondary Educ. | | | | |
| BLAIR, SHIRLEY S | Transfer | From Student Teaching Coord. & Asst. Prof. Ed., Educational Serv. to Student Teaching Coord. & Asst. Prof. Ed., Leadership & Sec. Ed. | 9/1/90 | \$40,626.00 |
| CHEATHAM, JUDY B. | Fixed Term II | Consultant (Teach In-Service) | 7/18/90 - 7/20/90 | \$900.00 |
| CONVELL, DANIEL J. | Supplementary | Dir. Acad. Serv. Center (Over the Road - EDF 610 in Mt. Sterling) | 8/20/90 - 12/15/90 | \$380.00 |
| CONVELL, DANIEL J. | Supplementary | Dir., Academic Serv. Ctr. (Teach EDF 610 in Mt. Sterling) | 8/24/90 - 12/15/90 | \$1,200.00 |
| DANIEL, RICHARD W. | Resignation | Asst. to V.P. for Academic Affairs | 9/17/90 | \$365/month |
| DUKE, BYRON KENT | Fixed Term II | Lecturer (Teach EDA1 04J) | 8/24/90 - 12/15/90 | \$1,200.00 |
| DUNCAN, JOHN R | Supplementary | Professor of Education (Over the Road - EDIL 028 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| FASKO, DANIEL | Supplementary | Assoc. Prof. of Education (Over the Road - EDF 610 in Jackson) | 8/20/90 - 12/15/90 | \$910.00 |
| GOTSICK, JAMES E. | Supplementary | Professor of Psychology (Over the Road - EDF 610 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| GRIESINGER, LAWRENCE E | Supplementary | Professor of Education (Teach EDSE 070 & 076 for Summer II) | 7/10/90 - 8/3/90 | \$1,651.00 |
| HOPPER, PHILLIP M. | Supplementary | Career Plan. & Plac. Dir. (Over the Road - EDF 600 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |

09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|---|--------------------|-------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Leadership & Secondary Educ. | | | | |
| HOPPER, PHILLIP M. | Supplementary | Career Plan, 3 Plac. Dir. (Teach EDF 600 at Prestonsburg Community College) | 8/22/90 - 12/15/90 | \$1,200.00 |
| HUGHES, RICHARD | Fixed Term II | Lecturer (Teach EDF 600) | 8/22/90 - 12/15/90 | \$1,200.00 |
| MANLY, MYRNA F. | Fixed Term II | Counselor (Teacher In-Service) | 7/16/90 - 7/19/90 | \$1,200.00 |
| MOORE, WILLIAM F. | Supplementary | Assoc. Prof. of Education (Over the Road - EDSE 534 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| OWEN, DEAN WALLACE | Supplementary | Professor of Education (Over the Road - EDGC 580 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| PANKRATZ, ROGER S. | Fixed Term II | Consultant (Assessment for Education Reform) | 7/21/90 - 7/21/90 | \$300.00 |
| PAYNE, JOHN WILEY | Retirement | Professor of Education (Early retirement) | 1/1/91 - 12/31/94 | \$45,198.00 |
| PAYNE, JOHN WILEY | Supplementary | Professor of Education (Over the Road - EDSE 534 in Ashland) | 8/20/90 - 12/15/90 | \$662.00 |
| ROSE, N HAROLD | Supplementary | Professor of Education (Instructional Packets for Teacher Orientation) | 8/6/90 - 8/15/90 | \$1,000.00 |
| ROSE, N HAROLD | Supplementary | Professor of Education (Over the Road - EDF 600 in Whitesburg) | 8/20/90 - 12/15/90 | \$1,446.00 |
| SHEPARD, RICHARD G. | Fixed Term I | Asst. Prof. of Education | 8/20/90 - 5/18/91 | \$27,000.00 |
| SMITH, COLLEEN M. | Transfer | From Secretary, Educational Serv. to Secretary, Leadership & Secondary Education | 9/1/90 | \$6.67/hr. |
| TAYLOR, STEPHEN S. | Standing I | Professor of Education | 1/1/91 | \$42,500.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|---|---------------------|-------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Leadership & Secondary Educ. | | | | |
| TURGI, PAUL A. | Supplementary | Asst. Prof. of Education (Over the Road - FDGC 556 in Whitesburg) | 8/20/90 - 12/15/90 | \$1,440.00 |
| WEIKEL, WILLIAM JOSEPH | Supplementary | Professor of Education (Over the Road - FDGC 567 A, B, C in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| WELLS, RANDALL L. | Supplementary | School Relations Coord. & Professor of Education (Over the Road - FDSE 533 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| Child Development Center | | | | |
| FLOKA, MARGGIE | Fixed Term II | Substitute Teacher | 10/11/90 - 5/30/91 | \$50.00/day |
| GRIESINGER, ANN GRETCHEN | Fixed Term II | Substitute Teacher | 9/15/90 - 5/15/91 | \$50/day |
| OWENS, PATRICIA ANN | Fixed Term II | Substitute Teacher | 9/15/90 - 5/15/91 | \$50/day |
| STAMPER, JENNA ANN | Fixed Term II | Substitute Teacher | 9/15/90 - 5/15/91 | \$50/day |
| Health & Rec. Center | | | | |
| ADKINS, DANA LEE | Wage Payroll | Equipment Room Clerk | 10/17/90 - 11/10/90 | \$5.53/hr. |
| DAVIS, VIRGIL KENNETH | Fixed Term II | Lecturer (Teach PHEJ 113) | 8/23/90 - 12/14/90 | \$400.00 |
| MCCLUNG, ZACHARY FELIX | Supplementary | Lead Electrician (Consultant for Archery class, PHEJ 133) | 10/15/90 - 12/7/90 | \$400.00 |
| NESBITT, HOWARD C | Supplementary | Professor of PE (Over the Road - REC 425 in Maysville) | 8/20/90 - 12/15/90 | \$490.00 |

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---------------------|---|---------------------|--------------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Health, P.E. & Recreation | | | | |
| OAKS, JUDY K. | Supplementary | Assoc. Prof. of HPER (Over the Road - HLTH 508, 301 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| OSBORNE, JAMES W | Supplementary | Asst. Prof. of HPER (Over the Road - HLTH 203 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| RAINES, PAUL A | Supplementary | Professor of HPER (Over the Road - HLTH 508 in Maysville) | 8/20/90 - 12/15/90 | \$490.00 |
| SWEENEY, HARRY FRANCIS | Supplementary | Assoc. Prof. of HPER (Over the Road - HLTH 518 in Whitesburg) | 8/20/90 - 12/15/90 | \$1,446.00 |
| THOMPSON, CHARLES B | Supplementary | Professor of HPER (Over the Road - HLTH 518 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| WARD, NAN K | Fixed Term II | Assoc. Prof. of HPER (Teach 12 semester hours) | 8/20/90 - 12/15/90 | \$15,000.00 |
| WEBSTER, KEITH JAY | Supplementary | Head Athletic Trainer (Teach PHED 220) | 8/22/90 - 12/14/90 | \$1,200.00 |
| Military Science | | | | |
| HAWKINS, LOIS LEE | Probation Completed | Secretary | 10/2/90 | \$5.94/hr. |
| Psychology | | | | |
| ANDERSON, DANIEL A | Supplementary | Student Hlth. & Coun. Center Director (Teach PSY 389) | 8/22/90 - 12/15/90 | \$1,200.00 |
| ASHWORTH, MELINDA LEE | Wage Payroll | Staff Assistant | 11/26/90 - 12/14/90 | \$5.00/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|--|---------------------|--------------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Psychology | | | | |
| CLOUGH, L. BRADLEY | Supplementary | Professor of Psychology (Over the Road - PSY 590 in Maysville) | 8/20/90 - 12/15/90 | \$490.00 |
| DEMAREE, ANNA L | Supplementary | Assoc. Prof. Psychology (Over the Road - PSY 590 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| HOUNSHELL, ALAN WADE | Wage Payroll | Staff Assistant | 11/26/90 - 12/14/90 | \$5.00/hr. |
| IMMELMAN, ABRAHAM P. | Fixed Term I | Asst. Prof. of Psychology | 8/20/90 - 5/17/91 | \$26,000.00 |
| MATTINGLY, BRUCE A | Supplementary | Professor of Psychology (Over the Road - PSY 589 in Pikeville) | 8/20/90 - 12/15/90 | \$1,022.00 |
| WILSON, STEPHEN MAURICE | Wage Payroll | Staff Assistant | 11/26/90 - 12/14/90 | \$5.00/hr. |
| Sociology-Social-Work-Care | | | | |
| BOY, MICHELLE | Supplementary | Secretary (On-Site Coordinator for U.K. Masters of Social Work Evening Program) | 8/20/90 - 12/21/90 | \$975.00 |
| BYLUND, ROBERT A | Supplementary | Professor of Sociology (Over the Road - SOC 615 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| DEO, SHRIPAD D. | Fixed Term I | Asst. Prof. of Sociology | 8/20/90 - 5/18/91 | \$25,000.00 |
| KUNKEL, KARL RICHARD | Supplementary | Asst. Prof. of Sociology (Over the Road - SOC 101 in West Liberty) | 8/20/90 - 12/15/90 | \$410.00 |
| REEVES, EDWARD E. | Sabbatical Leave | Assoc. Prof. Sociology | 8/17/90 - 12/21/90 | \$33,178.00 |
| WELLS, JIANA LEE | Fixed Term II | Lecturer (Over the Road - SOC 306 in West Liberty) | 8/20/90 - 12/15/90 | \$590.00 |

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PERSONNEL ACTIONS

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|------------------------------|---|--------------------|-------------|
| Off. Dean, Educ. & Behav. Scie | | | | |
| Sociology, Social Work & Comm | | | | |
| WELLS, DIANA LEE | Fixed Term II | Lecturer (Teach SOC/COP 420 in West Liberty) | 8/24/90 - 12/14/90 | \$1,200.00 |
| WHEELER, ALBAN LEWIS | Supplementary | Professor of Sociology (Over the Road - SOC/SWK 545 in Whitesburg) | 8/20/90 - 12/15/90 | \$1,446.00 |
| WHITSON, S. MONT | Supplementary | Professor of Sociology (Over the Road - SOC 560 at Prestonsburg Community College) | 8/20/90 - 12/15/90 | \$790.00 |
| Off. of Dean, App. Scie. & Tec | | | | |
| Ag. Natl. Resources-Agriculture | | | | |
| HOWARD, MICHAEL | Fixed Term I | Assoc. Prof. Agriculture | 9/4/90 - 5/18/91 | \$37,000.00 |
| MEYER, KATHRYN | Standing I Probation | sheep Specialist (Replacing Allan Hurliman, \$24,000.00) | 9/4/90 | \$23,936.00 |
| TICKNUP, KAREN SUE | Fixed Term II | Lecturer (Teach AGP 109, 115, 120, PHEJ 179) | 8/22/90 - 12/15/90 | \$2,144.00 |
| Ag. Natl. Resources-Econ | | | | |
| ARNETT, KEVIN S. | Wage Payroll | Farm Laborer | 8/13/90 - 11/2/90 | \$3.80/hr. |
| EDELSTON, DAVID W. | Wage Payroll Continuation | Farm Laborer | 8/19/90 - 10/19/90 | \$3.80/hr. |
| PORTER, TONYA MICHELLE | Wage Payroll | Laborer | 9/14/90 - 9/21/90 | \$3.80/hr. |

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

039

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|--------------------|---|---------------------|--------------------|
| Off. of Dean, App. Scie. & Tec | | | | |
| Ag. & Vet. Resources-Vet. Econ | | | | |
| FLINT, VIVIAN LUCILLE | Fixed Term II | Teacher (Play piano during Vet. Tech. Pinning Ceremony) | 8/4/90 - 3/4/90 | \$60.00 |
| Home Economics | | | | |
| ELLINGTON, JANE COOK | Other | Asst. Prof. of Home Econ. (Educational Leave) | 1/10/91 - 5/18/91 | \$30,192.00 |
| FLATT, CAROLYN S | Supplementary | PDI Director & Asst. Prof. of Pers. Dev. (Over the Road - PDI 100 at the Licking Valley Center) | 8/20/90 - 12/15/90 | \$246.00 |
| MAGJIRE, NORMA JEAN | Standing I | Assoc. Prof. Home Econ. | 8/17/90 | \$38,000.00 |
| STAMPER, ROYETTA ELAINE | Fixed Term II | Lecturer (Teach Creative Foods) | 8/22/90 - 12/15/90 | \$1,200.00 |
| TAYLOR, CAROLYN D | Other | Asst. Prof. of Home Econ. (Educational Leave) | 8/17/90 - 12/15/90 | \$7,750.75 |
| VEAZEY, JOAN S. | Fixed Term II | Lecturer (Teach HEC 231, 365) | 1/14/91 - 5/17/91 | \$2,400.00 |
| Ind. Educ. & Technology | | | | |
| ALLEN, RONNIE DAVID | Fixed Term II | Lecturer (Teach WEL 202, 395, 366L) | 8/20/90 - 12/14/90 | \$2,560.00 |
| CHAPMAN, MICHAEL DALE | Fixed Term II | Lecturer (Teach VOC 640) | 8/28/90 - 12/14/90 | \$1,200.00 |
| CHRISTY, KAREN LEA | Wage Payroll | Secretary | 11/19/90 - 12/21/90 | \$5.14/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|-------------------------|--|--------------------|--------------------|
| Off. of Dean, App. Scie. & Tec | | | | |
| Indus. Educ. & Technology | | | | |
| CHRISTY, PAUL DOUGLAS | Fixed Term II | Lecturer (Teach IET 311, 311L) | 8/27/90 - 12/14/90 | \$1,360.00 |
| KELLY, TIMOTHY E. | Fixed Term II | Lecturer (Teach CON 102, 102L) | 8/23/90 - 12/14/90 | \$1,552.00 |
| PATRICK, WILLIAM CHARLES | Leave without pay | Asst. Prof. Mining Tech. | 8/20/90 - 5/17/91 | \$32,669.00 |
| SOARD, JIMMY ALAN | Fixed Term II | Lecturer (Teach MIN 201) | 8/22/90 - 12/14/90 | \$1,200.00 |
| TAYLOR, III, WALTER STEWART | Fixed Term II | Lecturer (Teach IET 320) | 8/20/90 - 12/14/90 | \$1,200.00 |
| VANCE, SONNIE LEE | Fixed Term II | Lecturer (Teach RCL 301) | 8/22/90 - 12/15/90 | \$1,200.00 |
| Nursing & Allied Health Sciences | | | | |
| GRAY, PEGGY M. | Standing I Probation | Baccalaureate Nursing Campus Lab Coordinator | 9/24/90 | \$25,000.00 |
| GROSS, JANET J | Other | Assoc. Prof. of Nursing (Educational leave) | 1/10/91 - 5/24/91 | \$35,403.00 |
| MAYS, LUCILLE | Fixed Term I | Instructor of Nursing | 9/24/90 - 5/31/91 | \$27,000/10 months |
| THOMPSON, CYNTHIA K | Other | Secretary (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| Music & Allied Arts & Sciences | | | | |
| FLINT, VIVIAN LUCILLE | Fixed Term II | Teacher (Play piano for Rad. Tech. Pinning Ceremony) | 9/4/90 - 3/4/90 | \$50.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|------------------------------|--|---------------------|-------------|
| Off. of Dean, App. Scie. & Tec | | | | |
| Nursing & Allied Health-ADN-ECG | | | | |
| SHIRES, SHELBY | Standing 1 New Position | Assoc. Deg. Nurs. Lab | 8/17/90 | \$25,000.00 |
| Off. of Dean, Undergrad. Prog. | | | | |
| Office of Dean, Undergraduate Programs | | | | |
| DAVIS, ANITA KAY | Wage Payroll Continuation | Clark/Typist | 11/19/90 - 11/21/90 | \$5.14/hr. |
| HENSLEY, CAROLYN S. | Standing 1 Transfer | Administrative Secretary, From School Relations to Dean of Undergraduate Programs | 11/26/90 | \$8.57/hr. |
| JENNINGS, EDWINA JO | Wage Payroll | Secretary | 9/10/90 - 10/5/90 | \$5.94/hr. |
| LITTLETON, WANDA LEE | Other | Distance Learning Coord. (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| STULL, SUZANNE | Probation Completed | Administrative Secretary | 10/2/90 | \$7.55/hr. |
| Office of Testing | | | | |
| ELDRIDGE, PATTY V. | Other | Testing Coordinator (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| HALL, PEGGY LEE | Other | Secretary (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| JUDGE, LAURIE LEE | Fixed Term II | Staff Assistant | 9/10/90 - 9/19/90 | \$40.00 |
| STINSON, JANET | Fixed Term II | Staff Assistant | 9/10/90 - 9/19/90 | \$160.00 |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---------------------------------------|---|---|-------------------|-------------|
| Off. of Deans Undergrad. Prog. | | | | |
| Academic Services Center | | | | |
| ALBERT, LAWRENCE S. | Supplementary | Department Chair (Preparing and presenting training sessions for Peer Advisors) | 9/5/90 - 9/5/90 | \$150.00 |
| BALDWIN, ALAN ROMANS | Other | Prov. Studies Coordinator (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| BALDWIN, ALAN ROMANS | Standing I Probation New Position | Prov. Studies Coordinator | 8/27/90 | \$25,000.00 |
| CARR-BACK, JUDITH ELAINE | Fixed Term II | General Studies Advisor | 8/9/90 - 8/21/90 | \$365.02 |
| CONVELL, DANIEL J. | Other | Dir., Aca. Serv. Center (Educational Bonus - Doctorate Degree) | 9/4/90 | \$1,000/net |
| DAILEY, PAULA BETH | Supplementary | Coord. Fresh. Adv. & Gen. Studies (Administering seven ACT COMP exams) | 9/10/90 - 9/19/90 | \$290.00 |
| KIBBEY, CONNIE LYNN | Supplementary | Counselor, Upward Bound (Administering six ACT COMP exams) | 9/10/90 - 9/19/90 | \$240.00 |
| SCOTT, THOMAS ELIHU | Supplementary | Asst. Prof. of Speech (Preparing and presenting training sessions for Peer Advisors) | 9/5/90 - 9/5/90 | \$300.00 |
| 080905-2089020 | | | | |
| JENNINGS, EDWINA JO | Standing I Probation New Position | Secretary | 10/15/90 | \$5.94/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|-------------------------------------|--|-------------------|-------------|
| Off. Library & Instruc. Media | | | | |
| Off. Library & Instruc. Media | | | | |
| BRAYHAM, CYNTHIA JANE | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$6.74/hr. |
| BRAYHAM, CYNTHIA JANE | Other | Library Assistant II (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$4.70/net |
| COLLINS, ERIC | Wage Payroll | Late Night Study Center Attendant (15 to 18 hours per week) | 9/3/90 - 5/18/91 | \$4.50/hr. |
| EASTON, RHONDA B. | Leave without pay | Library Assistant II | 8/3/90 - 9/1/90 | \$6.87/hr. |
| FLANAGAN, GARY L. | Standing I Probation | Librarian I (Replacing Mary Arnett, \$26,500.00) | 10/1/90 | \$25,000.00 |
| HUGGE, B. MARILYN | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$7.03/hr. |
| HOWARD, CAROLYN SUE | Supplementary | Library Assistant I (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$5.59/hr. |
| HOWARD, CAROLYN SUE | Standing I Probation Transfer | From Library Assistant I to Library Assistant II | 9/24/90 | \$5.94/hr. |
| HOWARD, DEBORAH JANE | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$7.02/hr. |
| JONES, BRENDA K. | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$6.92/hr. |
| LEWIS, JULIA C | Standing I Probation | Library Assistant I | 11/12/90 | \$5.14/hr. |
| LOWE, BONITA RACHEL | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$6.84/hr. |
| MACE, PAMELA SUE | Probation Completed | Library Assistant I | 11/6/90 | \$5.14/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|------------------------------|--|---------------------|--------------------|
| Off. Library & Instruc. Media | | | | |
| Off. Library & Instruc. Media | | | | |
| NUTTER, DANICE ELIZABETH | Supplementary | Library Auto. Specialist (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$7.38/hr. |
| STEVENS, BETTY JUNE | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$6.50/hr. |
| STOVE, IRIS JEANETTE | Supplementary | Library Assistant I (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$7.17/hr. |
| WATSON, LINDA G | Supplementary | Library Assistant II (Extending to 40 hours a week) | 8/1/90 - 6/30/91 | \$7.94/hr. |
| Office of Physical Plant | | | | |
| Office of Physical Plant | | | | |
| LEITZ, SUZANNE MARIE | Wage Payroll | Laborer I (On call as needed) | 10/15/90 - 5/15/91 | \$3.80/hr. |
| ROBERTS, SHERMAN | Standing I Probation | Trades Superintendent (Replacing George Auxier, \$20,978.00) | 8/27/90 | \$29,007.70 |
| STEVENS, DIANNA L | Probation Completed | Clark/Typist | 10/1/90 | \$5.14/hr. |
| MEDICAL SERVICES | | | | |
| TEDESCUCCI, PATRICK NEAL | Wage Payroll Continuation | Laborer I | 11/12/90 - 12/14/90 | \$3.80/hr. |
| WADDELL, ROGER | Wage Payroll | Laborer I | 9/17/90 - 12/15/90 | \$3.80/hr. |

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

045

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|-------------------------|---|-------------------|--------------------|
| Office of Physical Plant | | | | |
| Buildg. Maint.-Mechanical Shop | | | | |
| FERGUSON, SHANNON NEIL | Discharge | Preventative Maint. Asst. | 8/13/90 | \$5.94/hr. |
| TACKETT, DAVID O | Supplementary | electrician (Replacement of bulbs and repair of lights at Jayne Stadium) | 9/10/90 - 9/10/90 | \$590.00 |
| THACKER, TODD J | Standing I Probation | Electrician (Replacing Joseph Barker, \$7.01/hr.) | 10/1/90 | \$6.75/hr. |
| Buildg. Maint.-Carpenters | | | | |
| ADKINS, RANDALL J | Wage Payroll | Painter | 8/27/90 - 2/27/91 | \$5.94/hr. |
| BROWN, RICHARD RAY | Other | Carpenter (Educational Bonus - GED) | 9/4/90 | \$200/net |
| CRAWFORD, JOHN FITZGERALD | Probation Completed | Maintenance Assistant | 10/1/90 | \$5.94/hr. |
| MAUC, FRANKLIN J | Other | Painter (Educational Bonus - GED) | 9/4/90 | \$200/net |
| MCCLEESE, ARTHUR V | Other | Carpenter (Educational Bonus - GED) | 10/23/90 | \$200.00/net |
| WOODROW, CHARLES ARTHUR | Other | Carpenter (Educational Bonus - GED) | 9/4/90 | \$200/net |
| Landscaping & Grounds Maint. | | | | |
| BARNETT, MARK ANTHONY | Probation Completed | Groundsman | 10/1/90 | \$5.14/hr. |
| BLOOMFIELD, DARRILL | Wage Payroll | Laborer I | 8/6/90 - 2/4/91 | \$3.20/hr. |
| BUTTS, HERMAN CHALMERS | Retirement | Grounds Supervisor | 9/7/90 | \$3.49/hr. |
| HOLBROOK, LANCER | Release | Laborer I | 8/1/90 | \$3.80/hr. |

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

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|---|--|--------------------|--------------------|
| Office of Physical Plant | | | | |
| Landscaping & Grounds Maintenance | | | | |
| RIDDLE, JEFF ALLEN | Wage Payroll | Laborer I | 10/1/90 - 10/31/90 | \$3.80/hr. |
| RIDDLE, JEFF ALLEN | Wage Payroll Continuation | Laborer I | 11/1/90 - 12/15/90 | \$3.80/hr. |
| STAMPER, MARK EDWARD | Wage Payroll | Laborer I | 10/1/90 - 10/31/90 | \$3.80/hr. |
| STAMPER, MARK EDWARD | Wage Payroll Continuation | Laborer I | 11/1/90 - 12/15/90 | \$3.80/hr. |
| Custodial | | | | |
| BENTON, PHYLLIS L. | Wage Payroll | Custodian/Security Guard (Less than 100 hours per month) | 10/29/90 - 6/30/91 | \$5.00/hr. |
| CHAPMAN, JAMES E. | Wage Payroll | Laborer I | 11/19/90 - 5/17/91 | \$3.80/hr. |
| CONN, JAMES EDWARD | Standing I Probation New Position | Custodian | 9/17/90 | \$4.33/hr. |
| CUNIFF, DEBRA | Other | Custodian (Educational Bonus - GED) | 9/13/90 | \$200.00/net |
| FISHER, MARY KATHERINE | Leave without pay | Custodian | 8/23/90 - 10/31/90 | \$5.82/hr. |
| FISHER, MARY KATHERINE | Leave without pay | Custodian | 11/1/90 - 1/16/91 | \$5.82/hr. |
| FURNISH, DEBRA ANN | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| GLOVER, MANDA M. | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| GREVIOUS, MURRAY R. | Standing I Probation New Position | Custodian Superintendent | 9/4/90 | \$25,600.00 |
| HAMM, ICIE FERN | Leave without pay | Custodian (Returned to work) | 9/6/90 | \$5.88/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---------------------------------|--------------------|---|---------------------|--------------------|
| Office of Physical Plant | | | | |
| Custodial | | | | |
| HAMM, ICIE FERN | Leave without pay | Custodian | 10/18/90 - 11/30/90 | \$5.88/hr. |
| HAMM, ICIE FERN | Leave without pay | Custodian (Returned to work) | 11/16/90 | \$5.88/hr. |
| HAVENS, NAOMI | Wage Payroll | Custodian (Less than 100 hours per month) | 10/8/90 - 6/30/91 | \$5.00/hr. |
| HAVENS, NAOMI | Resignation | Custodian/Security Guard | 10/26/90 | \$5.00/hr. |
| JENT, CATHY MAE | Resignation | Laborer I | 8/20/90 | \$3.80/hr. |
| JOLLEY, J. C. | Wage Payroll | Laborer I | 11/12/90 - 4/26/91 | \$3.80/hr. |
| KELLER, TIMOTHY ALLEN | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| KIDD, ROGER | Leave without pay | Custodian | 3/1/90 - 11/5/90 | \$5.82/hr. |
| KIDD, ROGER | Leave without pay | Custodian (Returned to work) | 10/17/90 | \$5.82/hr. |
| KING, WANJA GAY | Wage Payroll | Laborer I (Less than 100 hours per month) | 11/5/90 - 6/30/91 | \$3.80/hr. |
| MABRY, EMIL | Other | Custodian (Educational Bonus - GED) | 9/7/90 | \$200/net |
| PERRY, EDITH EVELYN | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| STESALL, WILMA JOAN | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| STEVENS, DORIS ANN | Wage Payroll | Laborer I (Less than 100 hours per month) | 10/22/90 - 6/30/91 | \$3.80/hr. |
| SURFACE, LEE | Wage Payroll | Laborer I | 11/12/90 - 4/26/91 | \$3.80/hr. |

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

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| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|-------------------------------------|---|-------------------|------------|
| Office of Physical Plant | | | | |
| Maintenance | | | | |
| MCCLEESE, JARY DEAN | Fixed Term I Probation | Bus Driver | 10/8/90 - 5/30/91 | \$6.75/hr. |
| STEGALL, JAMES ALLEN | Standing I Transfer | From Preventive Maint. Technician to Mechanic | 10/1/90 | \$7.01/hr. |
| Preventative Maintenance | | | | |
| CRAWFORD, JOHN FITZGERALD | Standing I Probation Transfer | From Maintenance Asst. to Preventative Maint. Tech. | 10/15/90 | \$6.75/hr. |
| MAHANEY, JOHN BRISTOW | Other | Prev. Maint. Technician (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| WILLIAMS, RICKY JOE | Standing I Probation | Preventative Maint. Tech. | 10/15/90 | \$6.75/hr. |
| YARMAN, KEITH MARTIN | Standing I Probation | Preventative Maint. Tech. | 10/1/90 | \$6.75/hr. |
| Adm. and Fiscal Services -- Auxiliary | | | | |
| University Stores | | | | |
| BAILEY, KATHY J. | Wage Payroll | Cashier | 8/13/90 - 8/31/90 | \$3.80/hr. |
| GRIFFEY, JACKIE R | Other | Supplies Manager (Educational Bonus - Associate Degree) | 9/4/90 | \$300/net |
| KARRICK, KIMBERLY D. | Resignation | bookkeeper I | 11/16/90 | \$6.57/hr. |
| KNIPP, BRENDA ANN | Wage Payroll | Cashier | 8/13/90 - 8/31/90 | \$3.80/hr. |
| MCCLAIN, PAULA JO | Probation Completed | Business Cashier | 10/1/90 | \$5.44/hr. |

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

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|-------------------------|---|-------------------|--------------------|
| Adm. and Fiscal Services -- Auxiliary | | | | |
| University Store | | | | |
| PARKER, WANDA E. | Wage Payroll | Cashier | 8/13/90 - 8/31/90 | \$3.80/hr. |
| Golf Course | | | | |
| AUTON, KEVIN DWAYNE | Standing i Probation | Manager, Golf Course | 10/1/90 | \$20,000.00 |
| BREWER, BARRY L. | Standing i | Acting Assistant Manager (Continuing employment until hiring of permanent manager) | 9/1/90 - 9/30/90 | \$1,269.00 |
| HAMILTON, ROBERT CHRISTOPHER | Supplementary | Asst. Mgr., Golf Course (Assumption of additional management duties) | 8/1/90 - 9/30/90 | \$400.00 |
| HAMILTON, ROBERT CHRISTOPHER | Supplementary | Asst. Mgr., Golf Course (Assumption of additional management duties) | 7/1/90 - 7/31/90 | \$200.00 |
| HAMILTON, ROBERT CHRISTOPHER | Other | Asst. Golf Course Mng. (Educational Bonus - Bachelor's Degree) | 9/4/90 | \$400/net |
| Concessions - Vending | | | | |
| ANDERSON, ROY KEVIN | Wage Payroll | Concessions worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.50/hr. |
| CARROLL, BONNIE | Wage Payroll | Concessions worker (Less than 100 hours per month) | 8/13/90 - 5/3/91 | \$3.00/hr. |
| CARROLL, LORETTA K | Wage Payroll | Concessions worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.50/hr. |

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|--------------------|--|-------------------|--------------------|
| Adm. and Fiscal Services -- Auxiliary | | | | |
| Concessions--Yarding | | | | |
| CAUDILL, TAMMY SUE | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| CHAFIN, JOHN THOMAS | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| CRAIGER, CATHY ANN | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| CRUM, KEVIN LEE | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| DEHART, KELLI R. | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| EASTERLING, CONNIE | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| FANVIN, MICHELE A | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| GOSPER, REBECCA LYNN | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/11/90 - 3/4/91 | \$3.80/hr. |
| JOHNSON, ROXIE A. | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| MASTERS, ERIC SCOTT | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| MAYS, CLYDE JR | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| MCCLEESE, EDDIE VENTON | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.30/hr. |

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--|------------------------------|--|--------------------|--------------------|
| Adm. and Fiscal Services -- Auxiliary | | | | |
| Concessions-Vending | | | | |
| POAGE, JONATHAN AARON | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| PORTER, VERONICA | Wage Payroll | Concessions worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| REYNOLDS, REGINA | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 8/13/90 - 5/3/91 | \$3.80/hr. |
| REYNOLDS, ROBERT WAYNE | Wage Payroll Continuation | Concessions Worker | 11/12/90 - 5/12/91 | \$4.00/hr. |
| ROSE, DONNIE EUGENE | Wage Payroll | Stock Clerk | 8/20/90 - 2/20/91 | \$4.00/hr. |
| RUCKER, EARL DEAN | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| RUSSELL, TERESA K. | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| WARREN, TAMMY SUE | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/90 | \$3.80/hr. |
| WHITT, TERRY RAY | Wage Payroll | Concessions Worker (Less than 100 hours per month) | 9/4/90 - 3/4/91 | \$3.80/hr. |
| Custodial-Designated-Hall | | | | |
| BROWN, TAMIE JUNE | Wage Payroll Continuation | Laborer I | 8/27/90 - 10/26/90 | \$3.80/hr. |
| CLARK, BURL N | Wage Payroll Continuation | Laborer II | 8/27/90 - 12/21/90 | \$4.50/hr. |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|---|---|--------------------|-----------------|
| Adm. and Fiscal Services -- Auxiliary | | | | |
| <u>Custodial-Residence_Hall</u> | | | | |
| CONYERS, ERNEST DEWAYNE | Wage Payroll | Custodian (Less than 107 hours per month) | 8/27/90 - 6/30/91 | \$3.80/hr. |
| DAY, TANYA K | Wage Payroll Continuation | Custodian | 8/1/90 - 3/20/90 | \$3.80/hr. |
| DILLON, HAROLD DEAN | Wage Payroll | Laborer I | 8/20/90 - 12/21/90 | \$3.80/hr. |
| DOUGLAS, STELLA FAYE | Standing I Probation New Position | Custodian | 9/17/90 | \$4.33/hr. |
| FERGUSON, ROSIE B | Retirement | Custodian | 12/31/90 | \$5.98/hr. |
| GLOVER, JOHNNY | Wage Payroll | Laborer I | 9/10/90 - 12/14/90 | \$3.80/hr. |
| HILDEBRAND, JANICE MAE | Standing I Probation | Custodian (Replacing Odell Esteo, \$5.02/hr.) | 9/17/90 | \$4.33/hr. |
| ROYSE, MICHELLA RENAE | Wage Payroll Continuation | Laborer I | 8/27/90 - 10/26/90 | \$3.80/hr. |
| ROYSE, PHYLLIS | Wage Payroll Continuation | Laborer I | 8/27/90 - 10/26/90 | \$3.80/hr. |
| STEWART, DAN PARKER | Fixed Term II | Manager of Housing Serv. | 9/4/90 - 2/23/91 | \$17,252/annual |
| TEDESCUCCI, PATRICK NEAL | Wage Payroll Continuation | Laborer I | 8/20/90 - 10/31/90 | \$3.80/hr. |

Student Life -- AuxiliaryOffice of Housing

| | | | | |
|----------------------|---------------------------|---------------------------|-------------------|--------------------|
| CRAGER, KYLE BINGHAM | Resignation | Residence Hall Director | 7/27/90 | \$13,961.00 |
| FLODIGE, CHARLES | Probation Completed | Residence Hall Director | 8/5/90 | \$14,376.00 |
| FARMER, WALTER R. | Fixed Term I Probation | Residence Hall Asst. Dir. | 9/11/90 - 5/31/91 | \$11,634/10 months |

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|---------------------------|---|--------------------|--------------------|
| Student Life -- Auxiliary | | | | |
| Office of Housing | | | | |
| HABERMEHL, STANLEY P | Fixed Term II | Residence Hall Asst. Dir. | 8/13/90 - 12/31/90 | \$11,634/10 month |
| HABERMEHL, STANLEY P | Resignation | Residence Hall Asst. Dir. | 8/31/90 | \$11,634.00 |
| LAYMAN, SAMANTHA MELISSA | Resignation | Student Assistant | 9/13/90 | \$4,500.00 |
| LEWIS, LORA LYNN | Probation Completed | Residence Hall Director | 8/5/90 | \$14,376.00 |
| MATTHEWS, DONALD O. | Fixed Term I Probation | Residence Hall Director | 8/6/90 - 5/31/91 | \$14,377/10 month |
| MCKAY, WILLIAM DENNIS | Other | Residence Hall Director (Educational Bonus - Master's Degree) | 9/4/90 | \$500/net |
| SHEMELL, LISA DAWN | Fixed Term I Probation | Residence Hall Asst. Dir. | 9/11/90 - 5/31/91 | \$11,634/10 month |
| Federal -- Restricted Program | | | | |
| NCAA | | | | |
| BOHEN, CYNTHIA ANNE | Wage Payroll | Medical Coordinator | 11/3/90 - 11/3/90 | \$12.85/hr. |
| CALYOUN, JOHNNY DARRIN | Wage Payroll | Project Aide | 10/13/90 - 4/27/91 | \$7.20/hr. |
| CALYOUN, JOHNNY DARRIN | Release | Project Aide | 11/3/90 | \$7.20/hr. |
| CAUDILL, CLYDE RICHARD | Supplementary | Custodian | 10/13/90 - 4/27/91 | \$4.75/hr. |
| CAUDILL, CLYDE RICHARD | Release | Custodian | 11/3/90 | \$4.75/hr. |
| GRIESINGER, ANGIE MARIE | Wage Payroll | Project Aide | 10/13/90 - 4/27/91 | \$7.20/hr. |
| GRIESINGER, ANGIE MARIE | Release | Project Aide | 11/3/90 | \$7.20/hr. |
| HINES, JESUS F | Wage Payroll | Activity Director | 10/13/90 - 4/27/91 | \$24.00/hr. |
| HINES, JESUS F | Release | Activity Director | 11/3/90 | \$24.00/hr. |
| KASH, MICHAEL W | Wage Payroll | Liaison Officer | 11/13/90 - 4/27/91 | \$12.00/hr. |
| KASH, MICHAEL W | Release | Liaison Officer | 11/3/90 | \$12.00/hr. |

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--------------------|--|--------------------|--------------------|
| Federal -- Restricted Program | | | | |
| NCAA | | | | |
| MANTOOTH, SUZANNE CHASE FITTS | Supplementary | Counselor, Talent Search (Drug & Alcohol Ed. Specialist) | 10/13/90 - 4/27/91 | \$16.00/hr. |
| MANTOOTH, SUZANNE CHASE FITTS | Release | Counselor, Talent Search | 11/3/90 | \$16.00/hr. |
| MILLER, TRACY L. | Wage Payroll | Enrichment Coordinator | 10/13/90 - 4/27/91 | \$12.00/hr. |
| MILLER, TRACY L. | Release | Enrichment Coordinator | 11/3/90 | \$12.00/hr. |
| O'NEAL, LEE-ANN | Wage Payroll | Project Professional | 10/13/90 - 4/27/91 | \$8.40/hr. |
| O'NEAL, LEE-ANN | Release | Project Professional | 11/3/90 | \$8.40/hr. |
| ONEY, LINDA LOU | Supplementary | Clerk/Typist (Assist with NCAA) | 10/13/90 - 4/27/91 | \$7.20/hr. |
| ONEY, LINDA LOU | Release | Clerk/Typist | 11/3/90 | \$7.20/hr. |
| PARKER, TERESIA MARIE | Supplementary | Grants Specialist (Assist with physical exams) | 9/29/90 - 10/6/90 | \$30.00/day |
| SCOTT, JOHN DAVID | Wage Payroll | Project Professional | 10/13/90 - 4/27/91 | \$8.40/hr. |
| SCOTT, JOHN DAVID | Release | Project Professional | 11/3/90 | \$8.40/hr. |
| Enrichment Project | | | | |
| VANHOUSE, JOHN S | Supplementary | Asst. Prof. Woods Tech. (F&Tc Project Coord.) | 7/2/90 - 3/10/90 | \$3,450.00 |
| Talent Search -- IBIO | | | | |
| JOINS, DONNA YVETTE | Fixed Term I | Counselor | 8/13/90 - 6/13/91 | \$17,762.00 |
| MANTOOTH, SUZANNE CHASE FITTS | Fixed Term I | Counselor | 8/13/90 - 6/13/91 | \$17,227.00 |

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

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---|---------------------|--|-------------------|----------------------|
| Federal -- Restricted Program | | | | |
| Talent Search -- IRIQ | | | | |
| MANTOOTH, SUZANNE CHASE FITTS | Probation Completed | Counselor | 8/12/90 | \$17,227.00 |
| Student Support Services -- IRIQ | | | | |
| CHAVEY, BOBBIE MAE | Fixed Term I | Secretary | 9/1/90 - 5/31/91 | \$6.61/hr. |
| CHAVEY, BOBBIE MAE | Title Change | From Secretary, Special Serv. Support to Secretary, Student Support Serv. (Program title change) | 8/1/90 | \$6.61/hr. |
| COX, KIMBERLY SUZANNE | Fixed Term I | Counselor | 8/13/90 - 5/13/91 | \$12,354.00 |
| CRAGER, JENNY B | Fixed Term I | Counselor | 9/1/90 - 5/31/91 | \$27,764/12 month |
| CRAGER, JENNY B | Title Change | From Counselor, Special Serv. Support to Counselor, Student Support Serv. (Program title change) | 8/1/90 | \$27,764.00 |
| DAVIS, RUTH STILLINGS | Fixed Term I | Coord., Spec. Serv. Supp. | 9/1/90 - 5/31/91 | \$26,156/12 month |
| DAVIS, RUTH STILLINGS | Title Change | From Coordinator, Special Serv. Support to Coordinator, Student Support Serv. (Program title change) | 8/1/90 | \$26,156.00 |
| TINGLE, GAIL WESTERMAN | Fixed Term I | Counselor (Extension of contract) | 8/1/90 - 3/31/90 | \$16,873/9 1/2 month |
| TINGLE, GAIL WESTERMAN | Fixed Term I | Counselor | 9/1/90 - 5/31/91 | \$16,873.00 |
| TINGLE, GAIL WESTERMAN | Title Change | From Counselor, Special Serv. Support to Counselor, Student Support Serv. (Program title change) | 8/1/90 | \$16,873.00 |

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|-----------------------------------|---|--------------------|---------------------------------|
| Federal -- Restricted Program | | | | |
| Student-Support-Services-IBIQ | | | | |
| TINGLE, GAIL WESTERMAN | Fixed Term I Salary Adjustment | Counselor, Student Support Services (From 9 1/2 month contract to 9 month contract) | 9/1/90 - 5/31/91 | \$15,034.00 (\$909.00 decr.) |
| TYREE, ELAINE | Fixed Term I | Counselor | 11/12/90 - 5/31/91 | \$16,275/9 1/2 months |
| Upward-Bound--IBIQ | | | | |
| BEVINO, LYNN A. | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| BUCKNER, BENJAMIN DUANE | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| CALLAHAN, DEBORAH | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| CALLAHAN, ROBERT ERVIN | Supplementary | Aca. Sys. Support Spec. (Serve as an Instructor for Upward Bound) | 10/20/90 - 3/30/91 | \$500.00 |
| CUY, LARRY WAYNE | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| DAILEY, PAULA BETH | Supplementary | Coord., Freshman Advising (Serve as an Instructor for Upward Bound) | 10/20/90 - 2/23/91 | \$250.00 |
| DUNAWAY, SAMANTHA JO | Wage Payroll Continuation | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| GIBSON, ELIZABETH ANNE | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| HALL, KRISTI ELIZABETH | Wage Payroll | Tutor | 11/19/90 - 5/17/91 | \$4.00/hr. |
| HORN, CAROLYN SUE | Supplementary | Coord., Talent Search (Serve as an Instructor for Upward Bound) | 10/20/90 - 3/31/91 | \$500.00 |
| LATIERY, ANGELA BETH | Wage Payroll | Tutor | 11/19/90 - 5/12/91 | \$4.00/hr. |

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| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|---|---------------|---|--------------------|-------------------|
| Federal -- Restricted Program | | | | |
| Head Start | | | | |
| CARPENTER, WANDA J | Fixed Term I | Fam. Serv. Worker/Sec. | 9/4/90 - 6/28/91 | \$6.12/hr. |
| CARPENTER, WANDA J | Supplementary | Fam. Serv. Worker/Sec. (Bookkeeping for the Head Start Program) | 9/4/90 - 6/28/91 | \$600.00 |
| HAMM, JOYCE ANN | Fixed Term I | Bus Driver/Teacher Aide | 9/4/90 - 6/28/91 | \$6.12/hr. |
| JOHNSON, LOUELLA | Fixed Term I | Bus Driver/Teacher Aide | 9/4/90 - 6/28/91 | \$6.12/hr. |
| KITTLE, MARTHA S | Fixed Term I | Head Start Teacher | 9/4/90 - 6/28/91 | \$13,781/10 month |
| LONG, DEBRA LYNN | Fixed Term II | Bus Driver/Teacher Aide (On call as needed) | 9/26/90 - 6/28/91 | \$25.00/day |
| MC GHEE, CONNIE LOU | Fixed Term I | Head Start Teacher | 9/4/90 - 6/28/91 | \$15,989/10 month |
| THOMPSON, CAROL LOUISE | Fixed Term II | Substitute Teacher | 9/26/90 - 6/28/91 | \$30.00/day |
| Child Developmental Assoc. Prog. | | | | |
| CAUDILL, ROBERTA WILMA | Fixed Term II | CDA Field Trainer (Work will be performed through a call-in on a day-to-day basis) | 9/1/90 - 6/30/91 | \$35/day |
| LOCKHART, LINDA LOUISE | Fixed Term II | CDA Field Trainer (Work will be performed through a call-in on a day-to-day basis) | 9/4/90 - 6/30/91 | \$30/day |
| MATTINGLY, DEBRA NAPIER | Fixed Term I | CDA Director | 9/20/90 - 6/15/91 | \$2,063/month |
| OSBORN, HOLLY | Fixed Term II | CDA Field Trainer (Work will be performed through a call-in on a day-to-day basis) | 10/15/90 - 6/28/91 | \$75.00/day |
| REEVES, MARGARET | Fixed Term II | CDA Trainer (Work will be performed through a call-in on a day-to-day basis) | 10/1/90 - 6/30/91 | \$30/day |

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|---------------------------------------|------------------------------|---|--------------------|--------------------|
| Federal -- Restricted Program | | | | |
| Child-Development-Associ.-PCDA | | | | |
| STONE, MARY N | Fixed Term II | CDA Field Trainer (Work will be performed through a call-in on a day-to-day basis) | 10/27/90 - 6/23/91 | \$75.00/day |
| TIERNEY, LELANA GRAVES | Fixed Term II | CDA Field Trainer (Work will be performed through a call-in on a day-to-day basis) | 9/17/90 - 6/28/91 | \$75/day |
| Estab.Hlth.Sciences-Inf.Nst | | | | |
| DEBJORD, WILLIAM JOSEPH | Fixed Term I Probation | Coordinator, EKHSIN (Replacing Alan Gartin, \$22,000.00) | 9/5/90 - 9/30/91 | \$22,000.00 |
| Adult-Learning-Center | | | | |
| BURRILL, BONNIE CAROLYN | Fixed Term I | Coordinator | 9/1/90 - 6/30/91 | \$23,657.00 |
| COGSWELL, JENNIFER LYNN | Fixed Term I | Assistant Coordinator | 9/1/90 - 6/30/91 | \$6.47/hr. |
| COMPTON, TRACY | Wage Payroll Continuation | Learning Center Aid | 9/1/90 - 10/31/90 | \$5.14/hr. |
| COMPTON, TRACY | Wage Payroll Continuation | Learning Center Aid | 11/1/90 - 12/31/90 | \$5.14/hr. |
| DUNCAN, JENNY LOU | Fixed Term I | Secretary | 9/1/90 - 10/31/90 | \$6.55/hr. |
| DUNCAN, JENNY LOU | Fixed Term I | Secretary | 11/1/90 - 12/31/90 | \$6.55/hr. |
| KARWATKA, CAROLE THOMMEN | Wage Payroll Continuation | Literacy Coordinator | 9/1/90 - 6/30/91 | \$10.75/hr. |

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| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--------------------|---|--------------------|--------------------|
| Federal -- Restricted Program | | | | |
| Job-Training-Para.-Act-Proc. | | | | |
| HUNTER, JEWELL FAY | Supplementary | Secretary (Provide 36 hours of typing instruction to JTC students) | 9/28/90 - 12/20/90 | \$360.00 |
| SCOTT, JACQUELYN HARBOR | Fixed Term I | Job Training Cnt. Coord. | 7/1/90 - 5/30/91 | \$22,364.00 |
| WALTER, DOROTHY JEAN | Fixed Term II | Interim Coord./Recruiter | 11/19/90 - 1/1/91 | \$2,530.30 |
| WANCE, CATHERINE DEAN | Supplementary | Secretary (Instruction in computers to the Job Training Center students) | 9/28/90 - 12/20/90 | \$10.00/hr. |
| Small-Business-Dev.-Act-Proc. | | | | |
| AKERS, LINDA N | Fixed Term I | General Mng. Consultant | 9/30/90 - 9/29/91 | \$29,603.00 |
| BEGLEY, ERNEST R. | Fixed Term I | General Mng. Consultant | 9/30/90 - 9/29/91 | \$29,603.00 |
| CASEBOLT, LINDA GAY | Fixed Term I | Secretary | 9/30/90 - 9/29/91 | \$5.90/hr. |
| DEPRIEST, ROBERTA JO | Fixed Term I | Secretary | 9/30/90 - 9/30/91 | \$5.90/hr. |
| GRIER, WILSON C. | Fixed Term I | Director of EKSBC | 9/30/90 - 9/29/91 | \$8,832.00 |
| MORLEY, MICHAEL JEROME | Fixed Term I | General Mng. Consultant | 9/30/90 - 9/29/91 | \$29,603.00 |
| SAMMONS, GEORGIA | Fixed Term I | Data Entry Specialist I | 9/30/90 - 9/29/91 | \$6.17/hr. |
| KEI-GE2-UD-IV | | | | |
| BRUNK, BRENDA S. | Leave without pay | KEI Administrative Spec. | 10/24/90 - 11/9/90 | \$7.53/hr. |
| BRUNK, BRENDA S. | Resignation | KEI Admin. Specialist | 11/15/90 | \$7.53/hr. |

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| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--|---------------------------|---|--------------------|-------------|
| Federal -- Restricted Program | | | | |
| Agriculture & Natural Resources | | | | |
| BENJIXEN, JOE F | Supplementary | Professor of Agriculture (Agriculture Teacher workshops) | 6/25/90 - 7/27/90 | \$400.00 |
| RUNDLE, SCOTT WILLIAM | Supplementary | Asst. Prof. of Vet. Tech. (Agriculture Teacher workshops) | 6/25/90 - 6/29/90 | \$600.00 |
| STANLEY, RODNEY BRYAN | Supplementary | Asst. Prof. Elec. & Ele. (Agriculture Teacher workshop) | 7/23/90 - 7/27/90 | \$600.00 |
| Adult Basic Education/General Ed. | | | | |
| MALONEY, DEBORAH SHANE | Fixed Term I | Clark/Typist | 9/4/90 - 6/30/91 | \$5.27/hr. |
| MOTLEY, BARBARA W. | Fixed Term I | Adult Basic Ed. Teacher | 9/4/90 - 6/30/91 | \$10.87/hr. |
| Isaacson Education Center | | | | |
| BAKER, DANIEL PORTER | Fixed Term II | Co-Dir., Min. Teacher Ed. | 9/6/90 - 6/30/91 | \$9,100.00 |
| BAKER, DANIEL PORTER | Resignation | Asst. Coord. MSU/JCP | 11/19/90 | \$9,100.00 |
| KELLY, LISA MARIA | Fixed Term II | Co-Dir., Minority Project | 9/6/90 - 6/30/91 | \$9,400.00 |
| CCCCC | | | | |
| DUNCAN, BONNIE JEAN | Fixed Term I Probation | Data Entry Specialist I | 10/15/90 - 6/30/91 | \$6.41/hr. |

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| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--------------------------------------|---------------------------|---|--------------------|-----------------------------------|
| Federal -- Restricted Program | | | | |
| QDECEC | | | | |
| HURST, TIMOTHY EDWARDS | Fixed Term I Probation | Staff Psychologist (Replacing Linda Wright, \$23,395.00) | 9/3/90 - 6/30/91 | \$22,272.00 |
| KNIGHT, JENNIFER ELIZABETH | Wage Payroll | Counselor | 10/19/90 - 6/30/91 | \$10.00/hr. |
| LEWIS, KATRINA R | Fixed Term II | Testing Specialist | 9/1/90 - 5/30/91 | \$120/test date |
| LOVELL, GREGORY MICHAEL | Fixed Term II | Testing Specialist | 9/1/90 - 5/30/91 | \$120/test date |
| OWENS-STOUT, JOANNA SUE | Salary Adjustment | Certified Psy. Chief | 9/17/90 - 5/30/91 | \$27,687.00 (\$1,000.00 incr.) |
| SCHRIEFER, KIMBERLY D. | Fixed Term II | Testing Specialist | 9/1/90 - 5/30/91 | \$120/test date |
| SPARKMAN, MARK DAVID | Fixed Term I Probation | Staff Psychologist (Replacing Christopher Duff, \$23,008.00) | 10/1/90 - 6/30/91 | \$22,272.00 |
| MERLINE, DELLYNDA ANNE | Fixed Term II | Clinical Intern | 9/17/90 - 10/12/90 | \$150.00 |
| Sega-Teacher-Interco-Program | | | | |
| BARBER, RICHARD K | Fixed Term II | KTIP Trainer (KTIP Update in Greenup Co. - 2 days) | 5/1/90 - 9/30/90 | \$300.00 |
| BINGHAM, BENNIE | Fixed Term II | KTIP Trainer (KTIP Update in Receland - 2 days) | 5/1/90 - 9/30/90 | \$300.00 |
| BLAIR, SHIRLEY S | Supplementary | Student Teaching Coord. & Asst. Prof. Education (Initial Certification Workshop) | 8/29/90 - 9/5/90 | \$600.00 |
| BROMAGEN, MICHAEL DALE | Fixed Term II | KTIP Trainer (KTIP Update in Bath Co. - 1 day) | 5/1/90 - 9/30/90 | \$150.00 |
| BROMAGEN, MICHAEL DALE | Fixed Term II | Teacher Educator (1 intern) | 9/30/90 - 5/30/91 | \$200.00 |

12/06/90

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

Page: 062

09/03/90 thru 11/30/90

| Administrative Unit/ Name | Action | Description | Effective Date | Salary |
|--------------------------------------|---------------|---|-------------------|------------|
| Federal -- Restricted Program | | | | |
| Reg. Teacher Interns Program | | | | |
| BROWN, PHILLIP | Fixed Term II | Teacher Educator (3 interns) | 9/30/90 - 6/30/91 | \$600.00 |
| BURTON, JOYCE ANN | Fixed Term II | Teacher Educator (12 interns) | 9/30/90 - 6/30/91 | \$2,400.00 |
| DAY, JAMES | Fixed Term II | KTIP Trainer (KTIP Update in Fairview - 2 days) | 6/1/90 - 9/30/90 | \$300.00 |
| DAY, JAMES | Fixed Term II | Teacher Educator (3 interns) | 9/30/90 - 6/30/91 | \$600.00 |
| DONOVAN, LINDA M | Fixed Term II | Teacher Educator (1 intern) | 9/30/90 - 6/30/91 | \$200.00 |
| DOWDY, ELIZABETH | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,200.00 |
| DUVALL, DALE | Fixed Term II | Teacher Educator (4 interns) | 9/30/90 - 6/30/91 | \$600.00 |
| DYE, ROBERT | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| FISCHER, WILLIAM | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| FRANKLIN, JERRY RUDOLPH | Supplementary | Asst. Prof. of Education (Initial Certification Workshop) | 7/24/90 - 7/26/90 | \$450.00 |
| FRANKLIN, JERRY RUDOLPH | Supplementary | Asst. Prof. of Education (Initial Certification Workshop) | 9/29/90 - 9/5/90 | \$600.00 |
| FRANKLIN, JERRY RUDOLPH | Supplementary | Asst. Prof. of Education (KTIP Re-certification) | 10/3/90 - 10/3/90 | \$150.00 |
| GILLUM, CHARLOTTE WATKINS | Fixed Term II | Teacher Educator (13 interns) | 9/30/90 - 6/30/91 | \$3,600.00 |
| HALCOMB, TRUMAN | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| HANEY, JOHN A | Fixed Term II | KTIP Trainer (KTIP Update in Martin Co. - 2 days) | 6/1/90 - 9/30/90 | \$300.00 |

12/06/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--------------------|--|--------------------|--------------------|
| Federal -- Restricted Program | | | | |
| Reg. Teacher Intern Program | | | | |
| HILTON, PATRICIA | Fixed Term II | Teacher Educator (13 interns) | 9/30/90 - 6/30/91 | \$2,000.00 |
| HOLSINGER, CHARLES P | Fixed Term II | KTIP Trainer (KTIP Update in Russel - 4 days) | 6/1/90 - 9/30/90 | \$500.00 |
| HOLSINGER, CHARLES P | Fixed Term II | Teacher Educator (4 interns) | 9/30/90 - 6/30/91 | \$800.00 |
| ISON, LARRY C | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| JOHNSON, JAMES | Fixed Term II | Teacher Educator (2 interns) | 9/30/90 - 6/30/91 | \$400.00 |
| JOHNSON, MAXINE | Fixed Term II | Teacher Educator (1 intern) | 9/30/90 - 6/30/91 | \$200.00 |
| JONES, ELMER | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| KEEVAN, TIM | Fixed Term II | KTIP Trainer (KTIP Update in Menifee Co. & Montgomery Co. - 2 days) | 6/1/90 - 9/30/90 | \$300.00 |
| KEEVAN, TIM | Fixed Term II | Teacher Educator (2 interns) | 9/30/90 - 6/30/91 | \$400.00 |
| MATNEY, BOBBY GENE | Fixed Term II | Teacher Educator (4 interns) | 9/30/90 - 6/30/91 | \$800.00 |
| MCPHEE, STEWART | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| OLSON, CAROLE JARVIS | Wage Payroll | Staff Counselor | 11/26/90 - 6/30/91 | \$20.00/hr. |
| PITTS, JOHN K | Fixed Term II | KTIP Trainer (KTIP Update in Floyd Co. - 4 days) | 6/1/90 - 9/30/90 | \$600.00 |
| RAMEY, STAN | Fixed Term II | Teacher Educator (7 interns) | 9/30/90 - 6/30/91 | \$1,400.00 |
| REEDER, MAURICE GRIMES | Fixed Term II | Teacher Educator (1 intern) | 9/30/90 - 6/30/91 | \$200.00 |

12/36/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--------------------|---|-------------------|--------------------|
| Federal -- Restricted Program | | | | |
| begs. Teacher Interns Program | | | | |
| RIEDEL, GLENN ALBERT | Fixed Term II | KTIP Trainer (KTIP Update in Asnland - 2 days) | 6/1/90 - 9/30/90 | \$300.00 |
| RUCKER, PAUL RONDALL | Fixed Term II | Teacher Educator (4 interns) | 9/30/90 - 6/30/91 | \$1,200.00 |
| SLONE, WILLIAM RAY | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,600.00 |
| SMITH, HELEN ELIZABETH | Fixed Term II | Teacher Educator (2 interns) | 9/30/90 - 6/30/91 | \$400.00 |
| STAMPER, DANNA GAIL | Fixed Term II | Teacher Educator (4 interns) | 9/30/90 - 6/30/91 | \$1,200.00 |
| STIJOM, RICHARD A | Fixed Term II | KTIP Trainer (KTIP Update in Fleming Co. - 2 days) | 6/1/90 - 9/30/90 | \$300.00 |
| STIJOM, RICHARD A | Fixed Term II | Teacher Educator (1 intern) | 9/30/90 - 6/30/91 | \$200.00 |
| TOLER, WILLIAM ALEX | Fixed Term II | Teacher Educator (5 interns) | 9/30/90 - 6/30/91 | \$1,000.00 |
| TROJTT, GEORGE E | Leave without pay | Coordinator, Regional Staff Development | 7/1/90 - 6/30/91 | \$42,090.00 |
| WELCH, FRANK T | Fixed Term II | KTIP Trainer (KTIP Update in Pike Co. and Jenkins - 3 days) | 6/1/90 - 9/30/90 | \$900.00 |
| WILSON, ELAINE N | Fixed Term II | Teacher Educator (6 interns) | 9/30/90 - 6/30/91 | \$1,200.00 |
| WITTEN, ROSEMARY | Fixed Term II | Teacher Educator (11 interns) | 9/30/90 - 6/30/91 | \$2,200.00 |

12/26/90

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

Page: 055

09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--------------------|-----------------------------------|-------------------|--------------------|
| Federal -- Restricted Program | | | | |
| Uc000001-Prevention-Program | | | | |
| MITCHELL, RODNEY RAY | Wage Payroll | Data Collector | 9/3/90 - 9/28/90 | \$5.00/hr. |
| ROSE, SHEILA GAYE | Wage Payroll | Data Collector | 9/4/90 - 9/30/90 | \$5.00/hr. |
| Wood-Technology | | | | |
| BAUER, ROBERT JOSEPH | Fixed Term I | Wood Technologist | 10/1/90 - 6/15/91 | \$27,613.00/annual |
| Destitution-Graduation | | | | |
| CAUMHISAR, JEANNE T | Wage Payroll | Tutor (Not to exceed \$405.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| CRAFT, RHONDA KRISTINE | Wage Payroll | Tutor (Not to exceed \$405.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DALTON, JENNIFER LYNN | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DARNELL, AMY LYNN | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DAY, SHERRIE LYNN | Wage Payroll | Tutor (Not to exceed \$405.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DEMPSEY, REBECCA SUZANNE | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DICKSON, SHERRY DENISE | Wage Payroll | Tutor (Not to exceed \$405.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| DUNAWAY, SAMANTHA JO | Wage Payroll | Tutor (Not to exceed \$405.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| GILBERT, VENICE SHELIA | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |

12/06/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|------------------------------|-----------------------------------|-------------------|--------------------|
| Federal -- Restricted Program | | | | |
| Destination Graduation | | | | |
| JAMISON, DANA KELLY | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| MELTON, TRACY ANN | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| MITCHELL, RODNEY RAY | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| MULINS, DONNA JEAN | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| PELTIER, KAREN ELIZABETH | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| PHILLIPS, ANGELA MICHELLE | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| POOLE, MARY ANNETTE | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| RILEY, DANIEL ANTHONY | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| ROSE, SHEILA GAYE | Wage Payroll Continuation | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| RUARK, LISA DAWN | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| SMITH, TINA S | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| STACY, JESSICA FAITH | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| WARRING, CAROLYN MICHELE | Wage Payroll | Tutor (Not to exceed \$510.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| WEAVER, PAUL RONALD | Fixed Term I | Dropout Prevention Coord. | 10/1/90 - 2/28/91 | \$9,930.00 |
| WEAVER, PAUL RONALD | Fixed Term I | Dropout Prevention Coord. | 3/1/91 - 5/30/91 | \$7,944.00 |
| WEAVER, PAUL RONALD | Fixed Term I | Dropout Prevention Coord. | 7/1/91 - 9/30/91 | \$3,972.00 |

12/06/90

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

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09/03/90 thru 11/30/90

| Administrative Unit/ Name | ----- Action ----- | ----- Description ----- | Effective Date | ----- Salary ----- |
|--------------------------------------|--|---|-------------------|------------------------------|
| Federal -- Restricted Program | | | | |
| Destination Graduation | | | | |
| WEAVER, PAUL RONALD | Title Change | From Dropout Prevention Coordinator to Destination Graduation Coordinator | 10/10/90 | \$21,845.00 |
| WEBB, ELAINE MARIE | Wage Payroll | Tutor (Not to exceed \$475.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| YOUNCE, CHINNETTA LYNN | Wage Payroll | Tutor (Not to exceed \$440.00) | 10/3/90 - 5/10/91 | \$5.00/hr. |
| Maciki Research Project | | | | |
| CLIVE, JAMES | Resignation | Farm Laborer | 8/10/90 | \$3.80/hr. |
| HALE, MARK | Resignation | Farm Laborer | 9/7/90 | \$3.60/hr. |
| MATTHEWS, MICHAEL | Probation Completed Salary Adjustment | Farm Laborer | 7/23/90 | \$4.28/hr. (\$1.20 incr.) |
| SMITH, SCOTT D. | Wage Payroll | Farm Laborer | 9/4/90 - 5/4/91 | \$3.80/hr. |

RATIFY 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 September 8, 1990, and November 26, 1990.

PERSONAL SERVICE CONTRACTS
September 8, 1990 through November 26, 1990

| Individual/Firm | Contract Description | Contract Beginning Date | Contract Ending Date | Contract Amount | Method of Selection |
|---|---|-------------------------|----------------------|-----------------|-------------------------|
| Dr. Charles Donwell Cape Girardeau, MO | Faculty/Staff Workshop - "Active Learning/Critical Thinking" | October 5, 1990 | October 6, 1990 | \$1,848.32 | Single Source |
| Keye Productivity Center | Staff Development Seminar - "Take Charge Secretary" | November 8, 1990 | November 8, 1990 | \$2,150.00 | Competitive Negotiation |

**APPROVE A CONSENT AGREEMENT
WITH THE
ENVIRONMENTAL PROTECTION AGENCY**

Background

In September 1989, the State Office of Environmental Protection conducted a site inspection for the University's compliance with PCB (Polychlorinated Biphenyls) regulations. At the time of the inspection, MSU had 36 electrical transformers containing PCB fluids. Also, at the time of the inspection MSU, through the Finance and Administration Cabinet, had contracted with General Electric for the removal and replacement of all PCB contaminated transformers. Subsequently, by April 6, 1990, all PCB contaminated transformers had been removed from the campus. The findings by the state compliance officers were forwarded to the United States Environmental Protection Agency (EPA) in Atlanta and resulted in the issuance of a civil administrative action pursuant to Section 16(a) of the Toxic Substances Control Act (TSCA) by Region IV, of the U. S. EPA. The EPA's Complaint and Notice of Opportunity for Hearing (Docket No. TSCAIV-89-PO135) was received at the University on or about April 12, 1990, and proposed civil penalties amounting to \$169,500 for various recordkeeping and storage violations.

In order to appropriately respond to the complaint, the University obtained the legal services of Greenbaum Doll and McDonald, a Kentucky law firm with a specialization in environmental issues.

During the past six months, various settlement offers and counteroffers between the University and the EPA occurred. Finally, on August 27, 1990, the EPA countered with an offer to settle the complaint for \$45,000 pending the University's participation in a PCB regulation presentation to the Kentucky Association of Physical Plant Administrators. It was on the advice of legal counsel that the University acknowledged acceptance of the August 27 settlement offer. Accordingly, EPA was advised of the University's intent to accept the \$45,000 settlement.

MSU participated in the PCB regulation presentation in September 1990. The Consent Agreement and Consent Order was approved by EPA on November 30, 1990 and received by the University on December 5, 1990. A copy of the Agreement is attached. Upon approval by the Board of the settlement, the Consent Agreement and Consent Order will be submitted to the EPA Regional Administrator for approval and execution of the Order.

Recommendation

That the Board of Regents approve the settlement as prepared and authorize the President to execute, on behalf of the University, the Consent Agreement and Consent Order in reference to Complaint No. TSCAIV-89-PO135.



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION IV

345 COURTLAND STREET
ATLANTA, GEORGIA 30365

NOV 30 1990

4APT-PT

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Jack C. Bender, Esq.
Greenbaum, Doll & McDonald
P.O. Box 1808
Lexington, Kentucky 40593

Re: Complaint
TSCAIV-89-P0135

Dear Mr. Bender:

In settlement of the above proceeding, enclosed is a Consent Agreement and Consent Order signed by the Director, Air, Pesticides and Toxics Management Division of Region IV. If you find the document appropriate for termination of this matter, please sign and return it to Ms. Alfreda Freeman within ten (10) days. We will then submit it to the Regional Administrator for approval and execution of the Order. If approved by the Regional Administrator we will return it to you for payment of the agreed upon penalty which becomes due the date the Regional Administrator approved the settlement document. Failure to respond to this settlement offer within ten (10) days may result in our withdrawal of this settlement offer.

Please call Ms. Freeman at (404) 347-3864, or Alan Dion at (404) 347-2335 if you have any questions concerning the settlement document.

Sincerely yours,

Jon D. Johnston, acting

Richard D. Stonebraker, Chief
Pesticides & Toxics Branch

Enclosure

cc: Susan Taylor
Commonwealth of Kentucky

DEC 5 1990

Vice President
for Administration
and Public Services

BEFORE THE
UNITED STATES
ENVIRONMENTAL PROTECTION AGENCY

| | | |
|----------------|---|----------------------|
| In Re: |) | TSCA No. IV-89-P0135 |
| |) | CONSENT AGREEMENT |
| Morehead State |) | AND |
| University, |) | CONSENT ORDER |
| Respondent, |) | |

This administrative proceeding for the assessment of a civil penalty was initiated pursuant to Section 16(a) of the Toxic Substances Control Act, 15 U.S.C. §2615(a), hereinafter referred to as TSCA. The Action was instituted by a Complaint and Notice of Opportunity for Hearing which was served by certified mail upon Respondent on or about April 12, 1990.

WHEREAS, the Respondent admits the jurisdictional allegation contained in the Complaint; and

WHEREAS, the Respondent admits the facts and charges alleged in the Complaint, which is incorporated herein by reference and specifically made a part hereof; and

WHEREAS, the Respondent hereby expressly waives any right to a hearing on this matter; and

WHEREAS, the Respondent represents that the violations alleged in the Complaint have been corrected; and

WHEREAS, the Respondent has agreed to conduct an environmentally beneficial expenditure seminar on PCBs, and mail seminar materials to all colleges and universities in the state; and

WHEREAS, the Respondent consents to the payment of a civil penalty in the sum of one hundred sixty-nine thousand five

hundred dollars (\$169,500.00) and Complainant agrees to remit one hundred twenty-four thousand five hundred dollars (\$124,500.00) of said penalty; and

WHEREAS, in the event that Respondent fails to meet any requirement of this agreement, other than the penalty payment, the Respondent hereby agrees to pay the remitted portion of the civil penalty, one hundred twenty-four thousand five hundred dollars (\$124,500.00), plus accrued Interest upon receipt of a Notice of Reinstatement of Penalty; and

WHEREAS, the Respondent acknowledges that failure to tender the agreed-upon penalty payment within 30 days will result in Complainant's withdrawal of the reduced penalty offer and Complainant's referral of this matter to a credit reporting agency, a collection agency, and/or the United States Attorney for collection in the appropriate United States District Court of a total amount which would equal the original assessed penalty plus interest and administrative charges accrued [See Section 16(a) of TSCA, 15 U.S.C. §2615(a), 7 U.S.C. § 1361 (a), and 40 C.F.R. Part 13)].

WHEREAS, Complainant and Respondent, being desirous of terminating this proceeding without further hearing or litigation, have each consented to the making and entry of this Consent Agreement and Consent Order;

ORDER

NOW, THEREFORE, upon consent of the parties as aforesaid, it is hereby ORDERED AND ADJUDGED as follows.

1. This Agency has jurisdiction of the subject matter of this administrative proceeding.
2. After taking into account the nature, circumstances, extent, and gravity of the violations, ability to pay, ability to continue in business, and such other matters as justice may require, I find that a civil penalty of forty-five thousand dollars (\$45,000.00) is appropriate to settle this matter without further litigation. I find that a civil penalty of one hundred sixty-nine thousand five hundred dollars (\$169,500.00) is appropriate if the conditions of this document are not met.
3. The Respondent shall pay to the Treasurer, United States of America, by cashier's check, the amount of forty-five thousand dollars (\$45,000.00) which is due immediately and will be considered delinquent if not paid within 30 days of the date this Agreement is mailed.
4. The Respondent shall, for violation of any agreement or representation contained herein other than the payment of the agreed-upon penalty, pay the remitted portion of the civil penalty, plus interest accrued, upon receipt of a Notice of Reinstatement of Penalty.
5. The Respondent shall, upon failure to pay the agreed-upon penalty within 30 days of service, pay to the Treasurer, United States of America, by cashier's check, the amount of one hundred sixty-nine thousand five hundred dollars (\$169,500.00) plus interest and any administrative or penalty charges assessed on the overdue amount from the date of this Consent Agreement and Consent Order. Respondent may deduct any portion of the penalty

previously paid. Pursuant to Section 11 of the Debt Collection Act of 1982, 31 U.S.C. §3717, the interest rate assessed will be based on the current value of funds to the United States Treasury at the time this Order is issued, and such rate will remain in effect until full payment is received. In addition, a late payment handling charge of \$20 will be assessed if payment is not received by the due date, with an additional charge of \$10 for each subsequent 30-day period. A 6% per annum penalty will also be applied on any principal amount not paid within 90 days of the due date.

CONSENTED TO:

ENVIRONMENTAL PROTECTION AGENCY, Complainant

BY: Winston A. Smith
Winston A. Smith, Director
Air, Pesticides and Toxics
Management Division

DATE: NOV 30 1990

Morehead State University, Respondent

BY: _____

(Title)

DATE: _____

APPROVED AND SO ORDERED:

Greer C. Tidwell
Regional Administrator
Environmental Protection Agency
Region IV

DATE: _____

**AUTHORIZE MOREHEAD STATE UNIVERSITY'S PARTICIPATION
IN KENTUCKY STATE PROPERTY AND BUILDINGS COMMISSION
REVENUE BONDS, PROJECT NUMBER 50**

Background

The 1990 session of the General Assembly authorized and appropriated capital construction projects for Morehead State University for the purpose of (1) renovation of the Utility and Electrical Distribution System--Phase 2; and (2) various fire safety and asbestos removal projects. These projects were authorized at a total cost of \$7,004,000 and are to be financed with the proceeds of revenue bonds issued by the State Property and Buildings Commission. The estimated annual debt service of \$761,600 was appropriated directly to MSU.

The State has been able to achieve some economies by grouping a number of projects, both from higher education and other state agencies, into one composite bond issue rather than several smaller issues. Savings result in both issue costs and the more favorable interest rates that a larger statewide issue can attract. Phase 1 of the Utility and Electrical Distribution Project and the fire safety and asbestos removal projects were likewise funded in 1988 through a State Property and Buildings Commission Revenue Bonds Issue Number 48. The Board of Regents authorized the University's participation in that issue on December 16, 1988.

Though the State Property and Buildings Commission is the issuing agency, the Finance and Administration Cabinet (FAC) is the agency responsible for the debt service payments. FAC enters into a lease financing agreement with each participating agency for the debt service.

In order to participate in the Kentucky Property and Buildings Commission Revenue Bonds, Project Number 50, the President, as chief administrative officer of the University, will be required to execute certain application and financing documents. These documents will be prepared by the bond counsel for the state issue, Rubin, Hayes, and Foley of Louisville. The anticipated sale date for the State Property and Buildings Commission Bonds, Project 50, is in February 1991.

Recommendation

That the Board authorize the President to execute the necessary documents for the University's participation in the State Property and Buildings Commission's Revenue Bonds, Project Number 50.

**AUTHORIZE MOREHEAD STATE UNIVERSITY'S PARTICIPATION IN THE
KENTUCKY STATE PROPERTY AND BUILDINGS COMMISSION
MASTER NOTE PROGRAM**

Background

Historically, the time required to plan, design and implement a capital construction project has been difficult to predict. This problem results in bonds being sold for projects prior to the actual need for funds. Prior to the passage of the various tax acts dealing with arbitrage on tax exempt bonds, such timing mismatches were less critical. Under the new requirements, the availability to predict the timing and amount of expenditures becomes a very important debt management requirement.

The State Property and Buildings Commission is authorized by KRS 56.513 to issue revenue bond anticipation notes or enter into loan agreements to provide various financing needs for state agencies. Under this authority, the State Property and Buildings Commission created a Master Note Program to provide interim financing for the preliminary phases of construction projects prior to availability of funding via the issuance of long-term bonds.

Analysis

In order to participate in the master note program, the Board of Regents must authorize the President to execute a sublease with the Finance and Administration Cabinet. A template copy of the sublease is attached. In addition, the University's legal counsel is required to provide an opinion that the lease agreement is an enforceable agreement. Once these steps have been taken, the University is to provide the Office of Financial Management in the Finance and Administration Cabinet with the appropriate project information and the funds needed on an interim basis. The notes will then be issued.

Recommendation

That the Board of Regents authorize the University's future participation in the State Property and Buildings Commission Master Note Program on an as needed basis for the interim financing of approved capital construction projects.

SUBLEASE

THIS SUBLEASE, made and entered into on the date set forth on the cover page of this Sublease, by and between the FINANCE AND ADMINISTRATION CABINET OF THE COMMONWEALTH OF KENTUCKY, a department and agency of the Commonwealth of Kentucky (hereinafter sometimes referred to as the "Cabinet") and the State Agency of the Commonwealth of Kentucky identified on the cover page to this Sublease, pursuant to KRS 56.440, et seq. (hereinafter sometimes referred to as the "Sublessee").

W I T N E S S E T H:

WHEREAS, the Finance and Administration Cabinet of the Commonwealth of Kentucky is authorized pursuant to the Act, hereinafter defined, to take, acquire and hold property, and the State Property and Buildings Commission of Kentucky (the "Commission") is authorized, pursuant to the Act, hereinafter defined, to issue and sell revenue bonds on behalf of such Cabinet in order to acquire facilities to carry out proper public purposes; and;

WHEREAS, in order to provide for the financing and acquisition of various projects (the "Project") identified in the Lease, hereinafter defined, the Cabinet has made appropriate application to the Commission requesting the Commission to provide for payment of the costs of such Project pursuant to KRS 56.450 by the issuance of revenue bonds pursuant to the Act, hereinafter defined, and the Project has been financed by the Commission by issuance of State Property and Buildings Commission Revenue Bond Anticipation Notes; and

WHEREAS, it is appropriate that a Sublease in respect of a part of the Project be entered into by and between the Finance and Administration Cabinet and the Sublessee so as to make Project facilities available to the Sublessee, the Sublessee being a State Agency of the Commonwealth of Kentucky.

NOW, THEREFORE, PURSUANT TO THE STATUTORY AUTHORITY CITED IN THE PREAMBLES TO THIS SUBLEASE, AND FOR OTHER GOOD AND VALUABLE CONSIDERATIONS, THE RECEIPT OF WHICH IS HEREBY ACKNOWLEDGED BY BOTH PARTIES, AND IN FURTHER CONSIDERATION OF THE PREMISES, THE PARTIES DO HEREBY COVENANT AND AGREE, EACH WITH THE OTHER, AS FOLLOWS:

ARTICLE I

DEFINITIONS

Section 1.01. As used in this Sublease, unless the context requires otherwise:

"Act" means collectively, Chapter 56 of the Kentucky Revised statutes and Sections 58.010 to 58.140, inclusive, of the Kentucky Revised Statutes, as amended.

"Bond" or "Bonds" shall mean bonds authenticated and delivered by the Commission to provide permanent financing for the Projects for which Notes were issued and delivered, the proceeds of which will be used to pay the principal of or interest on the Notes or a portion thereof.

"Budget Act" shall mean Chapter ____ of the Acts of the General Assembly of the Commonwealth of Kentucky, 1990 Regular Session.

"Cabinet" means the Finance and Administration Cabinet of the Commonwealth of Kentucky.

"Commission" means the State Property and Buildings Commission of the Commonwealth of Kentucky.

"Commonwealth" means the Commonwealth of Kentucky.

"Indenture" or "Trust Indenture" shall mean the Trust Indenture, dated as of June 27, 1990, and entered into between the Commission and the Trustee, as amended or supplemented from time to time.

"KRS" means the Kentucky Revised Statutes.

"Lease" means the instrument, dated as of July 1, 1990, by which the properties constituting the Project are leased by the Commission, as Lessor, to the Cabinet, as Lessee.

"Notes" means the Revenue Bond Anticipation Notes, of the Commission issued from time to time under the provisions of the Indenture.

"Payment Price" means Prepayment Price as described in Section 3.11 hereof.

"Project" means Project as defined in the Lease.

"Proportionate Share" means, prior to the issuance of Bonds for the Sublessee's facilities, a fraction, the numerator of which is the amount disbursed from the Project Fund for the Sublessee's Facilities, less the principal portion of any

Prepayment Price which has been paid and the denominator of which is the aggregate principal amount of all Notes issued for the Project which are outstanding at the time of calculation, subject to any adjustments that may be deemed equitable by the Cabinet. Upon issuance of Bonds for the Sublessee's Facilities pursuant to the Lease, Proportionate Share shall mean the principal amount of such Bonds attributable to the Sublessee's Facilities, as determined by the Cabinet, as a percentage of the aggregate principal amount of such Bonds.

"Renewal Term" means a period of two (2) years coinciding with the fiscal biennium of the Commonwealth, which commences on July 1 in each even-numbered year and ending on June 30 of the next ensuing even-numbered year unless hereafter modified by statute.

"State Agency" means the State Agency identified on the cover page to this Sublease.

"Sublease" means this sublease instrument pursuant to which the Sublessee will sublease portions of the Project constituting the Sublessee's Facilities, from the Cabinet.

"Sublessee's Facilities" means the Project facilities subleased by the Sublessee and identified in Exhibit A to this Sublease.

"Sublessee's Rent" means the State Agency's Proportionate Share of the Rent due from the Cabinet to the Commission under the Lease.

Terms not otherwise defined herein shall have the meanings given them in the Indenture.

ARTICLE II

AGREEMENT AS TO PROJECT COSTS AND OBLIGATIONS OF SUBLESSEE

Section 2.01. It is understood by and among the parties hereto that the aggregate of all costs of the Project have been funded from the proceeds of the Notes or Bonds, and this Sublease is being entered into in order to provide for the subleasing to the Sublessee of the Sublessee's Facilities for the rentals equal to the Sublessee's Rent. It is agreed and acknowledged that, pursuant to the Lease, the Cabinet will lease the Project from the Commission and that the Sublessee's Facilities will be subleased by the Cabinet to the Sublessee.

ARTICLE III

SUBLEASE OF PORTION OF PROJECT BY SUBLESSEE, INITIAL TERMS; OPTIONAL RENEWALS; RENT; MAINTENANCE AND INSURANCE

Section 3.01. Sublessee hereby leases from the Cabinet, and the Cabinet hereby subleases to Sublessee, all of the properties, facilities and appurtenances constituting the Sublessee's Facilities, as the same are now and may in the future be identified in Exhibit A, attached hereto, for the term identified in the Lease. In the event such term shall end later than the last day of the legislative biennium in which this Sublease commences, Sublessee shall have the right and privilege to continue to sublease and have the Sublessee's Facilities and sublease the same for the succeeding biennium and at the conclusion thereof, for succeeding biennium periods in the event Sublessee exercises its option to renew granted herein until the end of the term of this Sublease. Sublessee shall pay or cause to be paid as rent during such period the Sublessee's Rent.

Section 3.02. Beginning June 30, 1992, if the term of this Sublease ends beyond such date, the Cabinet hereby grants unto Sublessee exclusive options to renew the Sublease for successive ensuing Renewal Terms, commencing July 1 in each even-numbered year, and ending June 30 in the next ensuing even-numbered year, until the end of the term of this Sublease; and for each such Renewal Term, if renewed therefor, Sublessee shall become obligated to pay, and hereby agrees that in the event of such renewal it will pay or cause to be paid, to Cabinet, as Sublessee's Rent for such biennium or the remainder of this Sublease term, the Sublessee's Rent as a general obligation of Sublessee for such period, secured by amounts budgeted in the general fund budget of the Commonwealth for such purpose.

Section 3.03. Sublessee hereby grants to the Cabinet the right to debit any moneys of the Sublessee in State accounts by journal voucher or other means for payment in whole or in part, and in advance, of the Sublessee's Rents due hereunder.

Section 3.04. In the event this Sublease shall extend beyond the biennium during which this Sublease commences, each of the successive options to renew this Sublease may be exercised by the Sublessee for the succeeding Renewal Term or appropriate portion thereof at any time after the adjournment of the Session of the General Assembly of the Commonwealth at which appropriations shall have been made for the operation of the state government for each succeeding Renewal Term by notifying the Cabinet by a writing delivered to the Cabinet;

provided, however, that such option shall in each instance be deemed automatically exercised, and this Sublease automatically renewed for the succeeding renewal term, or appropriate portion thereof effective on the first day thereof, unless a written notice of Sublessee's election not to renew, signed by a duly authorized officer of Sublessee shall have been delivered to the Secretary of the Cabinet before the close of business on the last business day in April, immediately preceding the beginning of such succeeding renewal term.

Section 3.05. In the event the Cabinet does not renew the Lease pursuant to its terms, this Sublease may nevertheless be renewed and shall be a binding agreement in accordance with its terms during the Renewal Period or appropriate portion thereof by and between the Sublessee and the Commission.

Section 3.06. In the event of damage to or destruction of any portion of the Sublessee's Facilities by hazards which are covered by the insurance herein agreed to be procured and maintained, the net amount of insurance proceeds actually collected (less any reasonable expenses incident to the collection thereof) shall be paid over to the Cabinet, and may be applied to the replacement or restoration of the property so damaged or destroyed.

Section 3.07. The Sublessee covenants and agrees to pay "Additional Rent" for the term of this Sublease and during any Renewal Term, as follows:

(i) To the Cabinet, so long as any Notes related to this Sublease are Outstanding, on the June 30 of each odd numbered year, an amount equal to all amounts appropriated to the Sublessee for the payment of Sublessee's Rent hereunder for such year which have not theretofore been disbursed to the Cabinet for the payment of Sublessee's Rent (the "Excess Appropriation"); provided that, during the initial two year term of this Sublease, Additional Rent shall be determined by multiplying the Excess Appropriation by a fraction whose numerator is the principal amount of Notes issued during such period and whose denominator is the principal amount of Bonds authorized to be issued under the Budget Act during such period.

(ii) To the Cabinet, upon demand, all reasonable expenses incurred by it in relation to the Project which are not otherwise specifically identified and required to be paid by the Cabinet under the terms of this Sublease.

ARTICLE IV

EFFECT OF SUBLESSEE'S EXERCISE OF ITS OPTION TO RENEW

Section 4.01. In the event this Sublease shall extend beyond the biennium during which this Sublease commences, and Sublessee shall exercise its successive renewal options, either by affirmative notice or according to the automatic renewal provisions hereinabove set forth, then upon the first day of the biennial Renewal Term for which such option is exercised, Sublessee shall be firmly bound for the entire amount of the Sublessee's Rent becoming due and payable during such Renewal Term, and for the cost of insurance, repairs and maintenance, as a general obligation of Sublessee, payable from available money of Sublessee, including appropriations made to Sublessee by the General Assembly of Kentucky; provided, however, nothing herein contained shall be construed as binding the Sublessee to pay rentals for more than one biennial Renewal Term at a time.

ARTICLE V

EFFECT OF SUBLESSEE'S ELECTION NOT TO RENEW

Section 5.01. In the event this Sublease shall extend beyond the biennium during which this Sublease commences, and Sublessee shall give written notice to the Cabinet of Sublessee's election not to renew this Sublease for any ensuing optional biennial Renewal Term, prior to the automatic renewal hereinabove provided for, Sublessee shall not become obligated to pay Sublessee's Rents or to cause the Sublessee's Facilities to be insured beyond the last day of the then current biennium, or to cause the Project to be maintained in a good state of repair beyond such time, and Sublessee shall thereby forfeit all of its future options to renew and shall peacefully surrender to the Cabinet possession of the Sublessee's Facilities on or prior to the last day of the then current biennium; provided, however, an election on the part of Sublessee not to renew beyond any such current biennium shall not in any manner alter or diminish any obligation of Sublessee hereunder for the remaining period of the biennium; and shall not preclude subsequent reinstatement of the Sublease for any future renewal term, if agreed to by the Cabinet upon the same terms and conditions as would have been applicable if the Sublease had been renewed according to the provisions hereof, except that if such reinstatement is sought when one or more installments of Sublessee's Rent for such Renewal Term are overdue and unpaid, it shall be a condition of such reinstatement that such overdue Sublessee's Rent be tendered. Notwithstanding the foregoing, upon any failure by Sublessee to renew this Sublease, the Cabinet may sublease the Sublessee's Facilities to another State Agency.

ARTICLE VI

SUBLESSEE TO HAVE PEACEFUL POSSESSION SO LONG AS THE SUBLEASE IS IN FULL FORCE AND EFFECT

Section 6.01. Cabinet covenants that during the initial term of this Sublease and during each successive optional Renewal Term for which this Sublease may be renewed, if any, if Sublessee shall continue in good standing according to the provisions thereof, Cabinet shall maintain Sublessee in peaceful possession and enjoyment of the Sublessee's Facilities. Legal title to Sublessee's Facilities may be held by the Commission, the Cabinet, the Sublessee or any agency or instrumentality of the Commonwealth, in compliance with the statutes and regulations governing legal title to property held by State Agencies.

Section 6.02. In the event the Lease by and between the Cabinet and the Commission is terminated for any reason, including, but not limited to default by the Cabinet or a failure of Lessee to renew the Lease, Sublessee may continue to sublease the Sublessee's Facilities pursuant to the terms of this Sublease on the following terms and conditions:

(a) So long as this Sublessee remains in compliance with the terms of this Sublease, Sublessee may continue to use and have the Sublessee's Facilities in accordance with the terms of this Sublease.

(b) Commission shall not be liable to Sublessee for any act of omission of Cabinet.

(c) Commission shall not be bound by any amendment or modification of this Sublease made without the consent of the Commission.

(d) Sublessee shall attorn to Commission.

ARTICLE VII

SUBLESSEE TO CERTIFY SUFFICIENT AMOUNTS IN APPROPRIATIONS BILLS IN ORDER FOR SUBLEASE PAYMENTS TO BE MADE

Section 7.01. The Sublessee covenants and agrees that it will, at the time when Appropriations Bills are prepared for introduction in the various successive Sessions of the General Assembly of the Commonwealth, cause to be included in the appropriations proposed to be made for the Sublessee sufficient amounts (over and above all other requirements of the Sublessee) to enable the Sublessee to make all of the payments to the Cabinet required by this Sublease.

ARTICLE VIII

EVENTS OF DEFAULT AND REMEDIES

Section 8.01. Each of the following events is hereby defined as and shall constitute an "event of default":

(a) default in the due and punctual payment of Sublessee's Rent; or

(b) default in the performance of any of the covenants, terms, and conditions of this Sublease, and failure to remedy such default within thirty (30) days after written receipt thereof if the default relates to matters other than the payment of rent (but Sublessee shall not be deemed to be in default if Sublessee commences to remedy said defaults other than related to payment of rent within said thirty (30) day period, and proceeds to and does remedy said default with due diligence).

If an event of default occurs, the Cabinet, in addition to all other remedies given to the Cabinet, at law or in equity, may by written notice to Sublessee, terminate this Sublease or; without terminating this Sublease, take possession (actually or constructively) of the Sublessee's Facilities. In such event, Cabinet may sublet the Sublessee's Facilities and in the event of a reletting may apply the rent therefrom first to the payment of expenses incurred by reason of Sublessee's default, and the expense of reletting, including but not limited to any repairs, renovation or alteration of the Sublessee's Facilities, and then to the payment of Sublessee's Rent and all other sums due from Sublessee hereunder. All remedies available to the Cabinet are declared to be cumulative and concurrent.

ARTICLE IX

TERMINATION OF SUBLEASE

Section 9.01 Upon the payment in full of all of Sublessee's Rent during the term of this Sublease or the payment of the Prepayment Price of all Notes related to this Sublease in accordance with Section 3.11 hereof, this Sublease and all covenants, agreements and other obligations herein shall cease, terminate and become void and be discharged and satisfied. In such event, the Cabinet, upon the request of the Sublessee, shall execute and deliver all such instruments as may be desirable to evidence such discharge and satisfaction and the Sublessee's Facilities shall vest in the Sublessee for the use and benefit of the Commonwealth.

ARTICLE X

TAX COVENANT

Section 10.01. To the full extent that it has the legal right to do so, the Sublessee agrees to all of the provisions of the Indenture authorizing the Bonds; and that it will neither take any action nor omit to take any action which taking or omission would result in the exclusion of the receipt of interest on any of the Bonds from the treatment afforded by Section 103(a) of the Code.

Section 10.02. It is agreed that nothing has been done or will be done by either the Cabinet or the Sublessee which will cause the Notes or Bonds to be private activity bonds within the meaning of Section 141 of the Code, including performance of any of the covenants contained herein.

Section 10.03. Upon the happening of an event which would cause the interest on a portion of the Bonds or Notes to become includable in the gross income of the Holder of such Bonds or Notes, Cabinet and Sublessee agree that the Cabinet shall cause such Bonds or Notes to be redeemed by the Commission in accordance with the provisions for redemption contained in the Indenture as soon as practicable following such event.

ARTICLE XI

PROVISIONS OF SUBLEASE ARE FOR BENEFIT OF THE HOLDERS OF THE NOTES AND BONDS AS THIRD PARTY BENEFICIARIES

Section 11.01. All of the provisions herein contained are made for the benefit of each of the Holders and the Bank. Each and all of the Holders, the Bank and the Trustee on behalf of the Holders have the rights of third party beneficiaries to enforce all of the provisions of the Sublease herein contained; subject, however, to the provisions of the Indenture with respect to enforcement of rights.

ARTICLE XII

SECURITY AND ASSIGNMENT

Section 12.01. This Sublease secures the payment of Sublessee's Rent hereunder.

This Sublease is given subject to all of the terms, conditions and provisions of the Indenture or any bond resolution or indenture issued with respect to the Bonds. In the event that any conflict should exist or appear to exist

between the provisions of this Sublease and the Indenture or such indenture or resolution, the provisions of the Indenture or such indenture or resolution shall prevail.

ARTICLE XIII

PROVISIONS OF SUBLEASE ARE SEVERABLE

Section 13.01. If any section, paragraph, clause or provision of this Sublease shall be held invalid, the invalidity of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Sublease.

ARTICLE XIV

INDEX AND HEADINGS ARE NOT PART OF THE SUBLEASE

Section 14.01. The Index and the headings of the Articles hereof shall be solely for convenience of reference and shall not constitute a part of this Sublease, nor shall they affect meaning, construction or effect.

IN WITNESS WHEREOF, the parties hereto have executed this Lease by their officers thereunto duly authorized, as of the date and year first above written.

FINANCE AND ADMINISTRATION
CABINET OF THE COMMONWEALTH
OF KENTUCKY, Lessee

By: _____
Secretary

(Name of Sublessee)

By: _____
Authorized Officer

APPROVAL AND CONSENT OF FINANCE AND
ADMINISTRATION CABINET

The Secretary of the Finance and Administration Cabinet (the "Cabinet") of the Commonwealth of Kentucky hereby acknowledges his approval and consent and the approval and consent of the Cabinet to the terms and provisions of this Sublease and, to evidence acceptance of the obligations and covenants of the Cabinet contained in such Sublease and on behalf of the Cabinet, confirms that the provisions of this Sublease are consistent with the public interest. This approval and consent is applicable only insofar as the same are within the jurisdiction, functions and powers of the Cabinet or within the jurisdiction, functions and powers of the Secretary of the Cabinet.

DATED: _____ . 19__

FINANCE AND ADMINISTRATION
CABINET OF THE COMMONWEALTH
OF KENTUCKY

By: _____
Secretary

EXHIBIT A

Sublessee's Facilities

Project

Amount

**AMEND POLICIES RELATED TO DISCIPLINE AND DISMISSAL
PSE 7 AND PSNE 8**

Background

Current University policies governing the discipline and dismissal of staff for misconduct do not provide sufficient guidance on the issue of suspension. In instances where a suspension is preferable to a written reprimand or outright dismissal, current policy allows a suspension only if the misconduct results in a "further investigation." Certainly there can be instances where an employee's misconduct is obvious, e.g., continued tardiness. Where oral or written reprimands have not achieved the desired results and where a dismissal is not appropriate, then a suspension without pay, in conjunction with a written reprimand, would be a desirable disciplinary action. The policy will continue to allow for the issuance of written reprimands without an accompanying suspension.

The proposed policy has been reviewed by University legal counsel to ensure that the procedural due process rights of the employee have been protected and that the levels of suspension are appropriate for the misconduct being cited. The policy has also been reviewed by the Staff Congress.

Recommendation

That the Board of Regents approve the revision of the policies on discipline and dismissal (PSE 7 and PSNE 8).

Policy: PSE-7 (and PSNE-8)

Subject

Discipline & Dismissal

Approval Date: 07/01/85

Revision Date: 03/26/87

PURPOSE:

To outline steps to be taken by a supervisor when a ~~regular full-time or nonregular part-time~~ staff member is failing to meet acceptable standards of performance conduct as determined by the University and, when in the judgement of the supervisor, informal or formal action, including possible dismissal, is warranted. This procedure does not apply to a staff member during the initial probationary period.

ORAL REPRIMAND:

A supervisor may not deem a matter of such magnitude to require formal action. In such instance, the supervisor may determine that an oral reprimand is sufficient to correct the situation. The oral reprimand should include a review of wherein the staff member has failed to meet acceptable standards of performance conduct, what is expected to meet acceptable standards of performance conduct, and what may result if such standards are not met.

**WRITTEN
REPRIMANDS:**

Written reprimands may be issued to staff members when continued failure to meet acceptable standards of performance conduct may result in dismissal. A meeting between the supervisor and the staff member shall be held as soon as practical after the supervisor determines that discipline may be needed. In the meeting the supervisor shall inform the employee that it is a disciplinary meeting, and if the facts warrant, a written reprimand will be issued. The employee will be given an opportunity to

present his/her side of the case. If the supervisor determines that discipline should occur, the written reprimand shall be issued to the employee as soon as that determination is made. The written reprimand shall include the date or dates of meetings with the employee to discuss the matter, the persons present, the manner in which the employee is failing to meet acceptable standards of performance conduct, what is expected to meet such standards, and that dismissal will result if such standards are not met. Suspensions without pay, upon recommendation by the vice president and approval by the president, may be administered in conjunction with the written reprimand. A copy of the written reprimand shall be placed in the staff member's file in the Office of Personnel Services. The written reprimand may be removed from an individual's file when a written request is submitted to the Director of Personnel Services by the employee's supervisor with a favorable recommendation endorsement by the next up-line supervisor.

**DISMISSAL FROM
EMPLOYMENT:**

Dismissal of a staff member shall be on recommendation of the appropriate supervisor(s) with subsequent recommendation by the President to the Board of Regents. A staff member may be dismissed summarily for major cause or as a result of three active written reprimands on file in the Office of Personnel Services. Before dismissal occurs, however, the supervisor will not take action without the prior approval of his/her appropriate supervisor and the Director of Personnel Services, or their designees. When notice of dismissal is given to a staff member, it shall be effective immediately.

Dismissal of a staff member for not meeting job requirements will be administered under the provisions of PG-50, Staff Performance Management System.

SUSPENSION:

At the discretion of the University, a staff member may be suspended from employment ~~with or~~ without pay pending further investigation of a matter including possible official actions by outside agencies. Additionally, suspension from employment without pay, may be made for misconduct upon recommendation by the appropriate vice president and with approval of the president. Generally, suspensions without pay will not exceed 5 work days for the first written reprimand; will not exceed 10 work days for the second written reprimand; and will not exceed 15 work days, or commencement of action for dismissal, for the third written reprimand. If a suspension is administered without a written reprimand, the same due process procedures required in the written reprimands section must be followed.

**APPROVE PROPOSED POLICY ON
STAFF PERFORMANCE MANAGEMENT SYSTEM (PG-50)**

Background

In January, 1988, upon the recommendation of the President, the Board of Regents approved the staff Job Classification and Compensation Plan (JCCP). At the time of the approval, it was recognized that a performance-based pay component would be considered as a later phase for the full implementation of a comprehensive staff compensation plan. In March, 1989, the Staff Congress presented a proposal for a procedure for the annual distribution of funds available for staff salary increases. The Staff Congress proposal contained a component for performance. However, because of the need to review the University's existing staff performance evaluation system, coupled with a desire for further stabilization of the JCCP, it was decided to implement only the components in the Staff Congress' proposal pertaining to a salary pool for across-the-board salary adjustments and a salary pool for equity adjustments.

In February, 1990, the President sought and received the Board's ratification of a Personal Services Contract authorizing the employment of William M. Mercer, Inc., to develop a Staff Performance Management System. Upon request of the consulting firm, the President appointed an internal Project Management Team (PMT) composed of representatives from the four divisions of the University to work with Mercer's Principal Consultant, Dr. Charles Schanie.

Since March 1990, Dr. Schanie and the PMT met numerous times to:

1. **Determine Objectives of the Performance System**--It was recommended that the new system should improve staff performance which, in turn, should increase productivity; should provide a reward system for those employees who perform at the highest levels; and, should provide for the professional and educational development of employees.
2. **Determine the Criteria to be Used for Appraisals**--Since the job description defines the most important requirements of a job, it was recommended that appraisal forms should contain a section with greater value for job related accountabilities. It was also recommended that the appraisal form should contain a section on pre-determined behavioral factors/abilities such as quality of work, dependability, interpersonal communications, managing costs, leadership, etc. Further, it was recommended that supervisor and

Approve Proposed Policy on
Staff Performance Management System (PG-50)

employee should meet at the beginning of the rating period to determine accountabilities and to reach an understanding of performance expectations.

3. **Determine Who will be Appraised**--It was recommended that under a staff performance management system all exempt and nonexempt employees, except faculty, be appraised annually and that separate performance pay pools be established for staff.
4. **Determine Frequency and Appeal Review Process**--The calendar year was recommended as the annual appraisal period because it best "fits" the budget development process and the determination of annual pay raises that are effective on July 1 each fiscal year. It was also recommended that the next upline supervisor serve as a reviewer for all appraisals and, where appropriate, resolve any appeal submitted by the employee.
5. **Develop a Concept for Distributing Performance Funds**--Like other funds available for annual staff salary increases, it was recommended that the Administration determine the percentage of salary funds available for performance-based pay and the percentage of employees who could receive performance-based pay, e.g., 2% salary pool awarded to top 25% of employees appraised.

Upon approval of this policy the Administration will develop specific procedures and practices for implementing and administering the Staff Performance Management System. Training sessions for supervisors and employees will be scheduled to permit implementation of the appraisal system effective January 1, 1991.

The proposed Staff Performance Management System Policy (PG-50) has been reviewed by the University's Legal Counsel and the Staff Congress.

Recommendation

That the Board of Regents approve the Policy on Staff Performance Management System (PG-50).

Policy: PG-50

Staff Performance Management System

Approval Date:

Revision Date:

PURPOSE: To establish a staff performance pay provision as a component to the Staff Job Classification and Compensation Plan approved by the Board of Regents as PG-44 and to authorize the development of procedures for administering a Staff Performance Management System.

POLICY: That the University develop and implement a Staff Performance Management System which will improve staff performance and productivity and which will accomplish the following objectives:

1. Provide a means for recognizing high performance;
2. Provide a means for periodic job related counseling for encouraging professional and educational development.

DEVELOPMENT OF STAFF APPRAISAL FORMS: Appraisal forms shall be developed which enable University supervisors to evaluate an employee's performance related to his or her duties and responsibilities as defined on the employee's job description and on stated behavior and ability factors.

At the beginning of an employee's appraisal period, the supervisor may prescribe other job related duties and responsibilities not in the job description. The appraisal instrument shall enable supervisors to identify employees who are: (1) performing at the highest levels; or (2) fully succeeding or minimally meeting performance requirements; or (3) not meeting minimum performance requirements.

MANAGEMENT RESPONSE: Employees who perform at the level of meeting minimum requirements or below shall be encouraged to improve their performance level through additional training and developmental opportunities. Employees who have completed

their initial employment probationary period and who perform below minimum requirements of the position, shall be placed in a probationary status for a period of six months. During this probationary period, the employee shall be appraised at least quarterly. Such employees who fail to return to minimum performance requirements during this probationary period may be dismissed from employment upon recommendation by the appropriate supervisor, recommendation by the President and approval by the Board of Regents.

Employees who perform at high levels may be rewarded through a performance pay increment.

**ADMINISTRATION
OF THE SYSTEM:**

The Board of Regents authorizes the President to develop procedures for administering the system.

**MANAGEMENT
RIGHTS AND
RESPONSIBILITIES:**

The President may allocate funds for performance pay to be determined annually based on budgetary considerations.

**EMPLOYEE
ELIGIBILITY:**

All staff exempt and nonexempt employees under the Staff Job Classification and Compensation Plan established by PG-44 shall be eligible to compete for performance pay only if they have worked in the same position for at least six months following their probationary period. Employees who have a change in supervisors will be appraised by the supervisor having 50 percent or more of the employee's time during the annual appraisal period. In the event of a supervisor's departure or unavailability, and where the performance period remaining is less than 6 months, the reviewer becomes the appraiser. For those employees receiving a performance based salary increment, the increment shall be added to the employee's salary.

This policy does not preclude staff not classified under the Staff Job Classification and Compensation Plan from receiving performance pay based on their annual appraisal. These employees will have their performance pay allocation determined annually by the President.

**PROBATIONARY
PERFORMANCE
APPRAISAL:**

Initial employment probationary appraisals shall be performed for regular full-time and continuing part-time staff employees upon completion of the probationary periods established in PSE-2 or PSNE-2.

**ANNUAL
PERFORMANCE
APPRAISAL:**

The annual performance appraisal for all regular full-time and continuing part-time employees shall be done on a calendar year basis (January 1 to December 31).

**COMPLETED
PERFORMANCE
APPRAISAL
FORMS:**

Performance appraisals can be used for employee assistance and administrative decisions in such areas as employee counseling, transfer, promotion, demotion, dismissal recommendations, training and development needs and maximizing employee potential. Completed forms shall be sent to the Office of Personnel Services for retention after the supervisor has reviewed the appraisal with the employee. The employee and employing unit shall also retain a copy.

SUPERSEDES:

This policy supersedes PG-32, "Staff Performance Evaluations".

**APPROVE REMOVAL OF REAL PROPERTY
AND
REDESIGNATE LAND USE IN ACCORDANCE WITH CAMPUS MASTER PLAN**

Background

Ward Oates Drive Duplexes:

The University has ten (10) duplexes (20 units) on Ward Oates Drive. The duplexes were constructed in the late 1950's and early 1960's and each unit contains 837 sq. ft. of living space. The units were utilized exclusively for faculty and staff housing until approximately three years ago when student families were given a priority assignment when a vacancy occurred. At the present time, six (6) student families and fourteen (14) faculty and staff occupy the Ward Oates duplexes. Though the University continues to maintain the duplexes in a manner acceptable for occupancy, no significant capital improvements have been made recently and the facilities are in fair to poor condition.

Henry Ward Place Drive splits the ten duplexes whereas the five units on the west end of Ward Oates Drive are immediately south and only a few yards from the Henry Ward Place parking area. The five west duplexes occupy an area of approximately 36,200 sq. ft. (.83 acre) and the space can readily be converted to parking once the duplexes are removed. It is estimated that eighty (80) parking spaces can be developed for central campus parking on the site. It is recommended that the five (5) west duplexes be removed and the area developed for parking.

The Campus Master Plan approved in September 1990 recommends the referenced area be used for parking. With the addition of Fields and Thompson Residence Halls back into the housing system, additional central campus parking is necessary. Other factors supporting the recommendation to raze the five west duplexes and redesignate the land use for parking include: 1) an anticipated enrollment increase for the fall 1991; 2) the need for additional parking for new faculty and staff; 3) the almost certain loss of the 220 space commuter parking lot that the State Department of Transportation is allowing us to use adjacent to our power plant, (construction will start on Phase I of the Morehead/US 60 alternate route next summer and this parking area will no longer be available to the University), and 4) the private sector's ability to provide housing for faculty and staff.

Kentucky statutes governing the disposal of property requires that the University's Board of Regents review a Written Request to Dispose of Property and issue the appropriate Order to Dispose of Property.

If the Board of Regents approves and issues the Order to Dispose of Property, notice will be given immediately to the nine (9) occupants in the five (5) west duplexes to vacate by June 30, 1991. Demolition of the five duplexes

**Approve Removal of Real Property
& Redesignate Land Use
Page 2**

and the appropriate landscaping, grading, and paving will then take place in order that the area can be available for parking for the fall semester 1991. Estimated cost is \$60,000. Presently, no student families occupy these units; however, should a student family be in one of the units, they would be reassigned to other available university student family housing. Generally, faculty and staff will not be offered other university housing since it is not the University's intent to provide housing beyond initial accommodation needs as a measure in recruitment. In the future, as other faculty and staff housing units are razed or converted to student family use, priority and consideration will be given to relocating or allowing minority faculty and staff, and visiting international scholars, to remain in on-campus housing facilities.

Other Faculty/Staff Housing:

Currently, faculty and staff are housed as follows:

- The five (5) east Ward Oates Drive duplexes - 10 units.
- Five (5) duplexes in the Lakeview Terrace family housing area - 10 units.
- Ten (10) town house units in the Gilley apartment complex immediately to the west of the Academic-Athletic Center.
- Eighteen (18) single family units in the McClure Circle - Wilson Avenue area.

The Master Plan recommends that all Ward Oates duplexes eventually be razed. The site of the east Ward Oates duplexes immediately behind Ginger Hall, according to the Master Plan, could become a potential building site or be developed for parking. Converting this area to parking will be a priority in the short term. Due to the elevation changes and potential drainage concerns, the University has requested engineering assistance through the Finance and Administration Cabinet for development of the site plan. Depending on the cost associated with the development of this area for parking and the availability of funds, these five duplexes will probably not be razed until the summer of 1992. However, no additional faculty and staff leases are planned for renewal at the end of the current lease period in order to assign the units to student families.

The Lakeview Terrace duplexes will also be converted to student/family use at the end of the current lease period. These duplexes will only be razed at the time a decision is made to construct new student family units as recommended in the Campus Master Plan.

Approve Removal of Real Property
& Redesignate Land Use
Page 3

Conversion of the Gilley apartments to Greek Housing is being considered and discussed, again in accordance with the recommendations of the Master Plan. The units will continue to be occupied by faculty and staff until a Greek Housing land acquisition and financing plan is developed.

The University will continue to utilize as the University's primary faculty and staff housing complex the 18 McClure Circle/Wilson Avenue single family units. These units enable the University to recruit faculty and staff by offering short-term housing accommodations. Unfortunately, a few faculty and staff have occupied these units (and other faculty and staff duplexes and apartments) for long periods of time thereby depriving the University of the availability of these units for recruitment incentives to new employees. We have taken steps, with limited success, the last two years to encourage the long-term occupants in our faculty and staff housing units to find other community housing. A plan is being developed to insure that no employee occupies a faculty and staff housing unit for longer than two years except as such occupancy is desired under the University's Affirmative Action Plan.

Recommendation

That the five (5) duplexes described in the attached Written Request to Dispose of Property be declared surplus to the needs of the University and the land be redesignated for use as described in the University's Campus Master Plan.

WRITTEN REQUEST TO DISPOSE OF PROPERTY

Statutory Authority

In accordance with KRS 164A.560, the Board of Regents on October 27, 1982 and February 23, 1990 approved regulations implementing the provisions of KRS 164A.555 - 164A.630 electing to perform certain financial management functions, including the disposal or purchase of real property. The regulations were subsequently approved by the General Assembly's Administrative Regulation Review Subcommittee as Kentucky Administrative Regulation (KAR) 755 1:010 - 1:060.

755 KAR 1:040 as relates to KRS 164A.575 requires that the Board of Regents review a written request describing the property to be disposed and the reasons why the institution believes disposal should be effected. Upon concurrence by the Board, an order declaring the property surplus to the University is to be executed by the appropriate officer(s).

Description of Property

Five (5) duplexes containing apartment numbers 209, 211, 213, 215, 217, 219, 221, 223, 225 and 227, constructed in the late 1950's and early 1960's and located on Ward Oates Drive. Each duplex contains 837 sq. ft. The units are in fair to poor condition due to age and constant usage as rental property.

Recommendation

That the five (5) duplexes be declared surplus to the facility needs of the University and in accordance with the University's Campus Master Plan that they be razed and the land use redesignated.

Administrative Procedure

Upon the recommendation of the President and the Board of Regents approval, an Order to Dispose of Property will be issued and forwarded to the State Division of Real Property. The University will promptly notify the occupants and plans will be developed to begin the removal of the facilities.

ORDER TO DISPOSE OF PROPERTY

WHEREAS, upon the recommendation of the President on December 14, 1990, the Board of Regents has reviewed the Written Request to Dispose of Property in reference to the following:

Five (5) duplexes located on Ward Oates Drive, Morehead State University, Morehead, Kentucky, containing apartment numbers 209, 211, 213, 215, 217, 219, 221, 223, 225, and 227.

THAT the President of Morehead State University declares and recommends that the referenced properties are surplus to the needs of the University.

WHEREAS, the removal of the above referenced properties from the University is in accordance with the Campus Master Plan approved by the Board of Regents in September 1990 and is in the best interests of the University and Commonwealth of Kentucky.

BE IT RESOLVED, that the President be authorized to proceed with the removal of referenced properties in accordance with the statutory provisions governing the removal of property.

Recommended:

C. Nelson Grote, President

Date

Approved:

**William R. Seaton, Chairman
MSU Board of Regents**

Date

**AUTHORIZE THE LEASING OF SPACE FOR THE ESTABLISHMENT
OF THE ASHLAND EXTENDED CAMPUS CENTER**

Background

We have continued to inform the Board of Regents regarding the University's progress to lease space in Ashland for the establishment of the University's Extended Campus Center. The original solicitation for space in Ashland by the State Division of Real Property in April 1989 resulted in six (6) proposals for the location of an Extended Campus Center. The best proposal from that solicitation was from the FIVCO Area Development District to lease the University space in the former Ashland Oil Headquarters Building in downtown Ashland. FIVCO's plan was to acquire and renovate the referenced facility for the establishment of the Eastern Kentucky Economic Development Center in which Morehead State University would be initially offered approximately 10,000 sq. ft. of space at an annual rental rate of one-dollar (\$1.00), total, plus approximately \$2.50 sq. ft. per year for operating expenses. Additional space will likewise be made available to the University in the future under similar rental and operating cost arrangements, as needed. Due to the delays experienced by FIVCO in completing the financing package for the facility's acquisition and renovation and the uncertainty of the FIVCO project materializing, in September 1990, the University requested that the State Division of Real Property resolicit site proposals for our Center. The second solicitation produced no new proposals.

Following the readvertisement, FIVCO reaffirmed its original proposal and intent to acquire the facility and complete the required renovations for the University's occupancy by August 1, 1991. The architect appointed by FIVCO to plan the renovation also reaffirmed that the facility will be renovated and available for the University's occupancy by August 1, 1991.

In order that a lease agreement between FIVCO and Morehead State University be executed, the State Division of Real Property asked for specific information regarding the facility and project. A copy of the University's request to FIVCO to obtain the information required by the state is provided as an attachment to this agenda item.

On November 28, 1990, FIVCO took title to the building and has forwarded a copy of the recorded deed along with the other requested information. The information is under review by the State Division of Real Properties. If after the review the state authorizes the University to enter into a formal lease agreement, it is recommended that the Board of Regents authorize the President to execute the appropriate agreement with FIVCO. Execution of a lease agreement by the President will be dependent upon the assurance by FIVCO and their architect, that the facility will be appropriately renovated for occupancy by August 1, 1991.

Recommendation

That the Board of Regents authorize the President, on behalf of MSU, to enter into a lease agreement with the FIVCO Area Development District, under the proposed terms for the lease space in the former Ashland Oil Headquarters Building in downtown Ashland, for the establishment of the University's Extended Campus Center. The authorization is contingent upon the approval of the lease by the State Division of Real Property and the facility's availability for occupancy by August 1, 1991.



OFFICE OF VICE PRESIDENT FOR
ADMINISTRATION AND FISCAL SERVICES

202 HOWELL-MCDOWELL AD. BLDG.
MOREHEAD, KENTUCKY 40351-1689
TELEPHONE: 606-783-2309
FAX: 606-783-2678

October 25, 1990



David Salisbury
Executive Director
FIVCO Area Development District
P. O. Box 636
Catlettsburg, KY 41129

Dear Mr. Salisbury:

I spoke with the State Division of Real Property last week regarding documentation that they will require to approve our lease with FIVCO for space in the former Ashland Oil Headquarters Building. The following will be necessary:

- A copy of the deed showing FIVCO's ownership of the facility.
- FIVCO's "Articles of Incorporation". Because FIVCO is a public agency, you may not have what Real Property referred to as "Articles of Incorporation"; however, you probably have something that the FIVCO board adopted authorizing its creation. You might just provide a statement that FIVCO was established under the provisions of KRS...
- A copy of the proposed lease agreement. Though the official lease agreement will be made on a standard state lease, specifics, e.g., operating expenses for utility and janitorial service, parking, future space availability, furnishings, and any other special provisions should be detailed. I would suggest this be in the form of an addendum to the state lease. If you will prepare the first draft of this document and send it to me, I will review.

David Salisbury
October 24, 1990
Page 2

- I suggest you address each of the issues Real Property raised in their June 5, 1989 correspondence. Specifically FIVCO should make a statement that the facility will be renovated in accordance with state and federal building requirements, etc. Also, reference the facility's availability date to MSU. Perhaps incorporate each of these issues in the Memorandum of Understanding.
- Real Property will also require a listing of the fund sources related to the facility's acquisition and renovation and the architects rendering for our floor.

Call me if I can assist in any way.

Sincerely,



Porter Dailey
Vice President for Administration
and Fiscal Services

PD:nb

cc: C. Nelson Grote
James Abbott
William Seaton

**AUTHORIZE THE LEASING OF SPACE FOR THE ESTABLISHMENT
OF THE BIG SANDY EXTENDED CAMPUS CENTER IN PRESTONSBURG**

Background

In September 1989, the Council on Higher Education approved a proposal by Morehead State University to develop an Extended Campus center in Prestonsburg, Kentucky. The Council's approval resulted in funding being recommended through the Kentucky Higher Education appropriation formula to support the instructional and support activities of the Center. Following the Council on Higher Education's approval, we requested that the State seek proposals in the Prestonsburg area for a site for the Center.

Two proposals were received, one of which was from the owner of the Highland Heights Shopping Plaza. The Shopping Plaza is located in close proximity to the Prestonsburg Community College. At the September 1990 Board of Regents' meeting, the Board was advised on the status of our efforts to secure a site in Prestonsburg. University personnel had visited the site and recommended to the State Division of Real Properties that negotiations begin with the property owner for space at the Shopping Center.

Though the University originally asked for approximately 8,500 sq. ft. of space, enrollment growth this fall at Prestonsburg as well as anticipated enrollment growth in the future resulted in an amended request to Real Properties for additional space at the planned site. At this time, we are confident that approximately 13,000 sq. ft., to provide a total of 10 classrooms will be available to the University. The per-square-foot rental rate proposed by the owner was \$9.50. The Division of Real Properties is proceeding to finalize a rental agreement between the owner of the Highland Heights Shopping Plaza and Morehead State University for the establishment of the University's Extended Campus Center in Prestonsburg by August 1, 1991.

Recommendation

That the Board of Regents authorize the President, on behalf of MSU, to enter into a lease agreement with the owner of the Highland Heights Shopping Plaza for space for the establishment of the University's Extended Campus Center in Prestonsburg, Kentucky. The authorization is contingent upon the approval of the lease by the State Division of Real Properties and the facility's availability for occupancy by August 1, 1991.

FINAL REPORT ON FALL ENROLLMENT, 1990

Background

Head-count enrollment, the number of full-time equivalent students, and credit-hour production have continued to increase since the 1986-87 academic year. The final head-count enrollment for the 1990 fall term has risen to 8,622 as opposed to the preliminary figure of 8,510 and represents a 46 percent increase over the past five years.

Information

The following figures represent the University's reports to the Council on Higher Education.

HEAD-COUNT ENROLLMENT

| | Fall | % Increase |
|------|------|------------|
| 1986 | 5894 | - |
| 1987 | 6490 | 10.1 |
| 1988 | 7379 | 13.7 |
| 1989 | 7962 | 7.9 |
| 1990 | 8622 | 8.3 |

FULL-TIME EQUIVALENCY

| | Fall | % Increase |
|------|------|------------|
| 1986 | 4630 | - |
| 1987 | 5160 | 11.4 |
| 1988 | 5965 | 15.6 |
| 1989 | 6500 | 9.0 |
| 1990 | 6966 | 7.2 |

CREDIT-HOUR PRODUCTION

| | Fall | % Increase |
|------|-------------|-------------------|
| 1986 | 71639 | - |
| 1987 | 80073 | 11.8 |
| 1988 | 93106 | 16.3 |
| 1989 | 101603 | 9.1 |
| 1990 | 108950 | 7.2 |

**REPORT ON HOUSING AND DINING SYSTEM REVENUE
BOND ISSUE(s) SERIES M (MAYS/BUTLER HALL RENOVATION AND
OTHER HOUSING SYSTEM IMPROVEMENTS)**

The 1990 General Assembly authorized the sale of Housing and Dining System Revenue Bonds for various housing system renovation and improvement projects. A \$6,699,000 housing system improvement line item authorized various housing improvements related to heating, ventilation, and air-conditioning (HVAC), roofs and structural repairs, fire safety, elevator repairs and expansion of the energy management system. An \$8 million line item authorized the renovation of Mays Hall and Butler Hall, other major improvements and new housing construction. The University has requested an estimated \$4.4 million project to renovate Mays/Butler Halls under the \$8 million authorization, and smaller projects estimated to cost \$800,000 under the \$6.7 million authorization.

Mays/Butler Hall Renovation

The State Finance and Administration Cabinet has appointed Ross-Feldman Architect, Inc., as the project architect for the Mays/Butler Hall renovation project. Mays Hall was constructed in 1937 and has never been renovated. It has been closed as a residential facility since 1976. Butler Hall was constructed in 1961 as a residential facility. Approximately 10 years ago, the University converted 25 rooms on the first floor of Butler Hall to administrative use. The three (3) upper floors in Butler Hall continues to be occupied by students. Mays and Butler Halls are connected, thus the decision was made to plan and renovate both facilities as a single project.

Mays Hall will be renovated in its entirety to provide additional student housing. A new roof, mechanical, HVAC, plumbing and electrical systems are necessary to return the hall to the housing system. Current concepts include a mini-apartment of various size permitting multi-person or private occupancy enabling the University to make multiple use of the hall and take advantage of its location for summer conferencing. Mays Hall would house approximately 160 students. The renovation of Mays Hall is estimated to be \$3.4 million, and would be available for the fall semester 1992.

The Butler Hall renovation will take place within the same timeframe as the Mays Hall project. The primary objective with the Butler Hall renovation is the reclamation of the first floor for student housing and the possible air-conditioning of the facility. If air-conditioned, the Butler Hall HVAC will be provided from the new Mays Hall system. Reclaiming the first floor for housing will add approximately 50 spaces to the housing system. New furnishings are also planned for Butler Hall. The renovation estimate is \$1 million. Renovation will occur during the summer periods, if possible, so as not to disrupt regular semester assignments to the hall, which is currently occupied.

**Report on Housing & Dining System Revenue
Bond Issue(s) Series M (Mays/Butler Hall Renovation
& Other Housing System Improvements
Page 2**

Presently the first floor is occupied by the Office of Regional Services, the U.S. Department of Agriculture Soil Conservation Service and the MSU Credit Union. The Office of Regional Services and the MSU Credit Union will be relocated to other campus space. The U.S.D.A. vacated Butler Hall on November 30, 1990.

Other Housing System Improvements

In addition to the major Mays/Butler Hall renovation project, we have also asked the Finance and Administration Cabinet to proceed with other smaller housing system improvement projects. Architects and/or engineers have been assigned for the replacement of the HVAC system in Nunn Hall, the replacement of the roof at Alumni Tower and the design only of an HVAC looping system for the housing complex. The three (3) projects are estimated to cost \$800,000.

Housing Demand

The renovation of Mays Hall and the reclamation of the first floor of Butler Hall will add over 200 beds to the University's housing system. With the recent re-admission of Fields Hall back into the housing system and the availability again of Thompson Hall next fall, the standard capacity would be 3,970. Expanded capacity would reach 4,559 beds. Fall 1990 assignments to the thirteen (13) residential facilities totalled 4,218.

Timetable

A Housing and Dining Revenue Bond Issue Series M would need to be sold around May or June 1991 in order for construction to commence in June or July. Construction beginning in June or July would allow adequate time for the Mays and Butler Hall renovation to be completed and available for the fall semester 1992. The approximate \$5.2 million construction estimate for all projects will necessitate a bond issue of approximately \$5.8 million. Annual debt service associated with the \$5.8 million bond issue will be approximately \$540,000.

A recommendation for the Board to authorize the issuance of Housing and Dining System Revenue Bond Series M is planned at a future Board meeting

**REPORT ON CONSOLIDATED EDUCATIONAL BUILDING REVENUE
BOND ISSUE(s) (RENOVATION OF LAPPIN HALL
AND
INSTRUCTIONAL EQUIPMENT PURCHASES)**

The 1990 General Assembly authorized the sale of Consolidated Educational Building Revenue Bonds for the renovation of Lappin Hall and the purchase of instructional and academic support equipment. The Lappin Hall renovation project is estimated and authorized at \$5 million and the instructional equipment purchase authorization is \$2 million.

The State Finance and Administration Cabinet has appointed Associated Engineers as the project architect for the Lappin Hall renovation project. The initial programming meeting was conducted on campus October 30. The University has directed that the project's construction commence as soon after the end of the spring semester 1991 as possible in order that the facility is off-line for the shortest possible period of time. Preliminary construction estimates place the construction phase to be fourteen (14) months. Should construction begin in June 1991, the facility could be ready for reoccupancy for the fall term 1992. State general funds in the amount of \$559,000 have been appropriated to the University for the debt service associated with the Lappin Hall renovation. The debt service appropriation becomes available in the University's 1991-92 operating budget.

Likewise, state general funds in the amount of \$321,000 have been appropriated for the debt service associated with the \$2 million equipment bond issue and becomes available July 1, 1991. The University has, however, been given the preliminary authorization to advance university agency funds to begin acquiring equipment authorized under the provisions of the 1990 Budget Act.

It is anticipated that the Lappin Hall Consolidated Educational Building Revenue Bond Issue would occur in June 1991. The equipment bond issue would occur within the same timeframe. Due to the 20 year life of the Lappin issue and the 10 year life of the equipment issue, they most likely will be sold as separate issues. Advice from Bond Counsel and the fiscal agent as to whether one or two bond issues are to be sold is soon expected.

A recommendation for the Board to authorize the next Consolidated Educational Building Revenue Bond Issue(s) is planned at a future Board meeting.

KELLEY, GALLOWAY & COMPANY, PSC

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Dr. C. Nelson Grote, President
Morehead State University
Morehead, Kentucky

In planning and performing our audit of the financial statements of Morehead State University for the year ended June 30, 1990, we considered its internal control structure in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide assurance on the internal control structure. However, we noted matters involving the internal control structure and its operation that we consider to be reportable conditions under standards established by the American Institute of Certified Public Accountants. Reportable conditions involve matters coming to our attention relating to significant deficiencies in the design or operation of the internal control structure that, in our judgment, could adversely affect the University's ability to record, process, summarize, and report financial data consistent with the assertions of management in the financial statements.

Student Financial Assistance Programs

The University provides financial assistance to students through various grants and loans sponsored by the Federal government and through scholarships funded by the University and outside sources. During the course of our audit, we noted the following instances of noncompliance with requirements of Federally-sponsored programs, and policies and controls established by the University.

Federally-Sponsored Programs -

These instances included failure to obtain a signed promissory note on a student loan; incorrect calculations of refunds/overpayments to various Federal financial assistance programs; failure to obtain signed award letters; failure to obtain required documentation prior to awarding grants; having students perform data entry functions which allows access to their own records; delegating responsibility for the authorization of payroll to a student included on the payroll; allowing students to work during their scheduled classes without evidence of the class not meeting; a student receiving payment for hours not worked; not performing reconciliations between grant funds received and grant funds awarded; and failure to notify lenders as to changes in a student's enrollment status.

The instances of noncompliance noted in the preceding paragraph are not deemed to represent reportable conditions when considered individually; however, when considered collectively, they indicate a deterioration in the internal control structure pertaining to the administration of Federal student financial assistance programs. Failure to comply could result in the loss of Federally-sponsored programs. We recommend management monitor these areas closely and utilize the University's Internal Auditor to evaluate compliance on a continuing basis.

The University's Internal Auditor had detected system weaknesses and instances of noncompliance while performing an interim operational audit of the Financial Aid Office. The University has commenced corrective action which includes adding additional full-time staff.

Institutional Scholarship Accounts -

We noted during our procedures related to Agency Fund scholarships that the University has awarded scholarships to students without collecting the monies from the donors. Due to this occurrence, certain scholarship accounts reflect a deficit balance. Upon further investigation, we noted the established tracking system is not being utilized to ensure donors are billed on a timely basis or that unpaid invoices are being followed-up. We recommend management utilize the information available to effectively account for scholarships awarded, the funded status of each scholarship account and timely billing/collection responsibilities. These procedures would ensure a future collection problem does not occur.

Electronic Data Processing

Significant progress has been made in recent years in strengthening controls related to electronic data processing. In prior years we had recommended, among other things, that programmers not have access to live data files and source programs. Management has responded to this by requiring that program development and updating be performed in a developmental system outside the live data files. Also movement of any code from the development system to the live system is logged for reference and follow-up.

At a minimum, we recommend that procedures be initiated to require documentation of this follow-up and that the Internal Auditor periodically review for compliance. Management is presently addressing this subject via the audit which is being performed of the technical and operational aspects of its data processing system.

This report is intended solely for the use of the University management, the members of the Board of Regents, the Office of the Auditor of Public Accounts and Secretary of Finance of the Commonwealth of Kentucky, and should not be used for any other purpose.

Kelley, Galloway + Company, PSC

September 21, 1990

KELLEY, GALLOWAY & COMPANY, PSC

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INDEPENDENT AUDITORS' REPORT

The Board of Regents of
Morehead State University
Morehead, Kentucky
and
Secretary of Finance and
Administration Cabinet
Commonwealth of Kentucky

We have audited the financial statements of Morehead State University (the University) for the year ended June 30, 1990, and have issued our report thereon dated September 21, 1990. As a part of our audit, we made a study and evaluation of the University's system of internal accounting control to the extent we considered necessary to evaluate the system as required by generally accepted auditing standards. The purpose of our study and evaluation was to determine the nature, timing and extent of the auditing procedures necessary for expressing an opinion on the University's financial statements.

Effective January 1, 1983, the Board of Regents of Morehead State University elected to adopt the provisions under KRS164A.550 to KRS164A.630, except for authority related to capital construction. Therefore, we also made a study of those internal accounting controls and administrative control procedures (see Addendum attached) of the University that we considered relevant to the criteria established by the Commonwealth of Kentucky Finance and Administration Cabinet and as set forth in the Minimum Audit Scope for Compliance with KRS164A.550 to KRS164A.630, excluding capital construction provisions. Our study also included tests of compliance with such procedures during the year ended June 30, 1990.

We understand that internal accounting and administrative control procedures in conformity with the criteria referred to in the second paragraph of this report (Minimum Audit Scope for Compliance with KRS164A.550 to KRS164A.630) are considered adequate by the Finance and Administration Cabinet for the purpose of determining compliance with the provisions of KRS164A.550 to KRS164A.630, and that procedures not in conformity therewith indicate some inadequacy for such purposes. Our audit of the financial statements made in accordance with generally accepted auditing standards and generally accepted government auditing standards, including the study and evaluation of the University's system of internal accounting controls for the year ended June 30, 1990, that was made for the purposes set forth in the first paragraph of this report, would not necessarily disclose all weaknesses in the system because it was based on selective tests of accounting records and related data. Based on the understanding set forth in the first sentence of this paragraph and on our study and evaluation, we believe Morehead State University's procedures and controls were adequate for complying with KRS164A.550 to KRS164A.630.

This report is intended for use in connection with demonstrating compliance with KRS164A.550 to KRS164A.630 to the Commonwealth of Kentucky Finance and Administration Cabinet and is not to be used for any other purpose.

Kelly Galloway & Company, PC

September 21, 1990

Internal Accounting Control

The objective of internal accounting control is to provide reasonable, but not absolute, assurance as to the safeguarding of assets against loss from unauthorized use or disposition, and the reliability of financial records for preparing financial statements and maintaining accountability for assets. We understand that the objective of those administrative control procedures in the criteria set out in the Minimum Audit Scope for Compliance with KRS164A.550 to KRS164A.630, is to provide similar assurance as to compliance with its related requirements. The concept of reasonable assurance recognizes that the cost of the system of internal control should not exceed the benefits derived and also recognizes that the evaluation of these factors necessarily requires estimates and judgments by management.

There are inherent limitations that should be recognized in considering the potential effectiveness of any system of internal accounting control. In the performance of most control procedures, errors can result from misunderstanding of instructions, mistakes of judgment, carelessness or other personal factors. Control procedures whose effectiveness depends upon segregation of duties can be circumvented by collusion. Similarly, control procedures can be circumvented intentionally by management either with respect to the execution or recording of transactions or with respect to the estimates and judgments required in the preparation of financial statements. Further, projection of any evaluation of internal accounting control to future periods is subject to a risk that the procedures may become inadequate because of changes in conditions or that the degree of compliance with the procedures may deteriorate.

KELLEY, GALLOWAY & COMPANY, PSC

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

We have audited the financial statements of Morehead State University as of and for the year ended June 30, 1990, and have issued our unqualified report thereon dated September 21, 1990. At your request, we have also applied certain agreed-upon procedures, as discussed below, to the personnel department records of Morehead State University as of June 30, 1990, solely to assist the University in complying with Section Number PG-44 of the Personnel Policy Manual. It is understood that this report is solely for your information and is not to be referred to or distributed for any purposes to anyone who is not a member of management or the Board of Regents of Morehead State University. Our procedures and findings are as follows:

- a. From the Job Evaluation Committee's minutes documenting actions taken by the Committee hearing appeals of salary grade classifications during the period July 1, 1989 through June 30, 1990, we selected five exempt reclassifications and two non-exempt reclassifications and (1) reviewed completed reclassification request forms, (2) reviewed documentation of the personnel department's investigation and recommendation, (3) examined the Job Evaluation Committee's review form, noting documentation of approval action, and (4) traced and agreed the Committee's approved salary to the job evaluation study, noting it was within the approved range.
- b. We selected five "new hires" during the period July 1, 1989 through June 30, 1990 and (1) traced the assigned job classification and salary grade to the job evaluation study, (2) agreed the approved starting salary and salary grade to the job evaluation study, noting it was within the authorized range, (3) reviewed supporting approval documentation for approved salaries greater than the minimum established for the first quartile, and (4) traced to an approved personnel action request.
- c. We selected five new job classifications during the period July 1, 1989 through June 30, 1990 and (1) examined the Job Evaluation Committee's review form, noting documentation of approval action, (2) traced and agreed the Committee's approved salary to the job evaluation study, noting it was within the approved range, and (3) traced the assigned job classification to the updated list of job titles by grade for both exempt and non-exempt personnel.

Because the above procedures "a" through "c" do not constitute an audit made in accordance with generally accepted auditing standards, we do not express an opinion on any of the items referred to above.

In connection with our audit of the financial statements taken as a whole and with our procedures "a" through "c" referred to above, no matters came to our attention that caused us to believe the University was not in compliance with Section Number PG-44 of the Personnel Policy Manual.

Kelly, Gorman & Company, P.C.

September 21, 1990

DRAFT

MOREHEAD STATE UNIVERSITY
MOREHEAD, KENTUCKY

INDEPENDENT AUDITORS' REPORT OF LIMITED AUDIT
OF THE INTERCOLLEGIATE ATHLETICS DEPARTMENT
AND ITS RELATED BOOSTER ORGANIZATION

FOR THE YEAR ENDED JUNE 30, 1990

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INDEPENDENT AUDITORS' REPORT

Dr. C. Nelson Grote, President
Morehead State University
Morehead, Kentucky

We have audited the financial statements of Morehead State University as of and for the year ended June 30, 1990, and have issued our unqualified report thereon dated September 21, 1990. At your request, we have also applied certain agreed-upon procedures, as discussed below, to the accounting records and system of internal accounting control of Morehead State University, as of June 30, 1990, solely to assist the University in complying with NCAA Bylaw 6.2.3.1. It is understood that this report is solely for your information and is not to be referred to or distributed for any purposes to anyone who is not a member of management or the Board of Regents of Morehead State University or an authorized representative of the National Collegiate Athletic Association. Our procedures and findings are as follows:

Statement of Revenues and Expenditures - Agreed-Upon Substantive Procedures

- a. We obtained the statement of revenues and expenditures for the year ended June 30, 1990, as prepared by management and shown in Exhibit I. We recalculated the addition of the amounts on the statement, traced the amounts on the statement to management's worksheets and agreed the amounts on management's worksheets to the University's general ledger. We noted no differences between the amounts on the general ledger and the amounts on the worksheets. We discussed the nature of the worksheet adjustments with management and are satisfied that the adjustments are appropriate.
- b. We obtained an analysis of all revenue and certain expenditure accounts from management and (1) traced guaranteed gate amounts to copies of contracts with participating schools, (2) agreed revenue received from the Eagle Athletic Fund to the audited financial statements for the year ended June 30, 1990 of Morehead State University Foundation, Inc., (3) agreed amounts recorded on worksheets maintained by the University's Athletic Department for season ticket sales to the University's general ledger, and (4) reviewed the classification of travel expenditures, breaking amounts into team and administrative, recruiting and leased vehicles.
- c. We applied analytical review techniques to revenues and expenditures accounts of the Intercollegiate Athletics Department in order to identify any unusual items by comparing the current year budgeted revenues and expenditures to the current year actual revenues and expenditures and discussing with management the significant variances and comparing the prior year actual revenues and expenditures to the current year actual equivalent accounts and discussing with management the significant fluctuations.

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Because the above procedures "a" through "c" do not constitute an audit made in accordance with generally accepted auditing standards, we do not express an opinion on any of the accounts or items referred to above. In connection with procedures "a" through "c" referred to above, no matters came to our attention that caused us to believe that the specific accounts or items should be further adjusted. Had we performed additional procedures or had we made an audit of any financial statements of the Intercollegiate Athletics Department of Morehead State University in accordance with generally accepted auditing standards, matters might have come to our attention that would have been reported to you. This report relates only to the accounts and items specified above and does not extend to the financial statements of Morehead State University or its Intercollegiate Athletics Department taken as a whole.

Internal Accounting Controls: Policies and Procedures Related to Intercollegiate Athletics - Agreed-Upon Procedures

The management of Morehead State University is responsible for establishing and maintaining a system of internal accounting control. In fulfilling this responsibility, estimates and judgements by management are required to assess the expected benefits and related costs of control procedures. The objectives of a system are to provide management with reasonable, but not absolute, assurance that assets are safeguarded against loss from unauthorized use or disposition, and that transactions are executed in accordance with management's authorization and recorded properly to permit the preparation of financial statements in accordance with generally accepted accounting principles.

Because of inherent limitations in any system of internal accounting control, errors or irregularities may occur and not be detected. Also, projection of any evaluation of the system to future periods is subject to the risk that procedures may become inadequate because of changes in conditions, or that the degree of compliance with the procedures may deteriorate. Our procedures and findings are as follows:

- d. We reviewed an organization chart and job descriptions of key personnel as prepared by management. We reviewed the extent of documentation of accounting systems and procedures. We also made certain inquiries of management regarding control consciousness, competence of personnel and protection of records and equipment.

Agreed-upon procedure "d" applied to certain aspects of the University's system of internal accounting control was more limited than would be necessary to express an opinion on the system of internal accounting taken as a whole. Because our study and evaluation was limited to applying agreed-upon procedure "d" to certain aspects of the system of internal accounting control, we do not express an opinion on whether the system of internal accounting control of Morehead State University in effect for the year ended June 30, 1990, taken as a whole, was sufficient to meet the objectives stated above. In connection with applying our procedures, we did note certain opportunities for improvement in internal accounting controls. Our observations and recommendations are presented as Exhibit II to this report.

September 21, 1990

MOREHEAD STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS DEPARTMENT
STATEMENT OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED JUNE 30, 1990

DRAFT

| | FOOTBALL | BASKETBALL | OTHER SPORTS | NONPROGRAM SPECIFIC | TOTAL |
|--------------------------------------|---------------------|---------------------|---------------------|------------------------|-----------------------|
| REVENUES: | | | | | |
| Ticket sales (2) | \$ 86,997 | \$ 112,062 | \$ - | \$ - | \$ 199,059 |
| Eagle Athletic Fund | 17,230 | 29,456 | 38,932 | 27,190 | 112,808 |
| Guaranteed gate amounts | 50,000 | 46,000 | - | - | 96,000 |
| Student activity fee | 87,185 | 58,272 | 41,606 | 49,337 | 236,400 |
| NCAA proceeds | 646 | 18,364 | - | - | 19,010 |
| Other | 11,907 | 7,586 | 1,500 | - | 20,993 |
| Total revenues (2) | <u>253,965</u> | <u>271,740</u> | <u>82,038</u> | <u>76,527</u> | <u>684,270</u> |
| OPERATING EXPENDITURES (1): | | | | | |
| Salaries | 194,080 | 166,228 | 80,280 | 208,245 | 648,833 |
| Fringe benefits | 37,894 | 31,142 | 12,186 | 41,292 | 122,514 |
| Financial Aid - | | | | | |
| Tuition | 166,770 | 76,085 | 96,318 | 1,475 | 340,648 |
| Room | 64,344 | 30,075 | 34,948 | - | 129,367 |
| Meals | 76,832 | 38,735 | 19,785 | - | 135,352 |
| Books and fees | 31,464 | 7,831 | 10,954 | - | 50,249 |
| Travel - | | | | | |
| Team and administrative | 36,123 | 56,491 | 65,690 | 8,511 | 166,815 |
| Recruiting | 16,568 | 15,326 | - | - | 31,894 |
| Leased vehicles | - | 9,806 | - | - | 9,806 |
| General and administrative | 14,733 | 18,911 | 27,095 | 56,300 | 117,039 |
| Uniforms | 15,759 | 7,643 | 3,696 | - | 27,098 |
| Promotion | 11,329 | 4,800 | - | 26,903 | 43,032 |
| Guarantees | - | 1,800 | - | - | 1,800 |
| Telephone | 11,866 | 6,248 | 1,738 | 4,053 | 23,905 |
| Equipment | 83,540 | 4,997 | 2,809 | 1,439 | 92,785 |
| Insurance | - | - | - | 33,771 | 33,771 |
| Total operating expenditures (1) (2) | <u>761,302</u> | <u>476,118</u> | <u>355,499</u> | <u>381,989</u> | <u>1,974,908</u> |
| EXPENDITURES OVER REVENUES (1) (2) | <u>\$ (507,337)</u> | <u>\$ (204,378)</u> | <u>\$ (273,461)</u> | <u>\$ (305,462)</u> | <u>\$ (1,290,638)</u> |

Notes:

- (1) The above expenditures of the Intercollegiate Athletics Department do not include any allocation of the University's Telecommunications, Land and Grounds Maintenance, Public Safety, Computer Services, Business Services, Custodial Services, Power Plant and General Services departmental costs. The allocation of these departmental costs would require a cost study of each area which was not included in the scope of this report.
- (2) The University includes in ticket sales revenues the value of athletic event tickets sold to other unrestricted budgetary departments of the University. These other departments purchase athletic tickets for use in fund raising, recruiting, etc. and charge their operating budget for the cost of such tickets. None of these expenses are reflected above in the Intercollegiate Athletic Department Operating Expenses.

MOREHEAD STATE UNIVERSITY

INTERCOLLEGIATE ATHLETICS DEPARTMENT

FINDINGS AND RECOMMENDATIONS - INTERNAL
ACCOUNTING CONTROLS

JUNE 30, 1990

DRAFT

ATHLETIC EVENT TICKETS

Finding -

The University includes in ticket sales revenues the value of athletic event tickets sold to other unrestricted budgetary departments of the University. This method of recognizing revenue should be reevaluated to consider whether only the tickets actually used should be reflected as revenues.

Recommendation -

We recommend that these inter-departmental ticket sales be recognized as revenue to the Intercollegiate Athletic Department solely on the basis of tickets actually used, with the appropriate face value applied. Further, procedures should be developed to control these tickets as to the number issued and number used so that unused tickets are not reflected as revenue.

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INDEPENDENT AUDITORS' REPORT

Dr. C. Nelson Grote, President
Morehead State University
Morehead, Kentucky

We have applied certain agreed-upon procedures, as discussed below, to the accounting records of Morehead State University and its related booster organization, the Eagle Athletic Fund (a separate fund of Morehead State University Foundation, Inc.), in connection with activities of the Intercollegiate Athletics Department of Morehead State University. It is understood that this report is solely for your information and is not to be referred to or distributed for any purpose to anyone who is not a member of management or the Board of Regents of Morehead State University or an authorized representative of the National Collegiate Athletic Association. Our procedures and findings are as follows:

- a. We obtained from the Eagle Athletic Fund a Statement of Support and Revenue, Expenses and Changes in Fund Balance for the year ended June 30, 1990, as shown in Exhibit III.
- b. We confirmed with management of the Eagle Athletic Fund all financial activities directly benefiting the Intercollegiate Athletics Department at Morehead State University.
- c. We traced all cash receipts received from the Eagle Athletic Fund to the accounting records of Morehead State University. Such transfers totalled \$112,808 and represented 69% of the Eagle Athletics Fund's total expenditures of \$163,473 during the year ended June 30, 1990.
- d. We obtained a listing of all expenditures made on behalf of the Intercollegiate Athletic Department from the Eagle Athletic Fund's management. We reviewed all supporting documents of expenditures in excess of \$2,000, noting all were properly approved and within NCAA Guidelines.
- e. The financial statements of the Morehead State University Foundation, Inc., (which includes the Eagle Athletic Fund) for the year ended June 30, 1990, were audited by us and our independent auditors' report of those statements was dated September 18, 1990.

Because the above procedures do not constitute an audit made in accordance with generally accepted auditing standards, we do not express an opinion on any of the accounts or items referred to above. In connection with the procedures referred to above, no matters came to our attention that caused us to believe that the specified accounts or items should be adjusted. This report relates only to the accounts and items specified above and does not extend to any financial statements of Morehead State University or the related outside organization, taken as a whole.

September 18, 1990

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EAGLE ATHLETIC FUND(a separate fund of Morehead State University Foundation, Inc.)STATEMENT OF SUPPORT AND REVENUE, EXPENSES AND
CHANGES IN FUND BALANCEFOR THE YEAR ENDED JUNE 30, 1990

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SUPPORT AND REVENUE:

| | |
|------------------------------|----------------|
| Contributions | \$278,286 |
| Interest and dividend income | 7,961 |
| Other income | <u>20,575</u> |
| Total support and revenue | <u>306,822</u> |

EXPENSES:

University support:

| | |
|------------------------------|----------------|
| Salaries and wages | 500 |
| Travel and automobiles | 20,714 |
| Equipment | 1,400 |
| Supplies | 10,080 |
| Other operating expenditures | <u>80,114</u> |
| | <u>112,808</u> |

| | |
|---|--------------|
| NCAA sports equipment, purchased with University approval | <u>7,283</u> |
|---|--------------|

| | |
|--------------------------|---------------|
| Non-NCAA program support | <u>18,970</u> |
|--------------------------|---------------|

Supporting services - management and general:

| | |
|--------------------------|----------------|
| Banquets and outings | 4,591 |
| Materials and supplies | 150 |
| Interest expense | 1,738 |
| Other operating expenses | <u>17,933</u> |
| Total expenses | <u>163,473</u> |

| | |
|---|---------|
| EXCESS OF SUPPORT AND REVENUE OVER EXPENSES BEFORE UNREALIZED LOSS ON TEMPORARY INVESTMENTS | 143,349 |
|---|---------|

| | |
|--|---------------|
| UNREALIZED LOSS ON TEMPORARY INVESTMENTS | <u>18,000</u> |
|--|---------------|

| | |
|---|---------|
| EXCESS OF SUPPORT AND REVENUE OVER EXPENSES | 125,349 |
|---|---------|

| | |
|---------------------------------|---------------|
| TRANSFERS FROM OTHER FUNDS, NET | <u>23,391</u> |
|---------------------------------|---------------|

| | |
|--------------------------|---------|
| INCREASE IN FUND BALANCE | 148,740 |
|--------------------------|---------|

| | |
|---------------------------------|---------------|
| FUND BALANCE, beginning of year | <u>44,286</u> |
|---------------------------------|---------------|

| | |
|---------------------------|------------------|
| FUND BALANCE, end of year | <u>\$193,026</u> |
|---------------------------|------------------|

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SUPPLEMENTAL INFORMATION

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INDEPENDENT AUDITORS' REPORT ON SUPPLEMENTAL INFORMATION

Dr. C. Nelson Grote, President
Morehead State University
Morehead, Kentucky

The agreed-upon procedures applied to the records of the Intercollegiate Athletic Department of Morehead State University and our independent auditors' report thereon are presented in the preceding section of this report. The financial information presented herein for the year ended June 30, 1990, was derived from the accounting records tested by us as part of our procedures followed in performing the aforementioned agreed-upon procedures. The supplementary information presented hereinafter for the year ended June 30, 1990, was accumulated by management and reviewed by us for reasonableness. This report relates only to the accounts and items specified in the preceding section of this report and does not extend to the financial statements of Morehead State University taken as a whole.

September 21, 1990

MOREHEAD STATE UNIVERSITY

SCHEDULE OF REVENUES AND EXPENDITURES BY SPORT
OF THE INTERCOLLEGIATE ATHLETICS DEPARTMENT

JUNE 30, 1990

DRAFT

| <u>SPORT:</u> | <u>Revenues</u> | <u>Expenditures</u> | <u>Expenditures Over Revenues</u> |
|--------------------|-----------------|---------------------|---------------------------------------|
| Football | \$253,965 | \$761,302 | \$(507,337) |
| Men's basketball | \$239,526 | \$329,668 | \$(90,142) |
| Women's basketball | 32,214 | 146,450 | (114,236) |
| | \$271,740 | \$476,118 | \$(204,378) |
| Baseball | \$ 31,449 | \$ 93,532 | \$(62,083) |
| Golf | 10,774 | 28,080 | (17,306) |
| Soccer | 1,560 | 8,562 | (7,002) |
| Men's tennis | 5,078 | 24,024 | (18,946) |
| Women's tennis | 3,168 | 22,448 | (19,280) |
| Swimming | 6,525 | 18,301 | (11,776) |
| Volleyball | 15,659 | 91,503 | (75,844) |
| Softball | 6,075 | 52,350 | (46,275) |
| Cross country | 1,750 | 16,699 | (14,949) |
| | \$ 82,038 | \$355,499 | \$(273,461) |

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INDEPENDENT AUDITORS' REPORT

Members of the Board of Regents and
Dr. C. Nelson Grote, President
Morehead State University
Morehead, Kentucky
and
The Commissioner of Finance
Commonwealth of Kentucky
Frankfort, Kentucky

We have audited the accompanying balance sheets of Morehead State University as of June 30, 1990 and 1989, and the related statements of changes in fund balances and current funds revenues, expenditures and other changes for the years then ended. These financial statements are the responsibility of the University's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Morehead State University at June 30, 1990 and 1989, and the changes in its fund balances, and current funds revenues, expenditures and other changes for the years then ended, in conformity with generally accepted accounting principles.

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The data contained in pages subsequent to page 13 of this report are presented for purposes of additional analysis and are not a required part of the basic financial statements. This information has been subjected to the auditing procedures applied in our audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Kelley, Galloway & Company, PSC

September 21, 1990

MOREHEAD STATE UNIVERSITY

BALANCE SHEETS

JUNE 30, 1990 AND 1989

ASSETS

| | <u>1990</u> | <u>1989</u> |
|--|---------------------|---------------------|
| CURRENT FUNDS: | | |
| Unrestricted: | | |
| Cash (Note 4) | \$ 7,264,608 | \$ 5,311,067 |
| Investments - at cost (Notes 1 and 4) | 139,581 | 128,817 |
| Accounts receivable, less allowance for doubtful accounts of \$251,590 at 1990 and \$278,000 at 1989 | 1,108,330 | 1,102,081 |
| Inventories (Note 1) | 1,562,086 | 1,564,667 |
| Due from restricted Current Funds | 638,110 | 898,159 |
| Due from Agency Funds | 188,492 | 79,466 |
| Due from Loan Funds | <u>50,400</u> | <u>61,100</u> |
| Total unrestricted | <u>10,951,607</u> | <u>9,145,357</u> |
| Restricted: | | |
| Cash (Note 4) | 196,124 | 706,995 |
| Federal and State grants receivable | 933,275 | 627,961 |
| Due from Agency Funds | <u>36,374</u> | <u>58,566</u> |
| Total restricted | <u>1,165,773</u> | <u>1,393,522</u> |
| Total current funds | <u>\$12,117,380</u> | <u>\$10,538,879</u> |
| LOAN FUNDS: | | |
| Cash (Note 4) | \$ 149,030 | \$ 160,547 |
| Loans to students, less allowance for doubtful accounts of \$291,863 at 1990 and \$356,302 at 1989 | 3,131,051 | 3,132,175 |
| Accounts receivable | <u>82,598</u> | <u>96,078</u> |
| Total loan funds | <u>\$ 3,362,679</u> | <u>\$ 3,388,800</u> |
| ENDOWMENT FUNDS: | | |
| Cash (Note 4) | \$ 151,653 | \$ 145,698 |
| Investments - at cost (Notes 1 and 4) | <u>703</u> | <u>703</u> |
| Total endowment funds | <u>\$ 152,356</u> | <u>\$ 146,401</u> |

LIABILITIES AND FUND BALANCES

| | <u>1990</u> | <u>1989</u> |
|---|---------------------|---------------------|
| CURRENT FUNDS: | | |
| Unrestricted: | | |
| Accounts payable | \$ 1,047,787 | \$ 725,551 |
| Accrued vacation pay | 812,372 | 755,535 |
| Accrued salaries and related liabilities | <u>2,316,418</u> | <u>2,038,564</u> |
| | <u>4,176,577</u> | <u>3,519,650</u> |
| Fund balance - | | |
| Allocated | 5,569,268 | 4,557,724 |
| Unallocated | <u>1,205,762</u> | <u>1,067,983</u> |
| | <u>6,775,030</u> | <u>5,625,707</u> |
| Total unrestricted | <u>10,951,607</u> | <u>9,145,357</u> |
| Restricted: | | |
| Accounts payable | 39,762 | 10,009 |
| Accrued wages | 75,263 | 37,753 |
| Due to unrestricted Current Funds | 638,110 | 898,159 |
| Unearned revenue for Federal and State grants | 366,145 | 401,519 |
| Fund balance | <u>46,493</u> | <u>46,082</u> |
| Total restricted | <u>1,165,773</u> | <u>1,393,522</u> |
| Total current funds | <u>\$12,117,380</u> | <u>\$10,538,879</u> |
| LOAN FUNDS: | | |
| Accounts payable | \$ 5,659 | \$ 4,905 |
| Loan awards payable | 500 | 100 |
| Due to unrestricted Current Funds | <u>50,400</u> | <u>61,100</u> |
| | <u>56,559</u> | <u>66,105</u> |
| Fund balance - | | |
| U.S. Government contributions | 4,818,062 | 4,826,450 |
| Institutional contributions | 542,176 | 541,716 |
| Deficit | <u>(2,054,118)</u> | <u>(2,045,471)</u> |
| | <u>3,306,120</u> | <u>3,322,695</u> |
| Total loan funds | <u>\$ 3,362,679</u> | <u>\$ 3,388,800</u> |
| ENDOWMENT FUNDS--fund balance | <u>\$ 152,356</u> | <u>\$ 146,401</u> |

The accompanying notes to financial statements
are an integral part of these balance sheets.

MOREHEAD STATE UNIVERSITY

BALANCE SHEETS (CONCLUDED)

JUNE 30, 1990 AND 1989

| | <u>1990</u> | <u>1989</u> |
|---|----------------------|----------------------|
| <u>ASSETS</u> | | |
| PLANT FUNDS: | | |
| Unexpended: | | |
| Cash (Note 4) | \$ 2,516,262 | \$ 1,237,204 |
| Accounts receivable | 38,765 | 24,395 |
| Investments, at cost (Notes 1 and 4) | 3,642,962 | 5,126,856 |
| Total unexpended | <u>6,197,989</u> | <u>6,388,455</u> |
| Renewal and Replacement: | | |
| Cash and certificates of deposit (Notes 1 and 4) | 292,887 | 360,700 |
| Investments, at cost (Notes 1 and 4) | 29,572 | 84,815 |
| Accounts receivable | 1,553 | 1,380 |
| Total renewal and replacement | <u>324,012</u> | <u>446,895</u> |
| Retirement of Indebtedness: | | |
| Cash and certificates of deposit (Notes 1 and 4) | 983,519 | 869,566 |
| Investments, at cost (Notes 1 and 4) | 2,622,108 | 2,058,334 |
| Accounts receivable | 28,396 | 19,174 |
| Total retirement of indebtedness | <u>3,634,023</u> | <u>2,947,074</u> |
| Investment in Plant (Notes 1 and 2): | | |
| Bond proceeds receivable | - | 3,530,000 |
| Land and improvements | 4,876,746 | 4,773,865 |
| Buildings | 73,656,594 | 73,163,967 |
| Library - books and periodicals | 7,026,600 | 6,650,045 |
| Charles M. Derrickson Agricultural Complex - livestock | 180,490 | 167,998 |
| Vehicles | 739,760 | 737,116 |
| Equipment | 14,303,657 | 12,668,047 |
| Construction in progress | 8,686,308 | 1,202,786 |
| Total investment in plant | <u>109,470,155</u> | <u>102,893,824</u> |
| Total plant funds | <u>\$119,626,179</u> | <u>\$112,676,248</u> |
| AGENCY FUNDS: | | |
| Cash (Note 4) | \$ 797,197 | \$ 835,361 |
| Certificates of deposit (Notes 1 and 4) | 100,000 | - |
| Accounts receivable | 39,007 | 101,458 |
| Total agency funds | <u>\$ 936,204</u> | <u>\$ 936,819</u> |

LIABILITIES AND FUND BALANCES

| | <u>1990</u> | <u>1989</u> |
|---|---------------|---------------|
| PLANT FUNDS: | | |
| Unexpended--restricted fund balance | \$ 6,197,989 | \$ 6,388,455 |
| Renewal and Replacement--fund balance | 324,012 | 446,895 |
| Retirement of Indebtedness--restricted fund balance | 3,634,023 | 2,947,074 |
| Investment in Plant: | | |
| Bonds and note payable (Notes 2 and 5) | 34,672,722 | 32,552,000 |
| Net investment in plant (Note 5) | 74,797,433 | 70,341,824 |
| Total investment in plant | 109,470,155 | 102,893,824 |
| Total plant funds | \$119,626,179 | \$112,676,248 |
| AGENCY FUNDS: | | |
| Accounts payable | \$ 38,123 | \$ 29,267 |
| Due to unrestricted Current Funds | 188,492 | 79,466 |
| Due to restricted Current Funds | 36,374 | 58,566 |
| Deposits held in custody for others | 673,215 | 769,520 |
| Total agency funds | \$ 936,204 | \$ 936,819 |

The accompanying notes to financial statements
are an integral part of these balance sheets.

MOREHEAD STATE UNIVERSITY

STATEMENTS OF CHANGES IN FUND BALANCES

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|--|---------------------|-------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| CURRENT FUNDS: | | |
| BALANCE, beginning of year | \$ 5,625,707 | \$ 46,082 |
| REVENUES AND OTHER ADDITIONS: | | |
| Unrestricted Current Funds revenue | 50,206,021 | - |
| Federal and State grants and contracts | - | 9,397,725 |
| | <u>50,206,021</u> | <u>9,397,725</u> |
| EXPENDITURES AND OTHER DEDUCTIONS: | | |
| Educational and general expenditures | 40,245,136 | 9,148,069 |
| Auxiliary enterprises expenditures | 5,194,568 | 249,245 |
| | <u>45,439,704</u> | <u>9,397,314</u> |
| TRANSFERS AMONG FUNDS - | | |
| ADDITIONS (DEDUCTIONS): | | |
| Mandatory - | | |
| Transfers to Plant Funds-retirement | | |
| of indebtedness (Note 2) | (3,614,723) | - |
| Transfers to Loan Funds | (278,889) | - |
| Transfers from Plant Funds | 1,101,929 | - |
| Transfers to Plant Funds | (825,311) | - |
| | <u>(3,616,994)</u> | <u>-</u> |
| NET INCREASE (DECREASE) FOR THE YEAR | <u>1,149,323</u> | <u>411</u> |
| BALANCE, end of year | <u>\$ 6,775,030</u> | <u>\$ 46,493</u> |

| 1989 | |
|---------------------|-------------------|
| <u>Unrestricted</u> | <u>Restricted</u> |
| <u>\$ 6,447,542</u> | <u>\$ 67,763</u> |
| 48,331,033 | - |
| <u>-</u> | <u>8,325,150</u> |
| <u>48,331,033</u> | <u>8,325,150</u> |
| 37,686,782 | 8,073,939 |
| <u>7,176,026</u> | <u>272,892</u> |
| <u>44,862,808</u> | <u>8,346,831</u> |
| (2,371,206) | - |
| (202,382) | - |
| - | - |
| <u>(1,716,472)</u> | <u>-</u> |
| <u>(4,290,060)</u> | <u>-</u> |
| <u>(821,835)</u> | <u>(21,681)</u> |
| <u>\$ 5,625,707</u> | <u>\$ 46,082</u> |

The accompanying notes to financial statements
are an integral part of these statements.

MOREHEAD STATE UNIVERSITY

STATEMENTS OF CHANGES IN FUND BALANCES (CONTINUED)

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | <u>1990</u> | <u>1989</u> |
|---|---------------------------|---------------------------|
| LOAN FUNDS: | | |
| BALANCE, beginning of year | <u>\$3,322,695</u> | <u>\$3,381,312</u> |
| REVENUES AND OTHER ADDITIONS: | | |
| Interest on loans receivable | 70,521 | 76,228 |
| Cancellation reimbursement | 31,161 | 38,105 |
| Miscellaneous interest income | 6,347 | 16,116 |
| Federal contributions | 4,140 | 9,942 |
| Institutional contributions | 460 | 1,105 |
| Recovery of doubtful accounts previously written off | 9,806 | - |
| Other | <u>6</u> | <u>203</u> |
| | <u>122,441</u> | <u>141,699</u> |
| EXPENDITURES AND OTHER DEDUCTIONS: | | |
| Loan principal and interest cancelled | 48,503 | 51,352 |
| Administrative and collection expense | 77,929 | 122,122 |
| Return of excess funds | 12,529 | 23,719 |
| Other | <u>55</u> | <u>3,123</u> |
| | <u>139,016</u> | <u>200,316</u> |
| NET DECREASE FOR THE YEAR | <u>(16,575)</u> | <u>(58,617)</u> |
| BALANCE, end of year | <u><u>\$3,306,120</u></u> | <u><u>\$3,322,695</u></u> |
| ENDOWMENT FUNDS: | | |
| BALANCE, beginning of year | <u>\$ 146,401</u> | <u>\$ 141,735</u> |
| INVESTMENT INCOME | 5,955 | 4,689 |
| SPECIAL EXPENSES | <u>-</u> | <u>(23)</u> |
| NET INCREASE IN FUND BALANCE | <u>5,955</u> | <u>4,666</u> |
| BALANCE, end of year | <u><u>\$ 152,356</u></u> | <u><u>\$ 146,401</u></u> |

The accompanying notes to financial statements
are an integral part of these statements.

MOREHEAD STATE UNIVERSITY
STATEMENTS OF CHANGES IN FUND BALANCES (CONCLUDED)
FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | | |
|--|--------------------|------------------------------------|---------------------------------------|
| | <u>Unexpended</u> | <u>Renewal and Replacement</u> | <u>Retirement of Indebtedness</u> |
| PLANT FUNDS: | | | |
| BALANCE, beginning of year -- as previously reported | \$6,388,455 | \$ 446,895 | \$2,947,074 |
| RESTATEMENT ADJUSTMENT, to reflect issuance of State Project 48 Bonds (Note 5) | ----- | ----- | ----- |
| BALANCE, beginning of year as restated | <u>6,388,455</u> | <u>446,895</u> | <u>2,947,074</u> |
| REVENUES AND OTHER ADDITIONS: | | | |
| Interest income | 418,711 | 27,117 | 257,430 |
| Proceeds from bond issuance | 70,065 | - | 349,687 |
| Retirement of indebtedness | - | - | - |
| Expended for plant fund facilities | - | - | - |
| Private gifts -- restricted | - | - | - |
| Appropriations for plant funds | <u>7,813,226</u> | <u>-</u> | <u>-</u> |
| | <u>8,302,002</u> | <u>27,117</u> | <u>607,117</u> |
| EXPENDITURES AND OTHER DEDUCTIONS: | | | |
| Retirement of indebtedness | - | - | 1,806,171 |
| Interest on indebtedness | - | - | 1,973,797 |
| Expenditures for plant additions | 8,055,718 | - | - |
| Miscellaneous | 60,802 | - | 4,253 |
| Bond issuance and note payable | <u>-</u> | <u>-</u> | <u>-</u> |
| | <u>8,116,520</u> | <u>-</u> | <u>3,784,221</u> |
| TRANSFERS AMONG FUNDS - ADDITIONS (DEDUCTIONS): | | | |
| Transfers from unrestricted Current Funds for debt service (Note 2) | - | - | 3,614,723 |
| Transfer (to) from unrestricted Current Funds | (126,618) | (150,000) | - |
| Transfer (to) from Unexpended | <u>(249,330)</u> | <u>-</u> | <u>249,330</u> |
| | <u>(375,948)</u> | <u>(150,000)</u> | <u>3,864,053</u> |
| NET INCREASE (DECREASE) FOR THE YEAR | <u>(190,466)</u> | <u>(122,883)</u> | <u>686,949</u> |
| BALANCE, end of year | <u>\$6,197,989</u> | <u>\$ 324,012</u> | <u>\$3,634,023</u> |

| 1990 | 1989 | | | |
|--------------------------------|--------------------|------------------------------------|---------------------------------------|--------------------------------|
| <u>Investment in Plant</u> | <u>Unexpended</u> | <u>Renewal and Replacement</u> | <u>Retirement of Indebtedness</u> | <u>Investment in Plant</u> |
| \$76,008,824 | \$1,158,199 | \$610,987 | \$3,077,230 | \$71,416,901 |
| (5,667,000) | - | - | - | - |
| <u>70,341,824</u> | <u>1,158,199</u> | <u>610,987</u> | <u>3,077,230</u> | <u>71,416,901</u> |
| - | 140,519 | 33,168 | 258,742 | - |
| - | - | - | - | - |
| 1,806,171 | - | - | - | 1,535,000 |
| 10,106,331 | - | - | - | 2,952,361 |
| - | - | - | - | 104,562 |
| - | 5,517,000 | - | - | - |
| <u>11,912,502</u> | <u>5,657,519</u> | <u>33,168</u> | <u>258,742</u> | <u>4,591,923</u> |
| - | - | - | 1,535,000 | - |
| - | - | - | 1,195,343 | - |
| - | 2,370,495 | - | - | - |
| - | - | - | 261 | - |
| <u>7,456,893</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>5,667,000</u> |
| <u>7,456,893</u> | <u>2,370,495</u> | <u>-</u> | <u>2,730,604</u> | <u>5,667,000</u> |
| - | - | 29,500 | 2,341,706 | - |
| - | 1,943,232 | (226,760) | - | - |
| - | - | - | - | - |
| <u>-</u> | <u>1,943,232</u> | <u>(197,260)</u> | <u>2,341,706</u> | <u>-</u> |
| <u>4,455,609</u> | <u>5,230,256</u> | <u>(164,092)</u> | <u>(130,156)</u> | <u>(1,075,077)</u> |
| <u>\$74,797,433</u> | <u>\$6,388,455</u> | <u>\$446,895</u> | <u>\$2,947,074</u> | <u>\$70,341,824</u> |

The accompanying notes to financial statements
are an integral part of these statements.

MOREHEAD STATE UNIVERSITY

STATEMENTS OF CURRENT FUNDS REVENUES,
EXPENDITURES AND OTHER CHANGES

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|--|---------------------|-------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| REVENUES: | | |
| Tuition and fees | \$11,586,701 | \$ - |
| State appropriations | 28,719,000 | - |
| Governmental grants and contracts | - | 9,126,395 |
| College Work Study matching funds | - | 271,330 |
| Indirect cost reimbursement | 150,991 | - |
| Sales and services of educational activities | 893,070 | - |
| Sales and services of auxiliary enterprises | 7,787,378 | - |
| Other sources | 1,039,781 | - |
| Private gifts | 29,100 | - |
| Total current revenues | <u>50,206,021</u> | <u>9,397,725</u> |
| EXPENDITURES AND MANDATORY TRANSFERS: | | |
| Educational and general - | | |
| Instruction | 18,085,949 | 1,087,905 |
| Research | 85,773 | 3,378 |
| Public service | 896,080 | 1,540,151 |
| Library | 1,551,624 | 83,782 |
| Academic support | 2,534,752 | 41,938 |
| Student services | 4,541,378 | 381,672 |
| Institutional support | 5,246,048 | 126,497 |
| Operation and maintenance of plant | 4,575,434 | 7,913 |
| Student financial aid | <u>2,728,098</u> | <u>5,874,833</u> |
| Educational and general expenditures | <u>40,245,136</u> | <u>9,148,069</u> |
| Mandatory transfers for - | | |
| Principal and interest | 2,900,121 | - |
| College Work Study and Loan Fund matching grants | 278,889 | - |
| | <u>3,179,010</u> | <u>-</u> |
| Total educational and general | <u>43,424,146</u> | <u>9,148,069</u> |
| Auxiliary enterprises - | | |
| Expenditures | 5,194,568 | 249,245 |
| Mandatory transfers for principal and interest | 714,602 | - |
| Total auxiliary enterprises | <u>5,909,170</u> | <u>249,245</u> |
| Total expenditures and mandatory transfers | <u>49,333,316</u> | <u>9,397,314</u> |

| <u>1990</u> | <u>1989</u> |
|-------------------|-------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$11,586,701 | \$10,666,613 |
| 28,719,000 | 26,609,500 |
| 9,126,395 | 8,130,292 |
| 271,330 | 194,858 |
| 150,991 | 150,366 |
| 893,070 | 755,191 |
| 7,787,378 | 8,888,184 |
| 1,039,781 | 1,111,179 |
| 29,100 | 150,000 |
| <u>59,603,746</u> | <u>56,656,183</u> |
| 19,173,854 | 17,300,941 |
| 89,151 | 95,002 |
| 2,436,231 | 2,038,133 |
| 1,635,406 | 1,518,781 |
| 2,576,690 | 2,256,731 |
| 4,923,050 | 4,166,244 |
| 5,372,545 | 5,738,034 |
| 4,583,347 | 5,042,890 |
| <u>8,602,931</u> | <u>7,603,965</u> |
| <u>49,393,205</u> | <u>45,760,721</u> |
| 2,900,121 | 1,580,157 |
| 278,889 | 202,382 |
| <u>3,179,010</u> | <u>1,782,539</u> |
| <u>52,572,215</u> | <u>47,543,260</u> |
| 5,443,813 | 7,448,918 |
| 714,602 | 791,049 |
| <u>6,158,415</u> | <u>8,239,967</u> |
| <u>58,730,630</u> | <u>55,783,227</u> |

MOREHEAD STATE UNIVERSITY

STATEMENTS OF CURRENT FUNDS REVENUES,
EXPENDITURES AND OTHER CHANGES (CONCLUDED)

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|--|---------------------|-------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| OTHER TRANSFERS AND | | |
| ADDITIONS (DEDUCTIONS) - | | |
| Transfers from Plant Funds | \$1,101,929 | \$ - |
| Transfers to Plant Funds | <u>(825,311)</u> | <u>-</u> |
| Total other transfers and | | |
| additions (deductions) | <u>276,618</u> | <u>-</u> |
| NET INCREASE (DECREASE) IN FUND BALANCES | <u>\$1,149,323</u> | <u>\$ 411</u> |

| <u>1990</u> | <u>1989</u> |
|--------------------|---------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$1,101,929 | \$ - |
| <u>(825,311)</u> | <u>(1,716,472)</u> |
| <u>276,618</u> | <u>(1,716,472)</u> |
| <u>\$1,149,734</u> | <u>\$ (843,516)</u> |

The accompanying notes to financial statements
are an integral part of these statements.

MOREHEAD STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 1990 AND 1989

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting principles followed by Morehead State University and the methods of applying those principles which materially affect the University's financial statements are summarized below.

Accrual Basis

The financial statements of Morehead State University (a Commonwealth of Kentucky (state) supported institution of higher education) have been prepared on the accrual basis of accounting, except for depreciation which is discussed below under Investment in Plant. The statement of current funds revenues, expenditures and other changes is a statement of financial activities of current funds related to the current reporting period. It does not purport to present the results of operations or the net income or loss for the period as would a statement of income or a statement of revenues and expenses.

To the extent that current funds are used to finance plant assets, the amounts so provided are accounted for as (1) expenditures, in the case of normal replacement of movable equipment and library books; (2) mandatory transfers, in the case of required provisions for debt amortization and interest and equipment renewal and replacement; and (3) transfers of a non-mandatory nature for all other cases.

Fund Accounting

In order to ensure observance of limitations and restrictions placed on the use of the resources available to the University, the accounts of the University are maintained in accordance with the principles of "fund accounting". This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds that are in accordance with activities or objectives specified. Separate accounts are maintained for each fund; however, funds that have similar characteristics have been combined into fund groups in the accompanying financial statements. Accordingly, all financial transactions have been recorded and reported by fund group.

Within each fund group, fund balances restricted by outside sources are so indicated and are distinguished from unrestricted funds allocated to specific purposes by action of the University's Board of Regents. Externally restricted funds may only be utilized in accordance with the purposes established by the source of such funds and are in contrast with unrestricted funds over which the University retains full control to use in achieving any of its institutional purposes.

Endowment funds are subject to the restrictions of gift instruments requiring in perpetuity that the principal be invested and the income only be utilized.

All gains and losses arising from the sale, collection, or other disposition of investments and other noncash assets are accounted for in the fund which owned such assets. Ordinary income derived from investments, receivables, and the like, is accounted for in the fund owning such assets, except for income

derived from investments of endowment and similar funds, which income is accounted for in the fund to which it is restricted or, if unrestricted, as revenues in unrestricted current funds.

All other unrestricted revenue is accounted for in the unrestricted current funds. Restricted gifts, grants, appropriations, endowment income, and other restricted resources are accounted for in the appropriate restricted funds. Restricted current funds are reported as revenues and expenditures when expended for current operating purposes.

Investments

Investments are stated at cost, which does not exceed quoted market values.

Investment in Plant

Investment in plant is stated at cost at date of acquisition or fair value at date of donation in the case of gifts. In accordance with generally accepted accounting principles of colleges and universities, no provision has been made in the accompanying financial statements for depreciation on the investment in plant.

Inventories

Inventories representing approximately 57% and 60% respectively, of total inventories at June 30, 1990 and 1989 are stated at the lower of cost (first-in, first-out basis) or market. The remainder of the inventories are stated at the lower of moving-average-cost or market.

(2) BONDS AND NOTE PAYABLE

The following is a summary of bonds and note payable at June 30, 1990 and 1989:

| | <u>1990</u> | <u>1989</u> |
|--|---------------------|---------------------|
| 2.875 - 7.15% Housing and Dining System Bonds, Series A through L, repayable in annual installments with the final installment due on November 1, 2010 | \$15,195,000 | \$12,190,000 |
| 3 - 6.875% Consolidated Educational Building Revenue Bonds, Series B through H, repayable in annual installments with the final installment due on May 1, 2007 | 13,660,000 | 14,695,000 |
| 6.2 - 8% State Property and Buildings Commission Project 48 Bond Issue, repayable in semi-annual installments with the final installment due August 1, 2008 | 5,523,214 | 5,667,000 |
| Note payable to a company, repayable in monthly installments of \$6,032, plus interest at prime (currently 10%), to June, 1994 | <u>294,508</u> | <u>-</u> |
| | <u>\$34,672,722</u> | <u>\$32,552,000</u> |

In order to retire the revenue bonds, the University is required to make deposits to sinking funds in annual amounts sufficient to meet the principal and interest payments due within the next twelve months. During 1990, the University transferred \$946,406 to the Housing and Dining System Revenue Bonds Sinking Fund and \$1,850,114 to the Consolidated Educational Building Revenue Bonds Sinking Fund for payment of current year principal and interest. In addition, during 1990, the University transferred \$711,900 and \$106,303 in unrestricted Current funds for the payment of principal and interest on the Project 48 bond issue and the note payable, respectively.

Effective July 1, 1989, the University retained an outside management company (the Company), for a two-year period, to manage and operate its food service facilities. Under the terms of the agreement, the Company is required to invest up to \$428,000 for capital additions by June 30, 1991. The Company is to be repaid its investment at prime over sixty months. At June 30, 1990, the Company had invested \$366,893. The University will become liable for the remaining \$61,107 once the remaining capital additions are made.

The revenue bonds are collateralized by various buildings carried in the accounts at \$59,178,474. The revenues derived from student registration fees, residence hall rental fees, and commissions from food service are pledged as collateral on the revenue bond issues.

The principal and interest repayment requirements relating to the outstanding bonds and note payable at June 30, 1990, are as follows:

| Year Ending June 30, | Repayment Requirements | | |
|-------------------------|------------------------|---------------------|---------------------|
| | Principal | Interest | Total |
| 1991 | \$ 1,954,655 | \$ 1,993,318 | \$ 3,947,973 |
| 1992 | 2,130,655 | 1,890,598 | 4,021,253 |
| 1993 | 2,247,065 | 1,778,937 | 4,026,002 |
| 1994 | 2,365,071 | 1,664,719 | 4,029,790 |
| 1995 | 2,411,573 | 1,541,589 | 3,953,162 |
| 1996-2010 | 23,563,703 | 9,963,151 | 33,526,854 |
| | <u>\$34,672,722</u> | <u>\$18,832,312</u> | <u>\$53,505,034</u> |

(3) PENSION PLAN

Faculty and staff members of Morehead State University are members of the Kentucky Teachers' Retirement System and the Kentucky Employees' Retirement System. Under these plans, the participants make contributions to the retirement systems which are matched as discussed below.

The participants' Kentucky Teachers' Retirement System contributions are matched by Morehead State University. The matching contributions totalled \$1,807,385 and \$1,653,307 for the years ended June 30, 1990 and 1989, respectively. These amounts have been included as both revenues and expenditures on the various statements. In addition to the matching contributions for participant withholdings, the State provided an overmatch amounting to \$277,055 for 1990 and \$209,812 for 1989 in order to reduce the unfunded debt of the retirement system. These overmatch contributions do not accrue to participants' accounts and, accordingly, are not reflected in the financial statements.

The contributions of participants in the Kentucky Employees' Retirement System are matched by Morehead State University. The University's contributions to this plan for the years ended June 30, 1990 and 1989 were \$473,557 and \$506,583, respectively.

(4) DEPOSITS AND INVESTMENTS

The University currently uses commercial banks and the Commonwealth of Kentucky for its depositories. Deposits with commercial banks are covered by Federal depository insurance or collateral held by the bank in the University's name. At the state, the University's accounts are pooled with other agencies of the state. These state pooled deposits are substantially covered by Federal depository insurance or by collateral held by the state in the state's name. The investments of the University not held in the state investment pool are insured or registered, or are held by the University or by an agent in the University's name.

Below is a summary of the investments held by the University:

| | June 30, 1990 | | June 30, 1989 | |
|--|---------------------------------|--------------------------------|---------------------------------|--------------------------------|
| | Carrying Amount (At Cost) | Approximate Market Value | Carrying Amount (At Cost) | Approximate Market Value |
| U.S. Government Securities | \$2,652,383 | \$2,652,383 | \$2,143,852 | \$2,143,852 |
| Certificates of Deposit | <u>1,367,555</u> | <u>1,367,555</u> | <u>1,256,791</u> | <u>1,256,791</u> |
| | 4,019,938 | 4,019,938 | 3,400,643 | 3,400,643 |
| Investment in state investment pool | <u>3,794,615</u> | <u>3,794,615</u> | <u>5,272,554</u> | <u>5,272,554</u> |
| | <u>\$7,814,553</u> | <u>\$7,814,553</u> | <u>\$8,673,197</u> | <u>\$8,673,197</u> |

(5) RESTATEMENT ADJUSTMENT

Bonds payable and net investment in plant at June 30, 1989 have been restated to reflect the issuance of bonds by the State of Kentucky in December of 1988, totalling \$5,667,000. The issuance of the Project 48 Bonds by the State Property and Buildings Commission for life safety projects at the University requires the University to make semi-annual debt service payments as more fully explained in Note 2. The effect of the restatement adjustment was to increase bonds payable by \$5,667,000 and decrease net investment in plant by the same amount.

(6) RECLASSIFICATIONS

Certain reclassifications have been made in the 1989 financial statements to conform with the 1990 presentation.

SUPPLEMENTAL INFORMATION

MOREHEAD STATE UNIVERSITY

SCHEDULES OF CURRENT FUNDS REVENUES

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|---|---------------------|--------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| EDUCATIONAL AND GENERAL: | | |
| Tuition and fees - | | |
| Degree credit - Fall | \$ 5,144,613 | \$ - |
| Degree credit - Spring | 4,825,895 | - |
| Degree credit - Summer and special sessions | 1,136,232 | - |
| Other student fees - | | |
| Student activity and service fee | 404,224 | - |
| Music, lab and course fees | 24,477 | - |
| Extension and correspondence | 51,260 | - |
| State appropriations | 28,719,000 | - |
| Governmental grants and contracts - | | |
| Supplemental Education Opportunity Grants | - | 164,482 |
| College Work Study | - | 1,056,820 |
| Other State and Federal grants | - | 8,176,423 |
| Unrestricted gifts | 29,100 | - |
| Indirect cost reimbursement | 150,991 | - |
| Sales and services of educational activities | 893,070 | - |
| Other sources | 1,039,781 | - |
| | <u>42,418,643</u> | <u>9,397,725</u> |
| SALES AND SERVICES OF AUXILIARY ENTERPRISES: | | |
| Residence halls | 3,963,783 | - |
| Married student and faculty housing | 505,064 | - |
| Food service | 538,236 | - |
| University store | 2,540,297 | - |
| Other sources | 239,998 | - |
| | <u>7,787,378</u> | <u>-</u> |
| TOTAL CURRENT FUNDS REVENUES | <u>\$50,206,021</u> | <u>\$9,397,725</u> |

| <u>1990</u> | <u>1989</u> |
|---------------------|---------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$ 5,144,613 | \$ 4,693,648 |
| 4,825,895 | 4,404,136 |
| 1,136,232 | 1,098,867 |
| 404,224 | 394,450 |
| 24,477 | 24,278 |
| 51,260 | 51,234 |
| 28,719,000 | 26,609,500 |
| 164,482 | 149,382 |
| 1,056,820 | 953,291 |
| 8,176,423 | 7,222,477 |
| 29,100 | 150,000 |
| 150,991 | 150,366 |
| 893,070 | 755,191 |
| <u>1,039,781</u> | <u>1,111,179</u> |
| <u>51,816,368</u> | <u>47,767,999</u> |
| 3,963,783 | 3,656,624 |
| 505,064 | 490,821 |
| 538,236 | 1,950,809 |
| 2,540,297 | 2,095,267 |
| <u>239,998</u> | <u>694,663</u> |
| <u>7,787,378</u> | <u>8,888,184</u> |
| <u>\$59,603,746</u> | <u>\$56,656,183</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULES OF CURRENT FUNDS EXPENDITURES AND
MANDATORY TRANSFERS

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|--------------------------|---------------------|-------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| EDUCATIONAL AND GENERAL: | | |
| Instruction - | | |
| Personal services | \$16,250,789 | \$ 765,054 |
| Operating expenses | 1,040,897 | 308,235 |
| Capital outlay | <u>794,263</u> | <u>14,616</u> |
| | <u>18,085,949</u> | <u>1,087,905</u> |
| Research - | | |
| Personal services | 22,690 | 1,732 |
| Operating expenses | 40,597 | 1,646 |
| Capital outlay | <u>22,486</u> | <u>-</u> |
| | <u>85,773</u> | <u>3,378</u> |
| Public service - | | |
| Personal services | 650,215 | 957,788 |
| Operating expenses | 240,158 | 564,906 |
| Capital outlay | <u>5,707</u> | <u>17,457</u> |
| | <u>896,080</u> | <u>1,540,151</u> |
| Library - | | |
| Personal services | 990,553 | 83,782 |
| Operating expenses | 141,965 | - |
| Capital outlay | <u>419,106</u> | <u>-</u> |
| | <u>1,551,624</u> | <u>83,782</u> |
| Academic support - | | |
| Personal services | 1,429,474 | 41,938 |
| Operating expenses | 1,032,563 | - |
| Capital outlay | <u>72,715</u> | <u>-</u> |
| | <u>2,534,752</u> | <u>41,938</u> |
| Student services - | | |
| Personal services | 2,493,790 | 342,672 |
| Operating expenses | 1,832,806 | 38,181 |
| Capital outlay | <u>214,782</u> | <u>819</u> |
| | <u>4,541,378</u> | <u>381,672</u> |
| Institutional support - | | |
| Personal services | 3,712,411 | 124,639 |
| Operating expenses | 1,218,206 | 1,858 |
| Capital outlay | <u>315,431</u> | <u>-</u> |
| | <u>5,246,048</u> | <u>126,497</u> |

| <u>1990</u> | <u>1989</u> |
|-------------------|-------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$17,015,843 | \$15,705,483 |
| 1,349,132 | 1,333,250 |
| 808,879 | 262,208 |
| <u>19,173,854</u> | <u>17,300,941</u> |
| 24,422 | 47,229 |
| 42,243 | 34,389 |
| 22,486 | 13,384 |
| <u>89,151</u> | <u>95,002</u> |
| 1,608,003 | 1,367,993 |
| 805,064 | 632,638 |
| 23,164 | 37,502 |
| <u>2,436,231</u> | <u>2,038,133</u> |
| 1,074,335 | 1,011,610 |
| 141,965 | 129,444 |
| 419,106 | 377,727 |
| <u>1,635,406</u> | <u>1,518,781</u> |
| 1,471,412 | 1,443,071 |
| 1,032,563 | 685,980 |
| 72,715 | 127,680 |
| <u>2,576,690</u> | <u>2,256,731</u> |
| 2,836,462 | 2,313,889 |
| 1,870,987 | 1,761,639 |
| 215,601 | 90,716 |
| <u>4,923,050</u> | <u>4,166,244</u> |
| 3,837,050 | 3,859,140 |
| 1,220,064 | 1,584,850 |
| 315,431 | 294,044 |
| <u>5,372,545</u> | <u>5,738,034</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULES OF CURRENT FUNDS EXPENDITURES AND
MANDATORY TRANSFERS (CONTINUED)

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|---|---------------------|--------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| EDUCATIONAL AND GENERAL (CONTINUED): | | |
| Operation and maintenance of plant - | | |
| Personal services | \$ 2,558,640 | \$ 7,913 |
| Operating expenses | 1,627,030 | - |
| Capital outlay | 389,764 | - |
| | <u>4,575,434</u> | <u>7,913</u> |
| Student financial aid - | | |
| Personal services | 85,895 | - |
| Operating expenses | <u>2,642,203</u> | <u>5,874,833</u> |
| | <u>2,728,098</u> | <u>5,874,833</u> |
| Total educational and general expenditures - | | |
| Personal services | 28,194,457 | 2,325,518 |
| Operating expenses | 9,816,425 | 6,789,659 |
| Capital outlay | <u>2,234,254</u> | <u>32,892</u> |
| | <u>40,245,136</u> | <u>9,148,069</u> |
| Mandatory transfers - | | |
| Principal and interest | 2,900,121 | - |
| Loan and other matching grants | <u>278,889</u> | <u>-</u> |
| | <u>3,179,010</u> | <u>-</u> |
| TOTAL EDUCATIONAL AND GENERAL | <u>\$43,424,146</u> | <u>\$9,148,069</u> |
| AUXILIARY ENTERPRISES: | | |
| Expenditures - | | |
| Personal services | \$ 1,314,425 | \$ 249,245 |
| Operating expenses | 3,574,282 | - |
| Capital outlay | 305,861 | - |
| | <u>5,194,568</u> | <u>249,245</u> |
| Mandatory transfers - | | |
| Principal and interest | <u>714,602</u> | <u>-</u> |
| TOTAL AUXILIARY ENTERPRISES | <u>\$ 5,909,170</u> | <u>\$ 249,245</u> |

| <u>1990</u> | <u>1989</u> |
|---------------------|---------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$ 2,566,553 | \$ 2,474,952 |
| 1,627,030 | 2,086,522 |
| 389,764 | 481,416 |
| <u>4,583,347</u> | <u>5,042,890</u> |
| 85,895 | 79,127 |
| <u>8,517,036</u> | <u>7,524,838</u> |
| <u>8,602,931</u> | <u>7,603,965</u> |
| 30,519,975 | 28,302,495 |
| 16,606,084 | 15,773,550 |
| <u>2,267,146</u> | <u>1,684,676</u> |
| <u>49,393,205</u> | <u>45,760,721</u> |
| 2,900,121 | 1,580,157 |
| <u>278,889</u> | <u>202,382</u> |
| <u>3,179,010</u> | <u>1,782,539</u> |
| <u>\$52,572,215</u> | <u>\$47,543,260</u> |
| \$ 1,563,670 | \$ 2,387,299 |
| 3,574,282 | 4,414,283 |
| 305,861 | 647,336 |
| <u>5,443,813</u> | <u>7,448,918</u> |
| <u>714,602</u> | <u>791,049</u> |
| <u>\$ 6,158,415</u> | <u>\$ 8,239,967</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULES OF CURRENT FUNDS EXPENDITURES AND
MANDATORY TRANSFERS (CONCLUDED)

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|--|---------------------|--------------------|
| | <u>Unrestricted</u> | <u>Restricted</u> |
| TOTAL EXPENDITURES AND MANDATORY TRANSFERS (CONCLUDED): | | |
| Expenditures - | | |
| Personal services | \$29,508,882 | \$2,574,763 |
| Operating expenses | 13,390,707 | 6,789,659 |
| Capital outlay | <u>2,540,115</u> | <u>32,892</u> |
| | <u>45,439,704</u> | <u>9,397,314</u> |
| Mandatory transfers - | | |
| Principal and interest | 3,614,723 | - |
| Loan and other matching grants | <u>278,889</u> | <u>-</u> |
| | <u>3,893,612</u> | <u>-</u> |
| TOTAL EXPENDITURES AND MANDATORY TRANSFERS | <u>\$49,333,316</u> | <u>\$9,397,314</u> |

| <u>1990</u> | <u>1989</u> |
|---------------------|---------------------|
| <u>Totals</u> | <u>Totals</u> |
| \$32,083,645 | \$30,689,794 |
| 20,180,366 | 20,187,833 |
| <u>2,573,007</u> | <u>2,332,012</u> |
| <u>54,837,018</u> | <u>53,209,639</u> |
| | |
| 3,614,723 | 2,371,206 |
| <u>278,889</u> | <u>202,382</u> |
| <u>3,893,612</u> | <u>2,573,588</u> |
| | |
| <u>\$58,730,630</u> | <u>\$55,783,227</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULES OF CHANGES IN FUND BALANCES - LOAN FUNDS

FOR THE YEARS ENDED JUNE 30, 1990 AND 1989

| | 1990 | |
|---|------------------------------|------------------------------|
| | <u>Perkins Loan Fund</u> | <u>Nursing Loan Fund</u> |
| BALANCE, beginning of year | <u>\$3,281,828</u> | <u>\$40,867</u> |
| INCREASES: | | |
| Reimbursement for cancellations | 31,161 | - |
| Interest income on loans | 69,007 | 1,514 |
| Miscellaneous interest income | 6,139 | 208 |
| Federal contributions | 4,140 | - |
| Institutional contributions | 460 | - |
| Other | - | 6 |
| Recovery of doubtful accounts previously written off | <u>9,806</u> | <u>-</u> |
| | <u>120,713</u> | <u>1,728</u> |
| DECREASES: | | |
| Loan principal cancelled | 42,662 | - |
| Loan interest cancelled | 5,841 | - |
| Administrative and collection expenses | 76,763 | 1,166 |
| Return of excess funds | - | 12,529 |
| Other | <u>55</u> | <u>-</u> |
| | <u>125,321</u> | <u>13,695</u> |
| BALANCE, end of year | <u><u>\$3,277,220</u></u> | <u><u>\$28,900</u></u> |

| <u>1990</u> | <u>1989</u> |
|--------------------|--------------------|
| <u>Totals</u> | <u>Totals</u> |
| <u>\$3,322,695</u> | <u>\$3,381,312</u> |
| 31,161 | 38,105 |
| 70,521 | 76,228 |
| 6,347 | 16,116 |
| 4,140 | 9,942 |
| 460 | 1,105 |
| 6 | 203 |
| <u>9,806</u> | <u>-</u> |
| <u>122,441</u> | <u>141,699</u> |
| 42,662 | 45,811 |
| 5,841 | 5,541 |
| 77,929 | 122,122 |
| 12,529 | 23,719 |
| 55 | 3,123 |
| <u>139,016</u> | <u>200,316</u> |
| <u>\$3,306,120</u> | <u>\$3,322,695</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULE OF INVESTMENTS BY FUND GROUPS

JUNE 30, 1990

| | <u>U.S. Government Securities</u> | <u>Certificates of Deposit</u> | <u>Investments in State Investment Pool</u> | <u>Total</u> |
|-------------------------------------|---|--|---|--------------------|
| Current unrestricted funds | \$ - | \$ 139,581 | \$ - | \$ 139,581 |
| Agency funds | - | 100,000 | - | 100,000 |
| Endowment funds | 703 | - | 151,653 | 152,356 |
| Renewals and Replacements | 29,572 | 287,275 | - | 316,847 |
| Retirement of indebtedness funds | 2,622,108 | 840,699 | - | 3,462,807 |
| Unexpended Plant | ----- | ----- | <u>3,642,962</u> | <u>3,642,962</u> |
| Total investments | <u>\$2,652,383</u> | <u>\$1,367,555</u> | <u>\$3,794,615</u> | <u>\$7,814,553</u> |

MOREHEAD STATE UNIVERSITY

SUMMARY SCHEDULE OF BONDS AND NOTE PAYABLE

JUNE 30, 1990

| | <u>Original Issue</u> | <u>Outstanding June 30, 1990</u> |
|-----------------------------------|---------------------------|--------------------------------------|
| HOUSING AND DINING SYSTEM | | |
| REVENUE BONDS: | | |
| Series A | \$1,040,000 | \$ 410,000 |
| Series B | 735,000 | 295,000 |
| Series C | 525,000 | 210,000 |
| Series D | 1,050,000 | 505,000 |
| Series E | 200,000 | 85,000 |
| Series F | 390,000 | 330,000 |
| Series G | 1,340,000 | 830,000 |
| Series H | 1,840,000 | 1,025,000 |
| Series I | 3,920,000 | 2,280,000 |
| Series J | 5,800,000 | 2,135,000 |
| Series K | 3,530,000 | 3,530,000 |
| Series L | 3,560,000 | 3,560,000 |
| CONSOLIDATED EDUCATIONAL BUILDING | | |
| REVENUE BONDS: | | |
| Series B | 1,400,000 | 120,000 |
| Series C | 1,950,000 | 750,000 |
| Series D | 5,300,000 | 2,115,000 |
| Series E | 4,350,000 | 1,515,000 |
| Series F | 4,100,000 | 1,810,000 |
| Series G | 6,300,000 | 4,300,000 |
| Series H | 3,160,000 | 3,050,000 |
| PROJECT 48 BONDS | 5,667,000 | 5,523,214 |
| NOTE PAYABLE | 366,893 | <u>294,508</u> |
| TOTAL BONDS AND NOTE PAYABLE | | <u><u>\$34,672,722</u></u> |

MOREHEAD STATE UNIVERSITY

STATEMENT OF RECEIPTS, DISBURSEMENTS AND FUND BALANCES

SINKING FUNDS

FOR THE YEAR ENDED JUNE 30, 1990

| | <u>Sinking Fund</u> | <u>Housing and Dining System Debt Service Reserve Fund</u> |
|---|-------------------------|--|
| FUND BALANCES, June 30, 1989 | \$ 20,167 | \$1,011,125 |
| RECEIPTS AND OTHER ADDITIONS: | | |
| Transferred from Housing System Revenue Fund | 231,804 | 714,602 |
| Transferred from Consolidated Educational Revenue Fund | - | - |
| Income from investments | 15,456 | 80,858 |
| Redemption of investments | 442,173 | 1,999,245 |
| Transfer from Debt Service Reserve Fund | 732,264 | - |
| Increase in investments | 467,163 | 58,848 |
| Transfer from unexpended Plant Funds | 3,487,553 | - |
| Bond proceeds | 349,687 | - |
| | <u>5,726,100</u> | <u>2,853,553</u> |
| Total available funds | <u>5,746,267</u> | <u>3,864,678</u> |
| DISBURSEMENTS AND OTHER DEDUCTIONS: | | |
| Redemption of bonds | 555,000 | - |
| Payment of interest | 556,651 | - |
| Purchase of investments | 909,336 | 2,058,093 |
| Transfer to Sinking Fund | - | 732,264 |
| Transfer to unrestricted Current Funds | - | - |
| Decrease in investments | - | - |
| Transfer to unexpended Plant Funds | 3,238,223 | - |
| Other | 4,253 | - |
| | <u>5,263,463</u> | <u>2,790,357</u> |
| FUND BALANCES, June 30, 1990 | <u>\$ 482,804</u> | <u>\$1,074,321</u> |

| Repair Fund | Consolidated Educational Building Bonds | Totals |
|-------------------|--|---------------------|
| \$ 446,895 | \$ 1,915,782 | \$ 3,393,969 |
| - | - | 946,406 |
| - | 1,850,114 | 1,850,114 |
| 27,117 | 161,116 | 284,547 |
| 1,014,123 | - | 3,455,541 |
| - | - | 732,264 |
| - | - | 526,011 |
| - | - | 3,487,553 |
| - | - | 349,687 |
| <u>1,041,240</u> | <u>2,011,230</u> | <u>11,632,123</u> |
| <u>1,488,135</u> | <u>3,927,012</u> | <u>15,026,092</u> |
| - | 1,035,000 | 1,590,000 |
| - | 815,114 | 1,371,765 |
| 885,456 | - | 3,852,885 |
| - | - | 732,264 |
| 150,000 | - | 150,000 |
| 128,667 | - | 128,667 |
| - | - | 3,238,223 |
| - | - | 4,253 |
| <u>1,164,123</u> | <u>1,850,114</u> | <u>11,068,057</u> |
| <u>\$ 324,012</u> | <u>\$ 2,076,898</u> | <u>\$ 3,958,035</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULE OF BOND RETIREMENT AND INTEREST PAYMENTS
HOUSING AND DINING SYSTEM REVENUE BONDS

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>SERIES A</u> | | <u>SERIES B</u> | | <u>SERIES C</u> | | <u>SERIES D</u> | |
|---------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> |
| 1991 | \$ 40,000 | \$ 11,700 | \$ 25,000 | \$ 8,122 | \$ 20,000 | \$ 6,250 | \$ 30,000 | \$ 17,150 |
| 1992 | 40,000 | 10,500 | 30,000 | 7,331 | 20,000 | 5,625 | 35,000 | 16,013 |
| 1993 | 40,000 | 9,300 | 30,000 | 6,469 | 20,000 | 5,000 | 40,000 | 14,700 |
| 1994 | 40,000 | 8,100 | 30,000 | 5,606 | 20,000 | 4,375 | 40,000 | 13,300 |
| 1995 | 45,000 | 6,825 | 30,000 | 4,744 | 20,000 | 3,750 | 40,000 | 11,900 |
| 1996-2010 | <u>205,000</u> | <u>14,100</u> | <u>150,000</u> | <u>10,581</u> | <u>110,000</u> | <u>8,281</u> | <u>320,000</u> | <u>40,600</u> |
| TOTALS | <u>\$410,000</u> | <u>\$ 60,525</u> | <u>\$295,000</u> | <u>\$ 42,853</u> | <u>\$210,000</u> | <u>\$ 33,281</u> | <u>\$505,000</u> | <u>\$113,663</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$470,525</u> | | <u>\$337,853</u> | | <u>\$243,281</u> | | <u>\$618,663</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULE OF BOND RETIREMENT AND INTEREST PAYMENTS
HOUSING AND DINING SYSTEM REVENUE BONDS (CONTINUED)

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>SERIES E</u> | | <u>SERIES F</u> | | <u>SERIES G</u> | | <u>SERIES H</u> | |
|---------------------------------|------------------|------------------|------------------|------------------|------------------|--------------------|--------------------|--------------------|
| | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> |
| 1991 | \$ 5,000 | \$ 2,784 | \$ 25,000 | \$ 10,716 | \$ 55,000 | \$ 28,088 | \$ 55,000 | \$ 37,406 |
| 1992 | 5,000 | 2,616 | 25,000 | 9,872 | 55,000 | 26,163 | 55,000 | 35,344 |
| 1993 | 5,000 | 2,447 | 25,000 | 9,028 | 55,000 | 24,238 | 60,000 | 33,188 |
| 1994 | 5,000 | 2,278 | 25,000 | 8,184 | 60,000 | 22,225 | 60,000 | 30,938 |
| 1995 | 5,000 | 2,109 | 25,000 | 7,341 | 60,000 | 20,125 | 60,000 | 28,688 |
| 1996-2010 | <u>60,000</u> | <u>7,088</u> | <u>205,000</u> | <u>24,722</u> | <u>545,000</u> | <u>79,363</u> | <u>735,000</u> | <u>145,593</u> |
| TOTALS | <u>\$ 85,000</u> | <u>\$ 19,322</u> | <u>\$330,000</u> | <u>\$ 69,863</u> | <u>\$830,000</u> | <u>\$ 200,202</u> | <u>\$1,025,000</u> | <u>\$311,157</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$104,322</u> | | <u>\$399,863</u> | | <u>\$1,030,202</u> | | <u>\$1,336,157</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULE OF BOND RETIREMENT AND INTEREST PAYMENTS
HOUSING AND DINING SYSTEM REVENUE BONDS (CONCLUDED)

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>SERIES I</u> | | <u>SERIES J</u> | | <u>SERIES K</u> | | <u>SERIES L</u> | | <u>Total Requirements</u> | |
|---------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------------|---------------------|
| | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> |
| 1991 | \$ 105,000 | \$ 66,825 | \$ 220,000 | \$ 109,350 | \$ 80,000 | \$ 238,608 | \$ - | \$ 246,415 | \$ 660,000 | \$ 783,414 |
| 1992 | 110,000 | 63,600 | 220,000 | 97,470 | 85,000 | 233,059 | 90,000 | 243,670 | 770,000 | 751,263 |
| 1993 | 115,000 | 60,225 | 245,000 | 84,915 | 90,000 | 227,153 | 95,000 | 237,980 | 820,000 | 714,643 |
| 1994 | 120,000 | 56,700 | 260,000 | 71,280 | 100,000 | 220,740 | 100,000 | 231,885 | 860,000 | 675,611 |
| 1995 | 125,000 | 53,025 | 280,000 | 56,700 | 105,000 | 213,821 | 110,000 | 225,215 | 905,000 | 634,243 |
| 1996-2010 | <u>1,705,000</u> | <u>297,825</u> | <u>910,000</u> | <u>76,140</u> | <u>3,070,000</u> | <u>1,871,613</u> | <u>3,165,000</u> | <u>2,112,083</u> | <u>11,180,000</u> | <u>4,687,989</u> |
| TOTALS | <u>\$2,280,000</u> | <u>\$ 598,200</u> | <u>\$2,135,000</u> | <u>\$ 495,855</u> | <u>\$3,530,000</u> | <u>\$3,004,994</u> | <u>\$3,560,000</u> | <u>\$3,297,248</u> | <u>\$15,195,000</u> | <u>\$ 8,247,163</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$2,878,200</u> | | <u>\$2,630,855</u> | | <u>\$6,534,994</u> | | <u>\$6,857,248</u> | | <u>\$23,442,163</u> |

MOREHEAD STATE UNIVERSITY
SCHEDULE OF BOND RETIREMENT AND INTEREST PAYMENTS
CONSOLIDATED EDUCATIONAL BUILDING REVENUE BONDS

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>SERIES B</u> | | <u>SERIES C</u> | | <u>SERIES D</u> | | <u>SERIES E</u> | |
|---------------------------------|------------------|------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|
| | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> |
| 1991 | \$120,000 | \$ 4,200 | \$ 105,000 | \$ 27,094 | \$ 225,000 | \$ 86,715 | \$ 220,000 | \$ 72,720 |
| 1992 | - | - | 205,000 | 23,025 | 260,000 | 77,490 | 230,000 | 62,160 |
| 1993 | - | - | 215,000 | 15,081 | 270,000 | 66,830 | 245,000 | 51,120 |
| 1994 | - | - | 225,000 | 6,750 | 280,000 | 55,760 | 260,000 | 39,360 |
| 1995 | - | - | - | - | 530,000 | 44,280 | 275,000 | 26,880 |
| 1996-2007 | - | - | - | - | 550,000 | 22,550 | 285,000 | 13,680 |
| TOTALS | <u>\$120,000</u> | <u>\$ 4,200</u> | <u>\$ 750,000</u> | <u>\$ 71,950</u> | <u>\$2,115,000</u> | <u>\$ 353,625</u> | <u>\$1,515,000</u> | <u>\$ 265,920</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$124,200</u> | | <u>\$ 821,950</u> | | <u>\$2,468,625</u> | | <u>\$1,780,920</u> |

MOREHEAD STATE UNIVERSITY
SCHEDULE OF BOND RETIREMENT AND INTEREST PAYMENTS
CONSOLIDATED EDUCATIONAL BUILDING REVENUE BONDS (CONCLUDED)

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>SERIES F</u> | | <u>SERIES G</u> | | <u>SERIES H</u> | | <u>Total Requirements</u> | |
|---------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------------|---------------------|
| | Principal | Interest | Principal | Interest | Principal | Interest | Principal | Interest |
| 1991 | \$ 165,000 | \$ 100,650 | \$ 195,000 | \$ 274,473 | \$ 55,000 | \$ 199,699 | \$ 1,085,000 | \$ 765,551 |
| 1992 | 180,000 | 91,245 | 210,000 | 262,285 | 55,000 | 196,949 | 1,140,000 | 713,154 |
| 1993 | 180,000 | 80,985 | 225,000 | 249,055 | 60,000 | 194,089 | 1,195,000 | 657,160 |
| 1994 | 190,000 | 70,725 | 240,000 | 234,880 | 60,000 | 190,849 | 1,255,000 | 598,324 |
| 1995 | 190,000 | 59,895 | 255,000 | 219,520 | 70,000 | 187,489 | 1,320,000 | 538,064 |
| 1996-2007 | 905,000 | 104,445 | 3,175,000 | 854,400 | 2,750,000 | 1,496,370 | 7,665,000 | 2,491,445 |
| TOTALS | <u>\$1,810,000</u> | <u>\$ 507,945</u> | <u>\$4,300,000</u> | <u>\$2,094,613</u> | <u>\$3,050,000</u> | <u>\$2,465,445</u> | <u>\$13,660,000</u> | <u>\$ 5,763,698</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$2,317,945</u> | | <u>\$6,394,613</u> | | <u>\$5,515,445</u> | | <u>\$19,423,698</u> |

MOREHEAD STATE UNIVERSITY

SCHEDULE OF PRINCIPAL RETIREMENT AND INTEREST PAYMENTS

PROJECT 48 BOND AND NOTE PAYABLE

SUBSEQUENT TO JUNE 30, 1990

| Year Ending June 30, | <u>PROJECT 48</u> | | <u>NOTE PAYABLE</u> | |
|---------------------------------|--------------------|---------------------|---------------------|------------------|
| | <u>Principal</u> | <u>Interest</u> | <u>Principal</u> | <u>Interest</u> |
| 1991 | \$ 137,271 | \$ 418,521 | \$ 72,384 | \$ 25,832 |
| 1992 | 148,271 | 407,588 | 72,384 | 18,593 |
| 1993 | 159,681 | 395,779 | 72,384 | 11,355 |
| 1994 | 172,715 | 383,048 | 77,356 | 7,736 |
| 1995 | 186,573 | 369,282 | - | - |
| 1996-2009 | 4,718,703 | 2,783,717 | - | - |
| TOTALS | <u>\$5,523,214</u> | <u>\$ 4,757,935</u> | <u>\$294,508</u> | <u>\$ 63,516</u> |
| TOTAL PRINCIPAL AND INTEREST | | <u>\$10,281,149</u> | | <u>\$358,024</u> |