

MINUTES
BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY

April 30, 1993

The Board of Regents met at 1:30 p.m. on Friday, April 30, 1993, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Chairman William R. Seaton presided.

Chairman Seaton called the meeting to order.

On roll call, the following members were present:

Mr. James A. Finch
Mr. Buckner Hinkle, Jr.
Mr. L. M. Jones
Mr. Chando Mapoma
Dr. Bruce Mattingly
Mrs. Helen Pennington
Dr. Charles M. Rhodes
Mr. John M. Rosenberg
Mr. William R. Seaton

Absent: Mrs. Lois Baker

Also, present for the meeting were President Eaglin and members of the administrative staff; Dr. Dan Connell, Chair of the Staff Congress, and Mr. Glenn Acree with the firm of McBrayer, McGinnis, Leslie & Kirkland.

The oath of office was administered by District Judge John Cox to Dr. Bruce Mattingly, newly elected faculty representative on the Board of Regents for a three-year term ending April, 1996.

The Secretary asked that the Minutes of February 5, 1993, be corrected on page 4 under Administration and Fiscal Services by striking "on April 7 and again" from the third line to read: "The

CALL TO ORDER

ROLL CALL

OATH OF OFFICE

MINUTES OF FEBRUARY 5

Committee met earlier in the day." Mr. Jones moved, seconded by Mr. Mapoma, that the Minutes be approved as amended. Motion carried.

**RESOLUTION HONORING
ALBAN WHEELER**

Chairman Seaton read the following, "A Resolution Honoring Dr. Alban Wheeler":

WHEREAS, Dr. Alban Wheeler, Professor of Sociology, has served as the Faculty Representative on the Board of Regents of Morehead State University for a period of six years and has completed his term of office; and

WHEREAS, Professor Wheeler has demonstrated leadership and sound judgement in the governance of the University; including outstanding service as vice chair of the Presidential Selection Committee; and

WHEREAS, he has served the Commonwealth with distinction and has honorably performed his duties as prescribed by the Kentucky Revised Statutes and Bylaws of the Board of Regents,

THEREFORE, BE IT RESOLVED by the Morehead State University Board of Regents that Dr. Alban Wheeler be and hereby is commended for the time, energy, and dedication he has given as Faculty Representative on the Board of Regents of Morehead State University.

The Board extends its best wishes to this fine citizen of the Commonwealth in his future endeavors.

ADOPTED this thirtieth day of April, 1993.

Chairman, Board of Regents

ATTEST:

Carol Johnson, Secretary

Mr. Hinkle moved, seconded by Dr. Mattingly, to approve the Resolution Honoring Dr. Alban Wheeler. Motion unanimously carried.

**RESOLUTION HONORING
CHANDO MAPOMA**

Chairman Seaton commended and thanked Dr. Wheeler for his service on the Board.

Chairman Seaton read "A Resolution Honoring Mr. Chando Mapoma" as follows:

WHEREAS, Mr. Chando Mapoma has served as the President of the Student Government Association and as the Student Member of the Board of Regents of Morehead State University for the 1992-93 school year; and

WHEREAS, Mr. Mapoma has demonstrated his leadership abilities on a statewide basis in working with student government leaders across the Commonwealth on important issues and concerns affecting all students and has been the first international student to hold this important office at the University; and

WHEREAS, Mr. Mapoma has served the University with distinction and has honorably performed his duties as prescribed by the Kentucky Revised Statutes and Bylaws of the Board of Regents,

THEREFORE, BE IT RESOLVED by the Morehead State University Board of Regents that Mr. Chando Mapoma be and hereby is commended for the time, energy, and dedication given as the Student Member of the Board of Regents and as the Student Government Association President of Morehead State University.

The Board extends its best wishes to Mr. Mapoma in his future endeavors.

ADOPTED this thirtieth day of April, 1993.

Chairman, Board of Regents

ATTEST: _____
Secretary, Board of Regents

Mr. Finch moved, seconded by Mr. Rosenberg, to approve the Resolution Honoring Mr. Mapoma. Motion unanimously carried.

Chairman Seaton expressed his appreciation to Mr. Mapoma on his service.

RECOMMENDATION: That the Board of Regents ratify the selection of Woodford F. May as the recipient of the 1993 Founders Day Award for University Service.

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

MOTION: Mr. Jones moved, seconded by Dr. Rhodes, that the recommendation be approved.

VOTE: The motion unanimously carried.

The MSU Spotlight focused on the Department of Music. Dr. Chris Gallaher, Department Chair, presented information on the music program and the achievements of some of the department's students, faculty, and graduates.

Mrs. Helen Pennington, Chair of the Academic Affairs Committee, presented the recommendations of the Committee which met earlier in the day.

RECOMMENDATION: That Ms. Faith Esham of New York City be awarded the honorary degree of DOCTOR OF MUSICAL ARTS during the spring commencement ceremony on May 15, 1993.

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

RECOMMENDATION: That the Board approve the granting of Emeritus Status to the following faculty members:

Larry Dales, Assistant Professor of Journalism
Charles Derrickson, Professor of Agriculture
Glenn Johnston, Professor of Mathematics
Helen Northcutt, Assistant Professor of Business Education

**FOUNDERS DAY AWARD
FOR UNIVERSITY
SERVICE**

MSU "SPOTLIGHT"

HONORARY DOCTORATE

EMERITUS STATUS

**Gretta Gaye Osborne, Assistant Professor of Health, Physical
Education and Recreation**

**James Osborne, Assistant Professor of Health, Physical
Education and Recreation**

Gail Ousley, Assistant Professor of Business Education

Madison Pryor, Professor of Biology

James Quisenberry, Professor of Speech

Vasile Venettozzi, Professor of Music

Randall Wells, Professor of Education

Mont Whitson, Professor of Sociology

Patsy Whitson, Associate Professor of Social Work

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

PROMOTIONS

RECOMMENDATION: That the Board approve the granting
of promotions to the following faculty members and
professional librarians with the issuance of their contracts for
the 1993-94 year:

Assistant Professor

C. Dale Caudill, Management

Associate Professor

Zexia Barnes, Chemistry

Alta Blair, Nursing

Shirley Blair, Education

Wade Cain, Chemistry

Karl Kunkel, Sociology

Ronald Morrison, English

Phyllis Oakes, Education

Brian Reeder, Biology

Judith Stafford, Social Work

Professor

Roland Buck, Economics

Edward Reeves, Sociology

Lowell Kim Williams, Accounting

Librarian II

Teresa Welch

Librarian III

Clara Keyes

(Additional Background Information attached to these Minutes and marked VIII-A-3)

Mrs. Pennington initiated discussion on linking the tenure and promotion process. Dr. Eaglin said that he had challenged the Faculty Senate to develop a process to link the two and, if done, he would consider significantly higher increments for changes in rank. The current salary adjustments for promotions range from \$500 for assistant professors to \$1,000 for professors.

RECOMMENDATION: That the Board approve the awarding of degrees to all candidates who have successfully completed all degree requirements for the 1993 Spring Commencement on May 15, 1993, as approved by the faculty of the University.

RECOMMENDATION: That the Board approve an extension of a leave without salary for Jo-Anne Keenan and Autumn Grubb-Swetnam for the 1993-94 year.

(Additional Background Information attached to these Minutes and marked VIII-A-5)

Dr. John Philley, Executive Vice President for Academic Affairs, responded to a question from Mr. Jones on the privileges included in emeritus status. He explained that primarily emeritus rank was an honorary status which included office space, if feasible, modest clerical support, and being placed on University mailing lists for receipt of publications and announcements of functions and activities.

MOTION: Mrs. Pennington moved, seconded by Mr. Finch, to approve the recommendations contained in A-1, A-2, A-3, A-4, and A-5.

VOTE: The motion unanimously carried.

SPRING GRADUATES

**LEAVES OF ABSENCE
WITHOUT PAY**

**SUSPENSION OF
RESPIRATORY
THERAPY PROGRAM**

RECOMMENDATION: That the Board approve the suspension of the Associate of Applied Science in Respiratory Therapy.

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

MOTION: Mrs. Pennington moved, seconded by Mr. Jones, that the Board approve the suspension of the Associate of Applied Science in Respiratory Therapy and accept the Final Report on Spring Enrollment, 1993.

SPRING ENROLLMENT

Dr. Philley provided a brief report on 1993 spring enrollment indicating that there were 8,613 students enrolled reflecting a 3.3 percent increase in headcount enrollment. Full-time equivalency enrollment increased slightly while student-credit-hour production reflected a modest decline. *(Final Report on Spring Enrollment, 1993, attached to these Minutes and marked VIII-A-7)*

VOTE: The motion unanimously carried.

**ADMINISTRATION AND
FISCAL SERVICES
COMMITTEE REPORT**

Mr. Buckner Hinkle presented the recommendations of the Administration and Fiscal Services Committee. He noted that the Committee had met two times since the February Board meeting, on April 7 and earlier today.

**1993-94 OPERATING
BUDGET**

RECOMMENDATION: That the Board approve the 1993-94 Proposed Operating Budget totalling \$61,490,000 and the 1993-94 Fee Schedule.

(Additional Background Information and 1993-94 Operating Budget and Fee Schedule attached to these Minutes and marked VIII-B-1)

Mr. Hinkle commented that the 1993-94 budget projected revenues and expenditures of \$61,490,000, a 7.2 percent increase over last year. The revenue anticipated by this budget unfortunately carries forth a trend of declining support to higher education from the state and, as a result, a larger percentage of revenue is derived from tuition and fees. Major budget priorities include:

- **\$919,000 allocated to provide a 3 percent salary and benefit increase pool for faculty and staff.**
- **\$528,000 in new dollars committed to provide new faculty and staff positions.**
- **\$223,000 added to existing student scholarships.**
- **\$115,000 allocated for possible expansion of extended campus centers in Ashland and West Liberty.**
- **\$100,000 added to 1993-94 budget for library books and periodical purchases.**
- **\$60,000 provided to establish a depreciation fund to replace microcomputers used in academic and administrative functions.**
- **\$43,000 designated from housing system revenues for additional student computer laboratories.**
- **\$30,000 designated from the student activity fee increase for programming and other activities to be controlled directly by the Student Government Association.**
- **\$1,200,000 rebudgeted from projected 1992-93 year-end fund balances to support capital projects and other non-recurring expenditures in 1993-94.**

Mr. Hinkle also informed the Board that the fee schedule, also included in the recommendation, contained a small increase in the student activity fee with a portion of that being used to improve computer access for students.

Mr. Pinner said that the administration was presenting a balanced budget and that, in compliance with a directive from the Governor's Office, two percent (\$572,200) of the 1993-94 appropriation had been deferred until further notice.

Mr. Pinner explained that the budget resolution included provisions for the President to make minor adjustments to the budget,

and he outlined the parameters for the President to manage the operating budget as follows:

- In the event actual revenues exceed estimated revenues, the President may authorize an increase in the unrestricted current funds expenditure budget in amounts not greater than two percent of the Board's authorized expenditure level. The Board may ratify increases and reauthorize expenditure levels within the two percent cap during a regular or special Board meeting. Increases greater than two percent of the authorized expenditure budget must have prior approval of the Board.
- The President may authorize and approve internal operating budget adjustments as the President determines such adjustments to be in the best interest of the University. Except, if adjustments to any one of the five divisions increase the total operating expenditure authorization of a division by more than seven percent, then it must have prior approval of the Board. The Board may ratify increases and reauthorize expenditure levels within the seven percent limitations during a regular or special Board meeting.

The resolution also sets forth criteria for capital projects. Basically, a capital construction project greater than \$200,000 must have the prior approval of the Board and be contained in the Biennial Legislative Appropriations Act in accordance with state statutes. A report of any capital construction project with a cost greater than \$50,000 will be included as a part of the quarterly financial report.

Dr. Eaglin stated that he was very pleased with the open process involving faculty, staff and Board members in the development of the 1993-94 budget. He echoed Mr. Hinkle's comments relating to the percentage of student tuition dollars being used to run this institution and said that it was a dangerous practice which undermined higher education in this state. Dr. Eaglin asked the Board to join him in publicly stating and reinforcing with those who make decisions about the University's budget that higher education has taken enough hits and it is time for the state to step up and fund higher education at the level it should be funded.

MOTION: Mr. Hinkle moved, seconded by Mrs. Pennington to approve the 1993-94 Operating Budget and Fee Schedule.

Mr. Rosenberg initiated discussion on merit pay and asked that the Board be provided information on what other institutions were doing with merit pay.

Dr. Mattingly indicated that most of the faculty with whom he had talked were in favor of a merit pay system implemented fairly and appropriately. The development of that system over a period of time is something that the faculty is looking forward to.

Mr. Dan Connell, Chair of the Staff Congress, said there is a lot of different feelings about merit pay. The Congress would like to see what the procedure and process would be and have that looked into before the Congress would be willing to accept a merit pay plan.

Mr. Seaton said that in general the Board had encouraged and supported a merit pay system.

Dr. Philley noted that in 91-92 the Board passed a policy statement endorsing merit pay. While it did not attempt to be prescriptive on how the merit would be applied, it did in general language speak to having a merit pay system at Morehead State University. Unfortunately, in the second year, there was no money to distribute. It was the expectation in those early discussions about merit that the amount of money available for raises should be in excess of 3 percent in order to have merit. Therefore, many faculty are still laboring under that conception and hence do not expect merit pay again this year.

Mr. Jones said that he felt very comfortable in relying on a merit pay system developed and implemented by the President.

Dr. Eaglin stated that his expectation was that the 1994-95 salary increase pool would include a minimum of 25 percent to be distributed on merit. He said that his ultimate goal was 80 percent to be distributed on a merit system determined at the individual department/unit level.

**1993-94 PERSONNEL
ROSTER**

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board approve the 1993-94 Personnel Roster.

(Additional Background Information and Proposed 1993-94 Personnel Roster attached to these Minutes and marked VIII-B-2)

Mr. Hinkle explained that the personnel roster distributed the 3 percent salary increase and also included the organizational and title changes.

In response to Dr. Mattingly concerning the contracts of coaches, Mr. Kappes pointed out that formerly the football coaches received increases on a calendar year basis and basketball coaches were on an April 1 - March 31 contract period. Beginning with the 1993-94 budget and personnel roster, all salary adjustments will be made on July 1 regardless of when the person's contract period ends.

**QUARTERLY FINANCIAL
REPORT**

RECOMMENDATION: That the Board accept the quarterly financial report as presented.

(Additional Background Information and Quarterly Financial Report attached to these Minutes and marked VIII-B-3)

**REVENUE BONDS, SERIES
J**

RECOMMENDATION: That the Board ratify the actions taken by the appointed subcommittee on February 18, 1993, relating to the sale of the Consolidated Educational Buildings Refinancing Revenue Bonds, Series J.

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

Mr. Hinkle advised that a subcommittee was appointed consisting of Mr. Finch, Mr. Mapoma and Dr. Wheeler to review and accept the bids on February 18. Eight bids were opened by the subcommittee with Prudential Securities accepted as the low bidder.

REFINANCING OF NOTE

RECOMMENDATION: That the Board approve:

A RESOLUTION APPROVING A LEASE FOR THE FINANCING OF CERTAIN EQUIPMENT; AUTHORIZING

THE EXECUTION OF VARIOUS DOCUMENTS RELATED TO SUCH LEASE; AND MAKING CERTAIN DESIGNATIONS REGARDING SUCH LEASE.

WHEREAS, Morehead State University (the "University"), has heretofore determined to purchase certain equipment and has followed the procedures prescribed by law for the purchase of said equipment; and

WHEREAS, the University desires to refinance a portion of the purchase price of such equipment through a new lease-purchase agreement;

NOW THEREFORE, BE IT RESOLVED by the Board of Regents of Morehead State University:

Section 1. Recitals and Authorization: The University, as lessee, hereby approves the Lease-Purchase Agreement (the "Lease") as of the date of issuance, in substantially the form presented to this governing body. It is hereby found and determined that the Equipment identified in the Lease is public property to be used for public purposes. It is further determined that it is necessary and desirable and in the best interests of the University to enter into the Lease for the purposes therein specified, and the execution and delivery of the Lease and all representations, certifications and other matters contained in the Closing Memorandum with respect to the Lease, or as may be required by Special Counsel prior to the delivery of the Lease, are hereby approved, ratified, and confirmed. Any officer of the University is hereby authorized to execute the Lease, together with such other agreements or certifications which may be necessary to accomplish the transaction contemplated by the Lease.

Section 2. Designation as Qualified Tax-Exempt Obligation: Pursuant to Section 265(b)(3)(B)(i) of the Internal Revenue Code of 1986 (the "Code"), the University hereby specifically designates the Lease as a "qualified tax-exempt obligation" for purposes of Section 265(b)(3)(D) of the Code. In compliance with Section 265(b)(3)(D) of the code, the University hereby represents that the University will not designate more than \$10,000,000 of "qualified tax-exempt

obligations" issued by the University in the calendar year during which the Lease is executed and delivered as such "qualified tax-exempt obligations."

Section 3. Issuance Limitation: In compliance with the requirements of Section 265(b)(3)(C) of the Code, the University hereby represents that the University (including all "subordinate entities" of the University within the meaning of Section 265 (b)(3)(E) of the Code) reasonably anticipates that it will not issue in the calendar year during which the Lease is executed and delivered, "qualified tax-exempt obligations" in an amount greater than \$10,000,000.

Section 4. Expectation Regarding the Lease: The University, by the adoption of this Resolution, certifies that it does not reasonably anticipate that less than 95 percent of the proceeds of the Lease will be used for "local government activities" of the University.

Section 5. Effective Date: This Resolution shall take effect from after its passage, as provided by law.

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

Mr. Hinkle said that the refinancing of the Telecommunications/Data Networking Note with Fifth Third Bank would result in the interest rate dropping from 6.95 percent to 5.5 percent, decreasing the annual payment by more than \$6,000.

RECOMMENDATION: That the Board approve policies related to the management of the University's real property needs, and direct the development of the appropriate procedures.

(Additional Background Information and Policies Related to Real Property Management attached to these Minutes and marked VIII-B-6)

Mr. Dailey said that the Board initially adopted selected provisions of legislation passed by the General Assembly in 1982 which allowed higher education governing boards to elect to handle various

REAL PROPERTY
MANAGEMENT

management functions. However, MSU did not elect to manage its real property, and this function has been performed by the State Finance and Administration Cabinet (FAC). The FAC has discontinued this role, thus the institution will be responsible for managing its real property. Because of that significant change, some policies have been put in place to guide management regarding primarily the acquisition and leasing of properties. In effect, the policy says that the President may proceed with land acquisition opportunities if those parcels are part of the University's campus Master Plan approved by the Board in 1990. It also sets forth the conditions for acquiring property not included in the master plan. Further, in the event the University is not successful in negotiations with a landowner to acquire that person's property, the Board may, if it is in the University's best interests, exercise its authority under law of eminent domain.

Basically, the University will continue to follow the state's guidelines regarding the leasing of property. Any lease the cost of which is greater than \$30,000 must have the Board's prior approval; any lease less than \$30,000, the President may execute and receive ratification by the Board of Regents. Also, the policy establishes guidelines in terms of property acquisitions and leases with the Morehead State University Foundation, Inc. Any lease agreement with an option to purchase between the University and Foundation will require the prior approval of the Board of Regents.

**LEASE AGREEMENT WITH
MSU FOUNDATION, INC.**

RECOMMENDATION: That the following Lease with Option to Purchase Agreement be authorized:

Authorizing Morehead State University to enter into a lease with option to purchase the land and improvements located at 102 West First Street, Morehead, Kentucky, from the Morehead State University Foundation, Inc. for the use and benefit of Morehead State University, Rowan County, Kentucky.

WHEREAS, there is currently located property at 102 West First Street, Morehead, Kentucky, known as the Williamson Grocery Property; and

WHEREAS, because of this property's location, the Board of Regents of Morehead State University has determined that it would be beneficial to the University's operations and

would enhance and promote its educational programs and mission to acquire this property, and

WHEREAS, because of current budgetary restraints and limitations, the University is not able to acquire this property, and

WHEREAS, the Morehead State University Foundation, Inc., a not-for-profit corporation established for the purposes of assisting the University in carrying out its educational programs and mission, has an option to acquire this property and will assume a promissory note and mortgage on the property, and

WHEREAS, the Morehead State University Foundation, Inc., has offered to lease this property to the University with an option to purchase the same at a purchase price not to exceed the fair market value of the subject property, and

WHEREAS, under the terms of this lease, Morehead State University will pay an annual rental fee amount no greater than the Foundation's annual mortgage note payment with said payment being applied by the Morehead State University Foundation, Inc., to reduce its liability under its mortgage.

NOW, THEREFORE, the Board of Regents being sufficiently advised and acting pursuant to the authority vested in the University by KRS Chapter 164 hereby determines that the above described property is needed by the University and that acquiring the same pursuant to the term stated herein will be in the public interest, therefore authorizes the execution of a Lease with Option to Purchase with the Morehead State University Foundation, Inc., pursuant to which Morehead State University will have the option to purchase the above described property for the balance of the note being held by the Morehead State University Foundation, Inc., said purchase price not to exceed the fair market value of this property.

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

Mr. Hinkle said that the option to purchase agreement concerns the former Union Grocery property at 102 West First Street which would immediately be available to the University for warehouse space which the University plans to acquire as the permanent site for the Folk Art Center. The University would lease the property from the Foundation at a rate not to exceed the Foundation's annual payment of approximately \$12,600.

Mr. Dailey noted that the lease/purchase agreement was modeled after Western Kentucky University's agreement which was approved by the State's Finance and Administration Cabinet a couple of years ago. Mr. Dailey said that this was the first such agreement the University has entered into with the Foundation.

PERSONNEL ACTIONS

RECOMMENDATION: That the Personnel Actions for the period of January 18, 1993, through April 2, 1993, be ratified.

(Additional Background Information and list of Personnel Actions attached to these Minutes and marked VIII-B-8)

Mr. Hinkle indicated that the report reflected a total of 690 personnel actions for the period from January 18 through April 2, 1993. Further, he said that the administration was developing a new reporting format which would be implemented effective July 1, 1993.

PERSONAL SERVICE CONTRACTS

RECOMMENDATION: That the Board ratify the list of Personal Service Contracts, which represents all such contracts issued with amounts greater than \$1,000 between January 21, 1993, through April 15, 1993.

(List of Personal Service Contracts attached to these Minutes and marked VIII-B-9)

MINIMUM SCOPE OF ANNUAL AUDIT

RECOMMENDATION: That the Board approve the document outlining the minimum scope of the University's audit for the year ending June 30, 1993.

(Additional Background Information and Minimum Scope of Audit attached to these Minutes and marked VIII-B-11)

Mr. Mike Walters, Assistant Vice President for Fiscal Services, commented that several organizations and agencies place audit

**BOARD OF REGENTS'
BYLAWS**

requirements upon the University. The minimum scope document puts in writing and clarifies the expectations of all state and federal agencies as well as other organizations such as the National Collegiate Athletic Association and Corporation for Public Broadcasting.

MOTION: Mr. Hinkle moved approval of items B-2, B-3, B-4, B-5, B-6, B-7, B-8, B-9 and B-11. Motion was seconded by Mr. Rosenberg.

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board amend its April 15, 1993, Bylaws.

(Bylaws attached to these Minutes and marked VIII-B-12)

Mr. Rosenberg, who redrafted the Bylaws, stated that changes were made to bring the Bylaws into conformity with the Kentucky Revised Statutes and to make the language consistent on the functions of each of the Board's standing committees.

Mr. Hinkle noted the changes and advised that legal counsel had reviewed the revised Bylaws.

MOTION: Mr. Hinkle moved, seconded by Mr. Finch, that the Bylaws be approved as amended.

VOTE: The motion unanimously carried.

RECOMMENDATION: That the Board approve the amendment to PG-26.

(Additional Background Information and Amended Personnel Policy PG-26 attached to these Minutes and marked VIII-B-10-a)

Mr. Hinkle said that the Amended Policy on Tuition Waiver (PG-26) provided additional perks for full-time faculty and staff. Under this policy, the proposed amendments change the waiver to include the computer fee and tuition for 12 hours per academic year; to allow transfer of the waiver to an employee's spouse or dependent children; and to require anyone using the waiver to maintain a minimum of a 2.0 GPA and be in good standing with the University.

PSNE-5

RECOMMENDATION: That the Board approve the amendment to PSNE-5;

(Additional Background Information and Amended Personnel Policy PSNE-5 attached to these Minutes and marked VIII-B-10-b)

Mr. Hinkle commented that the purpose of the Amended Policy on Overtime Pay for Employees Classified as Staff Nonexempt (PSNE-5) was to extend the period in which compensatory time may be taken from the same pay period to the next two pay periods. The proposed amendment has been endorsed by the Staff Congress and reviewed by University legal counsel.

PG-6

RECOMMENDATION: That the Board approve the amendment to PG-6; and

(Additional Background Information and Amended Personnel Policy PG-6 attached to these Minutes and marked VIII-B-10-c)

Mr. Al Baldwin, Interim Director of Personnel Services, explained that the proposed Amended Policy on Sexual Harassment (PG-6) more clearly identified to whom the policy applied and the exact procedures the University shall follow in dealing with sexual harassment complaints. The revised policy was primarily rewritten by James Dahlberg, former affirmative action officer, Mike Seelig, current affirmative action officer, and members of the Affirmative Action Committee.

Mr. Mike Seelig, Affirmative Action Officer and the primary recipient of sexual harassment complaints, elaborated on the proposed policy. He noted that the policy now contained definitions, steps, and procedures that are easy to understand and to follow on the part of the complainant, investigator and respondent.

Mrs. Sharon Jackson, Chair of the Affirmative Action Committee, said that a program would be created for implementation this fall to make the University community aware of the policy.

Dr. Eaglin indicated that he had asked the affirmative action officer to prepare an article regarding the policy for the student newspaper, *The Trail Blazer*. The revised policy has had input from

faculty and staff, has been endorsed by the University Council and reviewed by legal counsel. The members of the Board asked for an annual report on how the policy was working.

RECOMMENDATION: That the Board approve the amendment to PAd-5 and the new policy, PAd-8.

(Additional Background Information and Amended Personnel Policy PAd-5 and Personnel Policy PAd-8 attached to these Minutes and marked VIII-B-10 (d-e))

Mr. Hinkle said that PAd-5, Search and Screening Procedures for Senior-Level Administrative Personnel, was changed to create separate policies for non-academic (PAd-5 as amended) and academic (PAd-8) senior-level administrators. Mr. Baldwin pointed out that both policies clearly identify the position to which each applies, clarify the membership for the search committee, and reaffirm the role of the affirmative action officer in the searches. The Faculty Senate and Staff Congress both recommended approval.

MOTION: Mr. Hinkle moved, seconded by Mr. Jones, to approve VIII-B-10 (a-e).

VOTE: The motion unanimously carried.

Mrs. Angela Martin, Internal Auditor, reported on the 1990-91 Federal Financial Assistance Programs Audit. The Department of Education reviewed the University's 1991 audit report by Kelley, Galloway and Company and requested that the University review all refund/repayment calculations for Title IV aid recipients. The University did that and submitted its response. The University is yet to hear back from the Department of Education on the review.

Mr. Hinkle commented on the Report on the 1991-92 Audit Management Letter which showed that the three recommendations by Kelley, Galloway and Company for improvements in the internal control structure and operating efficiency of the University had been implemented.

The Board also received a report on Real Property Leases as of April 1, 1993.

PAd-8

FEDERAL FINANCIAL
ASSISTANCE PROGRAMS
AUDIT

AUDIT MANAGEMENT
LETTER RECOMMEND-
ATIONS

REAL PROPERTY
LEASES

**REPORT ON CAPITAL
CONSTRUCTION
PROJECTS**

Mr. Hinkle noted that the Report on Capital Construction Projects updated the status of various capital construction projects.

Dr. Rhodes moved, seconded by Mr. Mapoma, to accept the reports as presented. The motion unanimously carried.

Dr. Dan Connell, Chair of the Staff Congress, expressed the staff's appreciation to President Eaglin and the Board for the adoption of the Tuition Waiver Policy.

Mr. Seaton stated that the Board must be innovative in its thinking and do anything it can to make this University a more desirable place to work for both faculty and staff.

**STUDENT LIFE AND
EXTERNAL RELATIONS
COMMITTEE REPORT**

Mr. Jones, Chair of the Student Life and External Relations Committee, presented the Committee's recommendations and reports.

**CONTRACT FOR HEALTH
SERVICES**

Mr. Jones commented on the Report on Contract for Health Services. The Caudill Health Clinic is self-supporting with no general fund dollars supplementing its operation. The contract for 1993-94 represents a ten percent increase over the 1992-93 year, the first increase in the past two years.

**STUDENT CONDUCT
CODE**

RECOMMENDATION: That the Board approve revisions in the 1993-94 Student Conduct Code, effective fall semester 1993-94.

(Additional Background Information and Student Conduct Code for 1993-94 attached to these Minutes and marked VIII-C-1)

Mr. Jones indicated that the revisions to the 1993-94 Student Conduct Code were basically minor or editorial and included title updates and clarification of due process procedures.

Mr. Mike Mincey, Vice President for Student Life, explained that under Sanctions, the warning and probation sanctions have been revised to allow the Vice President for Student Life or the Dean of Students to impose those whereas before it required a recommendation to the Student Disciplinary Committee to impose the sanctions. The sanction of suspension or dismissal still requires action by the Student Disciplinary Committee on the recommendation of the Vice President or Dean of Students.

**PUBLIC SAFETY
MANUAL**

RECOMMENDATION: That the Board approve a revision in the 1993-94 Public Safety Policy Manual.

(Additional Background Information and Revised Mission of 1993-94 Public Safety Policy Manual attached to these Minutes and marked VIII-C-2)

Dr. Eaglin said that soon after his arrival last year, he asked that the Manual be revisited to make its mission statement reflect Public Safety's role in supporting the goals and missions of the University community.

RECOMMENDATION: That the Board approve mandatory university housing and minimum dining club requirements for all students, with noted exceptions, who have earned fewer than 60 semester credit hours, effective Fall Semester 1994/95.

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

Mr. Jones explained that the proposed university housing and dining club requirements mandated that a student with 60 hours or less of college credit live in one of the University's residence halls and purchase a minimum \$300 dining club membership. The proposed housing policy will be waived for (1) students who will be at least 21 years of age during the semester of enrollment; (2) single parents; (3) married students; (4) students commuting from their parent's/guardian's permanent residence; (5) students who have documented medical needs; and (6) veterans. In addition, dining club waivers may be granted to students who have medically documented dietary needs. He pointed out that studies have shown that those students living in residence halls enjoy a higher retention rate, higher graduation rate and make better grades.

Dr. Eaglin said that he has set a goal to make all auxiliary operations self-supporting within five years. This is one of the steps to reverse a two-year decline in housing occupancy and to begin addressing the approximately \$300,000 subsidy from the general fund. Those dollars can be used to enhance the academic program. In addition, he said that he wanted the residence halls to be places that enhanced the probability of success of a student.

**MANDATORY
UNIVERSITY HOUSING
AND DINING CLUB
REQUIREMENTS**

**STUDENT HEALTH
INSURANCE PROGRAM**

RECOMMENDATION: That the Board rescind the institutional policy requiring full-time students to have health insurance.

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

Mr. Jones briefed the Board on the University's mandatory student health insurance program which had been suspended for the past two years while the courts determined the legality of legislation mandating all students in public and private institutions of higher education to participate in a health insurance program. Morehead State University has offered the plan on a voluntary basis since 1991. In July, 1992, the courts granted a permanent injunction prohibiting enforcement of the mandatory health insurance provisions. This recommendation rescinds the policy requiring full-time students to have health insurance and provides an optional program of student health insurance for the 1993-94 year which includes optional spouse and dependent coverage. The Student Life Committee and Student Government Association support the recommendation.

SGA CONSTITUTION

RECOMMENDATION: That the Board approve the proposed amendments to the Student Government Association Constitution.

(Additional Background Information and Amended Student Government Association Constitution attached to these Minutes and marked VIII-C-5)

Mr. Mapoma said that the Student Government Association had reviewed its Constitution and proposed structural changes to make it more diverse. These amendments include title changes for the officers, changes in composition of the Student Congress' membership, and for an amendment to become effective a two-thirds majority of those voting on the actual amendment is required.

MOTION: Mr. Jones moved, seconded by Dr. Mattingly, to approve the recommendations of the Student Life and External Relations Committee.

VOTE: The motion unanimously carried.

Dr. Eaglin distributed and discussed a document which outlined the organizational changes for 1993-94. They include:

OFFICE OF THE PRESIDENT

- **Created a Legal Affairs position (currently will be vacant)**
- **Changed the Affirmative Action Officer to report directly to the President**

DIVISION OF ACADEMIC AFFAIRS

- **College of Arts and Sciences and College of Applied Sciences and Technology reorganized into College of Humanities and College of Science and Technology**
- **Admissions moved from Student Life**
- **Restructured Academic Support Services by adding Career Planning and Placement, Non-Traditional Students, and Testing**
- **Conference Services moved from University Advancement**

DIVISION OF UNIVERSITY ADVANCEMENT

- **Merged Alumni Relations and Development**
- **Incorporated under Institutional Relations the functions of Media Relations, WMKY, Publications, and Printing Services**

DIVISION OF STUDENT LIFE

- **Athletics moved from University Advancement**
- **Reestablished Dean of Students as separate position**

DIVISION OF ADMINISTRATION AND FISCAL SERVICES

- **Renamed Personnel Services to Human Resources**

STUDENT ACHIEVEMENT

Dr. Eaglin reported on the following student achievements:

- That MSU's cheerleaders won the Division I National Championship for the third consecutive year--the fourth time in the last six years. Two members of the squad placed second in the partner stunt competition. Dr. Eaglin commended Myron Doan, Coach of the Cheerleading Squad, for his good work with the group.
- That MSU's Individual Events Team, one of 92 schools competing in the National Forensic Association National IU Tournament, ranked eighth place in the competition.
- That MSU's Women's Bowling Team ranked second in national competition.
- That MSU's Golf Team won first place in Ohio Valley Conference (OVC) competition.

FUTURE ACTIVITIES

Dr. Eaglin reminded the Board of the following activities:

- 1993 Spring Commencement on Saturday, May 15, 1:30 p.m. at the Academic/Athletic Center.
- Council on Higher Education scheduled to meet on MSU's campus on Sunday and Monday, May 16-17. Invited regents to 6 p.m. reception at President's Home.
- Spring Gala on May 8.

Dr. Eaglin also informed the Board that he and Dr. Philley had met with Dr. Thomas Boysen, Commissioner of Education, and Dr. Gary Cox, Executive Director of the Council on Higher Education, to discuss higher education and KERA. As a result of that meeting, a workshop for all MSU faculty and professional staff will be held in the fall.

FOCUS

Dr. Eaglin distributed copies of the first issue of *Focus*, a publication highlighting some of the research activities of MSU faculty.

INTRODUCTION OF BRYAN CARLIER

Dr. Eaglin introduced newly elected Student Government Association President, Bryan Carlier, who will be the student representative on the Board for the 1993-94 year. Mr. Carlier is a senior marketing major from Batavia, Ohio.

EXECUTIVE SESSION

Chairman Seaton entertained a motion to go into executive session for the purpose of discussing the annual review of the President's compensation/benefits for 1993-94 and to hear reports on pending litigation. Mr. Jones moved, seconded by Mr. Finch, to go into executive session. The motion unanimously carried.

Chairman Seaton reconvened the Board in open session following approximately 45 minutes in executive session. He said that the Board heard a report in executive session on various litigation cases being brought against the University. No action was taken. With respect to the annual review of the President's compensation/benefits, Mr. Seaton entertained a motion which increased the President's salary by three percent for the purpose of purchasing hospitalization, dental, and life insurance benefits for his family. Mr. Seaton said that the Board feels the President is doing a good job. He has poured oil on troubled waters, initiated policies which will move the University forward, and is pointing the University in the direction of being a public servant in economic development. For these reasons, he also entertained a motion that the President be given a new four-year contract. Dr. Mattingly moved, seconded by Mr. Jones, that the Board approve the recommendation. Motion unanimously carried.

PETITION

Dr. Eaglin explained that some students had presented him with a petition signed by approximately 20 students expressing their concern over a faculty member receiving a terminal contract. He said that it was unfortunate the students could not wait to voice their concerns.

ADJOURNMENT

There being no further business to conduct, the meeting adjourned on motion by Mr. Mapoma, seconded by Mr. Jones, and unanimously carried.


Chairman


Secretary

April 30, 1993

v

A RESOLUTION HONORING

DR. ALBAN WHEELER

WHEREAS, Dr. Alban Wheeler, Professor of Sociology, has served as the Faculty Representative on the Board of Regents of Morehead State University for a period of six years and has completed his term of office; and

WHEREAS, Professor Wheeler has demonstrated leadership and sound judgement in the governance of the University; including outstanding service as vice chair of the Presidential Selection Committee; and

WHEREAS, he has served the Commonwealth with distinction and has honorably performed his duties as prescribed by the Kentucky Revised Statutes and Bylaws of the Board of Regents,

THEREFORE, BE IT RESOLVED by the Morehead State University Board of Regents that Dr. Alban Wheeler be and hereby is commended for the time, energy, and dedication he has given as Faculty Representative on the Board of Regents of Morehead State University.

The Board extends its best wishes to this fine citizen of the Commonwealth in his future endeavors.

ADOPTED this thirtieth day of April, 1993.

**_____
Chairman, Board of Regents**

ATTEST:

**_____
Secretary, Board of Regents**

A RESOLUTION HONORING

MR. CHANDO MAPOMA

WHEREAS, Mr. Chando Mapoma has served as the President of the Student Government Association and as the Student Member of the Board of Regents of Morehead State University for the 1992-93 school year; and

WHEREAS, Mr. Mapoma has demonstrated his leadership abilities on a statewide basis in working with student government leaders across the Commonwealth on important issues and concerns affecting all students and has been the first international student to hold this important office at the University; and

WHEREAS, Mr. Mapoma has served the University with distinction and has honorably performed his duties as prescribed by the Kentucky Revised Statutes and Bylaws of the Board of Regents,

THEREFORE, BE IT RESOLVED by the Morehead State University Board of Regents that Mr. Chando Mapoma be and hereby is commended for the time, energy, and dedication given as the Student Member of the Board of Regents and as the Student Government Association President of Morehead State University.

The Board extends its best wishes to Mr. Mapoma in his future endeavors.

ADOPTED this thirtieth day of April, 1993.

Chairman, Board of Regents

ATTEST:

Secretary, Board of Regents

RATIFICATION OF 1993 FOUNDERS DAY AWARD FOR UNIVERSITY SERVICE

Background

The Founders Day Award for University Service was established by the Board of Regents in 1978 and has been presented each year to an individual with a record of outstanding service to the University over a sustained period. The presentation is part of the annual Founders Day observance.

Previous recipients have included W. E. Crutcher, 1978; Linus A. Fair, 1979; Carl D. Perkins, 1980; Dr. Warren C. Lappin, 1981; Dr. Ted L. Crosthwait, 1982; Monroe Wicker, 1983; Lloyd Cassity, 1984; Grace Crosthwaite, 1985; Boone Logan, 1986; Dr. Rondal D. Hart, 1987; George T. Young, 1988; John E. Collis, 1989; Dr. Wilhelm Exelbirt, 1990; Dr. Roscoe Playforth, 1991; and Dr. Mary Northcutt Powell, 1992.

Mr. Woodford F. (Woody) May of Woodsbend, Morgan County, retired from the Kentucky General Assembly in 1991 because of a medical disability. He served 19 years, including 11 in the House and eight in the Senate, and developed a reputation as a strong advocate for Morehead State University and public higher education in the Commonwealth.

Mr. May's leadership as chairman of the Senate Transportation Committee was a key factor in the modernization of KY 519 and other area highways which dramatically improved access to the University from the Licking and Kentucky river valleys. In addition, he was instrumental in securing initial funding for expansion of MSU's off-campus classes and played a major role in developing the University's educational and training missions at the Eastern Kentucky Correctional Complex.

Mr. May was recommended for this honor by the Founders Day Committee after being nominated by members of the University community. The award was presented to Mr. May's son by Mr. Louis M. Jones on behalf of the Board of Regents at the Founders Day Convocation held on April 2, 1993.

Recommendation

That the Board of Regents ratify the selection of Woodford F. May as the recipient of the 1993 Founders Day Award for University Service.

April 30, 1993
VIII-A-1

AWARDING OF HONORARY DOCTORAL DEGREE

Background

In 1988 the Board of Regents reinstated the practice of awarding honorary doctoral degrees to outstanding individuals. Pursuant to that action, the ad hoc Honorary Degree Advisory Committee was established to screen nominations for such recognition and to make appropriate recommendations to the President and Board of Regents. The committee is composed of active and retired faculty and staff members and a representative of the MSU Alumni Association.

Ms. Faith Esham of New York City was nominated for an honorary doctoral degree in conjunction with spring commencement. The Honorary Degree Advisory Committee reviewed the personal and professional qualifications of Ms. Esham and unanimously recommended that she be awarded the honorary degree of DOCTOR OF MUSICAL ARTS at the spring commencement ceremony on May 15, 1993.

A native of Lewis County, Ms. Esham holds bachelor's and master's degrees from the Juilliard School and has received international acclaim for her outstanding performances in the leading opera houses of the United States and Europe. A soprano, she also studied for a period of four years with Vasile Venettozzi, professor of music at MSU.

Ms. Esham periodically shares her talent and experience with the University's music faculty and students by teaching master classes in opera performance. She is a gifted artist who is proud of her Eastern Kentucky heritage.

Recommendation

That Ms. Faith Esham of New York City be awarded the honorary degree of DOCTOR OF MUSICAL ARTS during the spring commencement ceremony on May 15, 1993.

APPROVE EMERITUS STATUS 1993-94

Background

In accordance with PAc-3, the faculty members listed below were recommended for emeritus status by their department's tenured faculty members, by the appropriate Department Chair, College Dean, University Promotion Committee, and the Executive Vice President for Academic Affairs and Dean of Faculty.

Recommendation

That the Board of Regents approve the granting of Emeritus Status to the following faculty members:

Larry Dales, Assistant Professor of Journalism
Charles Derrickson, Professor of Agriculture
Glenn Johnston, Professor of Mathematics
Helen Northcutt, Assistant Professor of Business Education
Gretta Gaye Osborne, Assistant Professor of Health, Physical Education, and
Recreation
James Osborne, Assistant Professor of Health, Physical Education, and
Recreation
Gail Ousley, Assistant Professor of Business Education
Madison Pryor, Professor of Biology
James Quisenberry, Professor of Speech
Vasile Venettozzi, Professor of Music
Randall Wells, Professor of Education
Mont Whitson, Professor of Sociology
Patsy Whitson, Associate Professor of Social Work

APPROVE PROMOTIONS, 1993-94

Background

In accordance with PAc-2, faculty members desiring promotion are responsible for developing their own portfolios for submission to their peers and administrative supervisors for analysis and review. The portfolios are reviewed independently by departmental and college peers as well as by the candidate's department chair and college dean. The University Promotion Committee receives and reviews the recommendations from these peer groups and administrators, and forwards its recommendations to the Executive Vice President for Academic Affairs and Dean of Faculty. The President, based upon recommendations from the Executive Vice President for Academic Affairs and Dean of Faculty, submits his recommendations to the Board of Regents.

Furthermore, administrative regulations, consistent with PAc-31, have been developed for the implementation for the promotion review and process for professional librarians. These procedures consist of reviews by the Library Promotion Review Committee, the Director of Libraries, and the Executive Vice President for Academic Affairs. The President, based on upon recommendations from the Executive Vice President for Academic Affairs, submits his recommendations to the Board of Regents.

Recommendation

That the Board of Regents approve the granting of promotions to the following faculty members and professional librarians with the issuance of their contracts for the 1993-94 year:

Assistant Professor

C. Dale Caudill, Management

Associate Professor

Zexia Barnes, Chemistry

Alta Blair, Nursing

Shirley Blair, Education

Wade Cain, Chemistry

Karl Kunkel, Sociology

Ronald Morrison, English

Phyllis Oakes, Education

Brian Reeder, Biology

Judith Stafford, Social Work

PROMOTIONS, 1993-94
Page 2

Professor

Roland Buck, Economics
Edward Reeves, Sociology
Lowell Kim Williams, Accounting

Librarian II

Teresa Welch

Librarian III

Clara Keyes

APPROVE 1993 SPRING GRADUATES

Recommendation

That the Board of Regents approve the awarding of degrees to all candidates who have successfully completed all degree requirements for the 1993 Spring Commencement on May 15, 1993, as approved by the faculty of the University.

APPROVE EXTENSION OF LEAVES OF ABSENCE

Background

PG-9, the policy which governs the granting of leaves of absence without salary, states that a leave of absence should not exceed 24 months. However, if the leave is in the best interest of the institution, the President may, upon request of the applicant, recommend that the Board of Regents approve additional leave.

Ms. Jo-Anne Keenan, instructor of music, was granted a leave of absence without salary for the 1991-92 and 1992-93 years in order to pursue a doctoral degree. She has requested an extension of her leave for the 1993-94 year. Also, Ms. Autumn Grubb-Swetnam, coordinator of television productions, has requested a third year of leave of absence to pursue a doctoral degree.

Recommendation

That the Board of Regents approve an extension of a leave without salary for Jo-Anne Keenan and Autumn Grubb-Swetnam for the 1993-94 year.

**APPROVE SUSPENSION OF ASSOCIATE OF APPLIED SCIENCE
IN RESPIRATORY THERAPY**

Background:

The Associate Degree Program in Respiratory Therapy was approved by the Council on Higher Education in September 1989 and was officially begun in August 1990. The program was conceived and implemented to be a "wrap-around" program with the existing Respiratory Technician program at the Rowan State Vocational-Technical School. "Generic-track" students matriculate initially at MSU to complete the general education components of the program and then enter the "technician-track" component at Rowan State before returning to MSU to finish up the advanced practice or therapist courses. The number of students that can be admitted annually to the program is limited to 15, the number that Rowan State can accommodate from MSU.

Two "technician-track" students were admitted to the advanced practice courses for the 1990 fall term; one was graduated in December 1990. The first class of "generic-track" students was formally admitted to the program in August 1990 and from that class three students returned to complete the advanced practice courses; two were graduated in December 1991. The second class of 13 students was admitted in August 1991, 12 completing the program at Rowan State in June 1992 but only 7 returned to MSU to complete the advanced practice courses. A total of 8 students were graduated in December 1992. The third class of 15 students began at Rowan State in August 1992 and 14 of them are expected to enter the advanced practice courses this fall at MSU.

Analysis:

State appropriations to MSU were significantly reduced during the 1991-92 fiscal year and were reduced again during this fiscal year and have been tentatively reduced for the 1993-94 fiscal year. These reductions have necessarily caused a review of all undergraduate and graduate programs to validate their contribution to the institution's mission and to ascertain their cost effectiveness. These reviews were conducted by either the University Undergraduate Curriculum Committee or the University Graduate Committee as well as the University Planning Council and the Academic Affairs Council. Reviews of the Respiratory Therapy program have been consistent in pointing out the significantly high student-credit-hour cost of this program. While it is recognized that most allied health science programs tend to be expensive, the cost of the program despite the cooperative relationship with Rowan State is disproportionately high in comparison to all other programmatic costs. Furthermore, the outlook for any diminution of the cost does not appear likely. If the program were retained, acquisition of proposed laboratory equipment for advanced practice courses, the addition of direct clerical support, and a higher reimbursement rate for Rowan State's services will increase the program's cost.

The proposed suspension of this program, which has been endorsed by the appropriate curriculum committees, needs to be acted upon at this time to minimize difficulties that might be experienced by the faculty and students as well as by the Rowan State Vocational-Technical School. Students presently admitted to the program will be allowed to complete the program in the 1993-94 academic year.

Recommendation:

That the Board of Regents approve the suspension of the Associate of Applied Science in Respiratory Therapy.

FINAL REPORT ON SPRING ENROLLMENT, 1993

Background

Head-count enrollment for the spring semester has continued to increase since the 1987-88 academic year. The head-count enrollment for the 1993 Spring term has risen to 8,613 and represents a modest increase over last spring's enrollment and a 36.9 percent increase in the spring enrollment from 1988. The number of full-time equivalent students has increased slightly for the spring term, but student-credit-hour production has declined slightly.

HEAD-COUNT ENROLLMENT

	Spring	% Increase
1988	6,291	8.8
1989	7,149	13.6
1990	7,591	6.2
1991	8,257	8.1
1992	8,339	1.0
1993	8,613	3.3

FULL-TIME EQUIVALENCY

	Spring	% Increase
1988	4,990	11.3
1989	5,706	14.3
1990	6,150	7.8
1991	6,612	7.5
1992	6,662	.8
1993	6,665	-

CREDIT-HOUR PRODUCTION

	Spring	% Increase
1988	77,232	11.6
1989	88,734	14.9
1990	95,781	7.9
1991	103,215	7.76
1992	103,891	0.7
1993	103,820	-

APPROVE 1993-94 OPERATING BUDGET AND FEE SCHEDULE

Background

The 1993-94 Proposed Operating Budget is estimated to be **\$61,490,000**. Projected revenues and expenditures have increased by \$4,105,400, or 7.2%, as compared to the 1992-93 opening budget. Revenue growth is generated primarily from increases in tuition, state appropriations, rebudgeted fund balances, and auxiliary enterprise operations. State appropriations and student tuition and fees provide 61.9% and 32.7%, respectively, of total educational and general (E&G) revenues projected in the 1993-94 Proposed Operating Budget.

The operating budget is based on a headcount enrollment of 8,600 students for fall 1993. Housing occupancy is projected at 3,327 students.

As reported at the April 7 Administration and Fiscal Services Committee meeting, the University has been directed by the Office of the Governor to reserve 2% of the 1993-94 appropriation. Accordingly, certain expenditures reflected in the 1993-94 Proposed Operating Budget will be delayed until further instructions are received from the Governor's Office.

The parameters for management of the 1993-94 Operating Budget and the related reporting requirements are specified in the Resolution on pages B-2 and B-3 of the budget document.

Analysis

SALARY AND BENEFIT INCREASES

\$919,000 is allocated to provide a 3% salary and benefit increase pool for faculty and staff. An additional **\$289,000** is provided for anticipated increases and improvements in employee benefits, including health and dental insurance, the employee and dependent tuition waiver program, worker's compensation and unemployment compensation.

NEW FACULTY AND STAFF POSITIONS

\$528,000 in new dollars is committed to provide new faculty and staff positions. Additional funding was reallocated from early retirements and other existing personnel dollars to create new positions in some departments. A total of 13.5 new faculty positions and 5.1 new staff positions are reflected in the 1993-94 Personnel Roster.

INSTITUTIONAL FINANCIAL AID

\$223,000 has been added to existing student scholarships to offset increases in tuition and housing costs.

EXTENDED CAMPUS CENTER EXPANSION

\$115,000 is allocated for possible expansion of the extended campus centers in Ashland and West Liberty. The University is currently considering options as to how to best address the increasing demand for off-campus offerings and services.

CAMDEN-CARROLL LIBRARY

\$100,000 has been added to the 1993-94 budget for library book and periodical purchases. This represents a 27% increase over the 1992-93 budget.

MICROCOMPUTER REPLACEMENT FUND

\$60,000 has been provided to establish a depreciation fund to systematically replace microcomputers used in academic and administrative functions. With additional funding in future budgets, this program will allow the University to replace approximately 1,000 microcomputers every five years.

STUDENT COMPUTER LABORATORIES

\$43,000 is designated from housing system revenues for additional student computer laboratories, to be open during expanded hours.

STUDENT ACTIVITIES/PROGRAMMING

\$30,000 is designated from the student activity fee increase for programming and other activities to be controlled directly by the Student Government Association.

REBUDGETED FUND BALANCE

\$1,200,000 has been rebudgeted from projected 1992-93 year-end fund balances to support capital projects and other non-recurring expenditures in 1993-94.

FEE SCHEDULE

The 1993-94 Fee Schedule, as approved by the BOR Administration and Fiscal Services Committee on April 7, 1993, is included as an exhibit in the 1993-94 Proposed Operating Budget.

ORGANIZATIONAL STRUCTURE CHANGES

All organizational structure changes to be implemented July 1, 1993 are reflected in the Proposed Operating Budget.

Recommendation

That the Board approve the 1993-94 Proposed Operating Budget totalling **\$61,490,000** and the 1993-94 Fee Schedule.

APPROVE PROPOSED 1993-94 PERSONNEL ROSTER

Background

The 1993-94 Personnel Roster contains a listing of positions recommended as of July 1, 1993. Funding for each position listed in the roster has been provided in the 1993-94 Proposed Operating Budget.

The personnel roster is organized by division and gives the following information for each position:

1. Position ID Number.
2. Name of employee currently in the position.
3. Position title.
4. Recommended 1993-94 salary.
5. The 1992-93 position salary.
6. Percentage increase recommended for 1993-94.

Analysis

STAFFING

A total of 925.28 full-time equated (FTE) positions are recommended for 1993-94. A comparison of 1993-94 position strength by employee classification to 1992-93 is as follows:

	<u>Opening 1992-93</u>	<u>Amended 1992-93</u>	<u>Recommended 1993-94</u>
Faculty	338.60	338.60	352.10
Exempt Staff	229.38	229.38	233.20
Non-Exempt Staff	<u>338.65</u>	<u>337.65</u>	<u>339.98</u>
Total	<u><u>906.63</u></u>	<u><u>905.63</u></u>	<u><u>925.28</u></u>

SALARY INCREASE POOL

A 3% salary pool is distributed to all faculty and staff for 1993-94. Newly hired staff employees who will be on probation as of July 1, 1993 will be eligible for a salary increase upon satisfactory completion of the probationary period and are not eligible for the July 1 increase. Salary increases for those probationary employees will be reported to the Board in 1993-94 as part of the Personnel Actions Reports.

Due to rounding, the salary increases for some employees reflect a percentage increase slightly in excess of 3%.

It is also proposed that the 13 faculty and 2 librarians for which promotion was recommended in this agenda receive the following salary adjustments, in addition to the amount received from the 3% pool:

New Professor	\$1,000
New Associate Professor	\$ 750
New Assistant Professor	\$ 500
New Librarian III	\$ 750
New Librarian II	\$ 500

ORGANIZATIONAL STRUCTURE CHANGES

All organizational structure changes to be implemented July 1, 1993 are reflected in the Personnel Roster.

ADMINISTRATIVE CONTRACTS

With the issuance of administrative contracts in 1992-93 the Board of Regents approved the following language to be placed on the contracts issued to the Vice-Presidents, Deans, Department Chairs, Director of Athletics and Director of Planning:

This appointment is subject to the right and authority of the President and Board of Regents of Morehead State University to reassign or transfer the appointee, and/or change or modify duties, services, functions or title during the period of the contract.

It is recommended that the same language again be placed on the contracts of the aforementioned administrators for the 1993-94 year.

Recommendation

That the Board approve the 1993-94 Personnel Roster.

QUARTERLY FINANCIAL REPORT

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 March 31, 1993.

Operating Budget Reports

Also included in the financial report, as required by the 1992-93 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 March 31, 1993.

Capital Outlay

The 1992-93 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. Such reports are presented herein.

Analysis

Operating Budget Reports

Total operating revenues and expenditures at December 31 are projected at **\$58,897,175**, an increase of \$929,144 (1.6%) from the revised budget of \$57,968,031 approved by the Board on February 5, 1993. The actual fall headcount enrollment of 9,170 exceeded the budget base of 8,400 students. Spring enrollment was also greater than the number of students budgeted. Additional tuition and fee revenues generated by enrollment growth have been budgeted to offset the \$553,600 state operating appropriation reduction for 1992-93 and to fund cost increases, primarily those associated with enrollment. Adjustments in housing and summer school revenues have also been made to more accurately reflect anticipated revenues and expenditures.

Other budget transfers and adjustments necessary in the third 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.



OFFICE OF ACCOUNTING AND BUDGETARY CONTROL

202 HOWELL-MCDOWELL AD. BLDG.
MOREHEAD, KENTUCKY 40351-1689
TELEPHONE: 606-783-2019
FAX: 606-783-2678

April 15, 1993

Dr. Ronald G. Eaglin, President
Members of the Board of Regents
Morehead State University
Morehead, Kentucky 40351

Dear Dr. Eaglin and Members of the Board:

I am submitting to you the March 31, 1993, Balance Sheet for Morehead State University and the related Statement of Current Fund Revenues and Expenditures for the nine months then ended.

These statements have been prepared on the accrual basis and present fairly the financial position of Morehead State University at March 31, 1993, and the current fund revenues and expenditures for the nine months then ended.

Respectfully submitted,

A handwritten signature in cursive script that reads 'James A. Fluty'.

James A. Fluty, CPA
Controller

Enclosures

MOREHEAD STATE UNIVERSITY
 FY 1992-93 BALANCE SHEET
 MAR. 31, 1993

1 Current Funds	ASSETS CURRENT YEAR	10 Unrestricted	LIABILITIES & FUND BALANCE CURRENT YEAR
10 Unrestricted		10 Unrestricted	
101 Cash	10,889,056.45	201 Accounts Payable	116,819.83
102 Receivables, Invest	2,229,842.57	202 Accrued P/R W/H	778,759.74
103 Inventories	1,901,352.98	203 Unearned Revenues	0.00
	-----	205 Due To Other Funds	193,426.35
		206 Other Accruals	22,323.24
		209 Contingent Liability	958,432.13
		210 Deposits	183,017.87

		TOTAL LIABILITIES	2,252,779.16
		301 Fund Balance	12,767,472.84

TOTAL Unrestricted	15,020,252.00	TOTAL Unrestricted	15,020,252.00
	-----		-----
11 Restricted Current		11 Restricted Current	
101 Cash	261,645.64	201 Accounts Payable	1,413,035.54
102 Receivables, Invest	2,165,509.07	202 Accrued P/R W/H	0.00
	-----	203 Unearned Revenues	913,630.51
		205 Due To Other Funds	3,660.00
		206 Other Accruals	0.00
		210 Deposits	8,021.79

		TOTAL LIABILITIES	2,338,347.84
		303 Rest. Fund Balance	88,806.87

TOTAL Restricted Current	2,427,154.71	TOTAL Restricted Current	2,427,154.71
	-----		-----
TOTAL Current Funds	17,447,406.71	TOTAL Current Funds	17,447,406.71
	=====		=====

MOREHEAD STATE UNIVERSITY
 FY 1992-93 BALANCE SHEET
 MAR. 31, 1993

	ASSETS		LIABILITIES & FUND BALANCE
	CURRENT YEAR		CURRENT YEAR
	-----		-----
2 Loan Funds		20 NDSL	
		201 Accounts Payable	700.00
		205 Due To Other Funds	0.00

		TOTAL LIABILITIES	700.00
		302 Loan Fund Balance	3,423,738.25

		TOTAL NDSL	3,424,438.25

20 NDSL		21 Nursing Loans	
101 Cash	110,417.55	201 Accounts Payable	0.00
102 Receivables, Invest	3,314,020.70		-----
	-----	TOTAL LIABILITIES	0.00
		302 Loan Fund Balance	11,695.34

TOTAL NDSL	3,424,438.25	TOTAL Nursing Loans	11,695.34
	-----		-----
21 Nursing Loans		TOTAL Loan Funds	3,436,133.59
101 Cash	1,598.63		=====
102 Receivables, Invest	10,096.71		

TOTAL Nursing Loans	11,695.34		

TOTAL Loan Funds	3,436,133.59		
	=====		

MOREHEAD STATE UNIVERSITY
 FY 1992-93 BALANCE SHEET
 MAR. 31, 1993

	ASSETS	LIABILITIES & FUND BALANCE
3 Endowment Funds	CURRENT YEAR	CURRENT YEAR
	-----	-----
30 Endowment		30 Endowment
101 Cash	2,308.78	301 Fund Balance
102 Receivables, Invest	702.58	3,011.36
	-----	-----
TOTAL Endowment	3,011.36	TOTAL Endowment
	-----	3,011.36
	-----	-----
31 Fund for Excellence		31 Fund for Excellence
101 Cash	112,743.13	301 Fund Balance
102 Receivables, Invest	0.00	112,743.13
	-----	-----
TOTAL Fund for Excellence	112,743.13	TOTAL Fund for Excellence
	-----	112,743.13
	-----	-----
TOTAL Endowment Funds	115,754.49	TOTAL Endowment Funds
	=====	115,754.49
	-----	=====

MOREHEAD STATE UNIVERSITY
 FY 1992-93 BALANCE SHEET
 MAR. 31, 1993

AGE: 004

4 Plant Funds	ASSETS CURRENT YEAR -----
40 Unexpended	
101 Cash	7,124,933.30
102 Receivables, Invest	0.00

TOTAL Unexpended	7,124,933.30

41 Renewal/Replacement	
101 Cash	256,156.25
102 Receivables, Invest	118,613.07

TOTAL Renewal/Replacement	374,769.32

42 Ret. of Indebtedness	
101 Cash	391,097.63
102 Receivables, Invest	1,531,161.07

TOTAL Ret. of Indebtedness	1,922,258.70

43 Investment In Plant	
102 Receivables, Invest	0.00
109 Fixed Assets	76,809,278.24

TOTAL Investment In Plant	76,809,278.24

TOTAL Plant Funds	86,231,239.56
	=====

	LIABILITIES & FUND BALANCE CURRENT YEAR -----
40 Unexpended	
201 Accounts Payable	0.00

TOTAL LIABILITIES	0.00

304 Plant Fund Balance	7,124,933.30

TOTAL Unexpended	7,124,933.30

41 Renewal/Replacement	
304 Plant Fund Balance	374,769.32

TOTAL Renewal/Replacement	374,769.32

42 Ret. of Indebtedness	
304 Plant Fund Balance	1,922,258.70

TOTAL Ret. of Indebtedness	1,922,258.70

43 Investment In Plant	
208 Long Term Liabilites	57,175,913.22

TOTAL LIABILITIES	57,175,913.22

304 Plant Fund Balance	19,633,365.02

TOTAL Investment In Plant	76,809,278.24

TOTAL Plant Funds	86,231,239.56
	=====

MOREHEAD STATE UNIVERSITY
 FY 1992-93 BALANCE SHEET
 MAR. 31, 1993

5 Agency Funds	ASSETS CURRENT YEAR -----
50 Club Accounts	
101 Cash	47,343.57
102 Receivables, Invest	-825.00

TOTAL Club Accounts	46,518.57

51 Scholarship Account	
101 Cash	72,240.81
102 Receivables, Invest	0.00

TOTAL Scholarship Account	72,240.81

52 Deposit Account	
101 Cash	294,099.20
102 Receivables, Invest	0.00

TOTAL Deposit Account	294,099.20

53 Consolidated Agency	
101 Cash	505,302.83
102 Receivables, Invest	0.00

TOTAL Consolidated Agency	505,302.83

55 Installment Deposits	
101 Cash	1,190.67
102 Receivables, Invest	0.00

TOTAL Installment Deposits	1,190.67

TOTAL Agency Funds	919,352.08
	=====

50 Club Accounts	LIABILITIES & FUND BALANCE CURRENT YEAR -----
201 Accounts Payable	0.00
204 Deposits Held/Others	46,518.57

TOTAL LIABILITIES	46,518.57

TOTAL Club Accounts	46,518.57

51 Scholarship Account	
201 Accounts Payable	115,679.28
204 Deposits Held/Others	-43,438.47

TOTAL LIABILITIES	72,240.81

TOTAL Scholarship Account	72,240.81

52 Deposit Account	
201 Accounts Payable	230.00
204 Deposits Held/Others	293,869.20
205 Due To Other Funds	0.00

TOTAL LIABILITIES	294,099.20

TOTAL Deposit Account	294,099.20

53 Consolidated Agency	
201 Accounts Payable	2,978.22
204 Deposits Held/Others	502,324.61
205 Due To Other Funds	0.00

TOTAL LIABILITIES	505,302.83

TOTAL Consolidated Agency	505,302.83

55 Installment Deposits	
201 Accounts Payable	0.00
204 Deposits Held/Others	1,190.67
206 Other Accruals	0.00

TOTAL LIABILITIES	1,190.67

TOTAL Installment Deposits	1,190.67

TOTAL Agency Funds	919,352.08
	=====

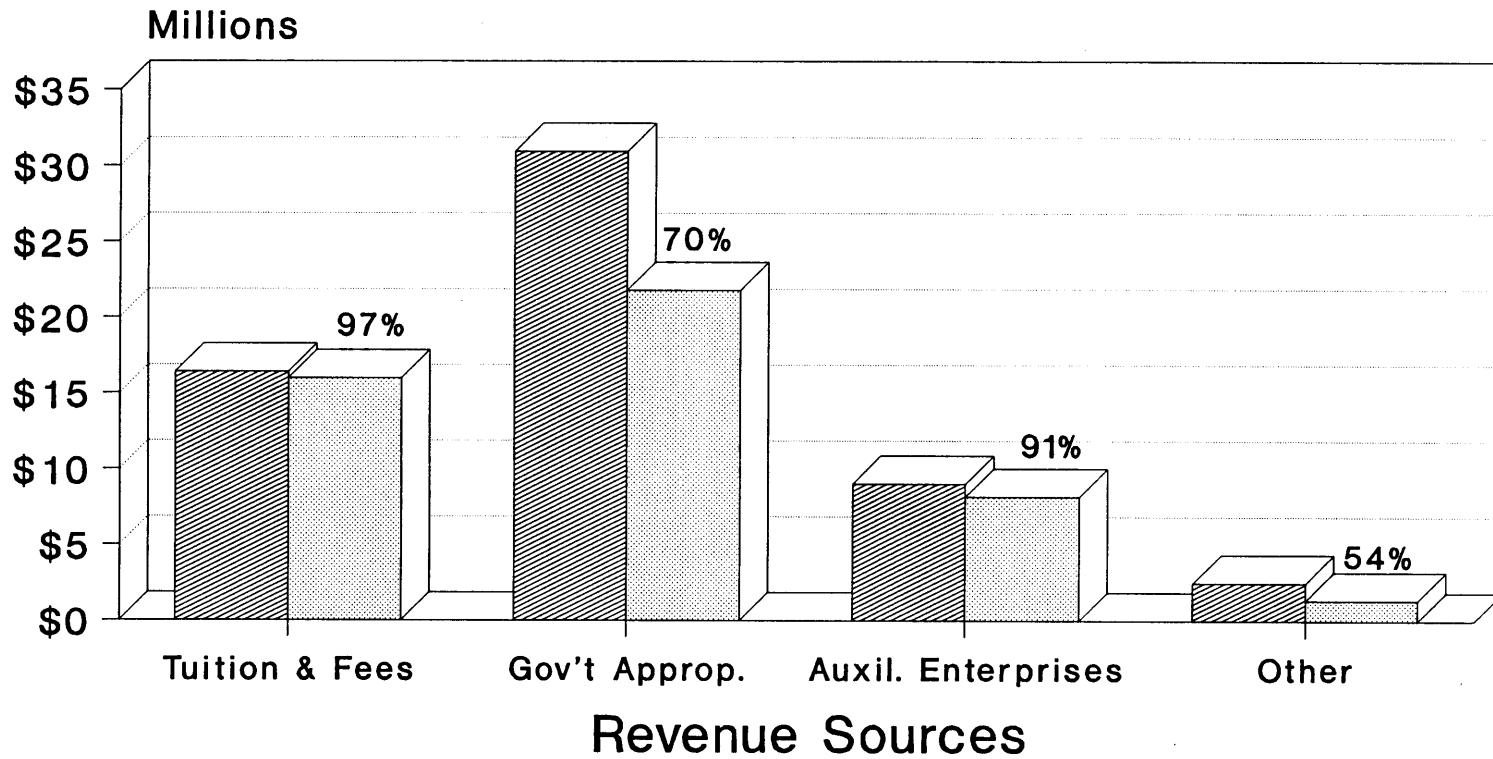
Morehead State University



For the 9 months ending 03/31/93

	Unrestricted	Restricted	Total
REVENUES			
Tuition and Fees	15,968,865.91	0.00	15,968,865.91
Gov't Appropriations	21,786,610.00	0.00	21,786,610.00
Private Gifts	0.00	0.00	0.00
Indirect Cost Reimb.	116,767.00	0.00	116,767.00
S&S of Ed. Activities	576,719.48	0.00	576,719.48
Other Sources	667,820.78	0.00	667,820.78
Auxiliary Enterprise	8,183,432.59	0.00	8,183,432.59
Restricted Fin Aid	0.00	8,997,113.65	8,997,113.65
Restrict-State-Other	0.00	347,980.60	347,980.60
Res-State-Education	0.00	102,732.76	102,732.76
Restrict-State VoEd	0.00	169,096.80	169,096.80
Res-Fed-Pre-School	0.00	0.00	0.00
Restricted Federal	0.00	1,653,900.18	1,653,900.18
Restricted Private	0.00	499,189.91	499,189.91
Total CURRENT REVENUES	47,300,215.76	11,770,013.90	59,070,229.66
EXPENDITURES AND MANDATORY TRANSFERS			
EDUCATION AND GENERAL			
INSTRUCTION	14,091,237.29	1,151,007.65	15,242,244.94
RESEARCH	17,068.87	375,265.28	392,334.15
PUBLIC SERVICE	532,988.31	1,199,142.03	1,732,130.34
LIBRARY	1,325,231.14	56,679.23	1,381,910.37
ACADEMIC SUPPORT	1,874,015.18	50,189.91	1,924,205.09
STUDENT SERVICES	3,809,098.42	419,012.54	4,228,110.96
INSTITUTIONAL SUPPORT	6,067,170.03	151,111.00	6,218,281.03
OPERATIONS AND MAINTENANCE OF PLANT	3,365,670.42	909.48	3,366,579.90
STUDENT FINANCIAL AID PROGRAM	2,443,595.84	8,127,705.00	10,571,300.84
Sub-Total EDUCATION AND GENERAL	33,526,075.50	11,531,022.12	45,057,097.62
MANDATORY TRANSFERS	2,594,177.64	0.00	2,594,177.64
Total EDUCATION AND GENERAL	36,120,253.14	11,531,022.12	47,651,275.26
AUXILIARY ENTERPRISES			
EXPENDITURES	3,992,651.94	223,216.46	4,215,868.40
MANDATORY TRANSFERS	1,309,344.83	0.00	1,309,344.83
Total AUXILIARY ENTERPRISES	5,301,996.77	223,216.46	5,525,213.23
Total EXPENDITURES AND MANDATORY TRANSFERS	41,422,249.91	11,754,238.58	53,176,488.49

MOREHEAD STATE UNIVERSITY UNRESTRICTED CURRENT FUND REVENUES

For the Quarter Ended Mar. 31, 1993



 Projected FY 92-93  Actual 03/31/93

**MOREHEAD STATE UNIVERSITY
FY 1992-93 REVENUES
FOR PERIOD 07/01/92 TO 03/31/93**

<u>DESCRIPTION</u>	<u>ORIGINAL BUDGET</u>	<u>ADJUSTMENTS</u>	<u>AMENDED BUDGET</u>	<u>PERCENT OF CHANGE</u>	<u>YEAR-TO-DATE 03/31/93</u>	<u>UNREALIZED REVENUES</u>
TUITION AND FEES	\$14,972,000	\$1,438,300	\$16,410,300	9.6%	\$15,968,866	\$441,434
GOV'T APPROPRIATIONS	\$31,416,900	(\$470,300) *	\$30,946,600	-1.5%	\$21,786,610	\$9,159,990
PRIVATE GIFTS	\$75,000	\$0	\$75,000	0.0%	\$0	\$75,000
INDIRECT COST REIMB	\$150,000	\$2,800	\$152,800	1.9%	\$116,767	\$36,033
SALES AND SERVICES	\$919,200	\$37,423	\$956,623	4.1%	\$576,719	\$379,904
OTHER SOURCES	\$1,269,800	\$63,139	\$1,332,939	5.0%	\$667,821	\$665,118
AUXILIARY ENTERPRISES	\$8,581,700	\$441,213	\$9,022,913	5.1%	\$8,183,433	\$839,480
FISCAL YEAR TOTALS:	\$57,384,600	\$1,512,575	\$58,897,175	2.6%	\$47,300,216	\$11,596,959

Amendments to date:

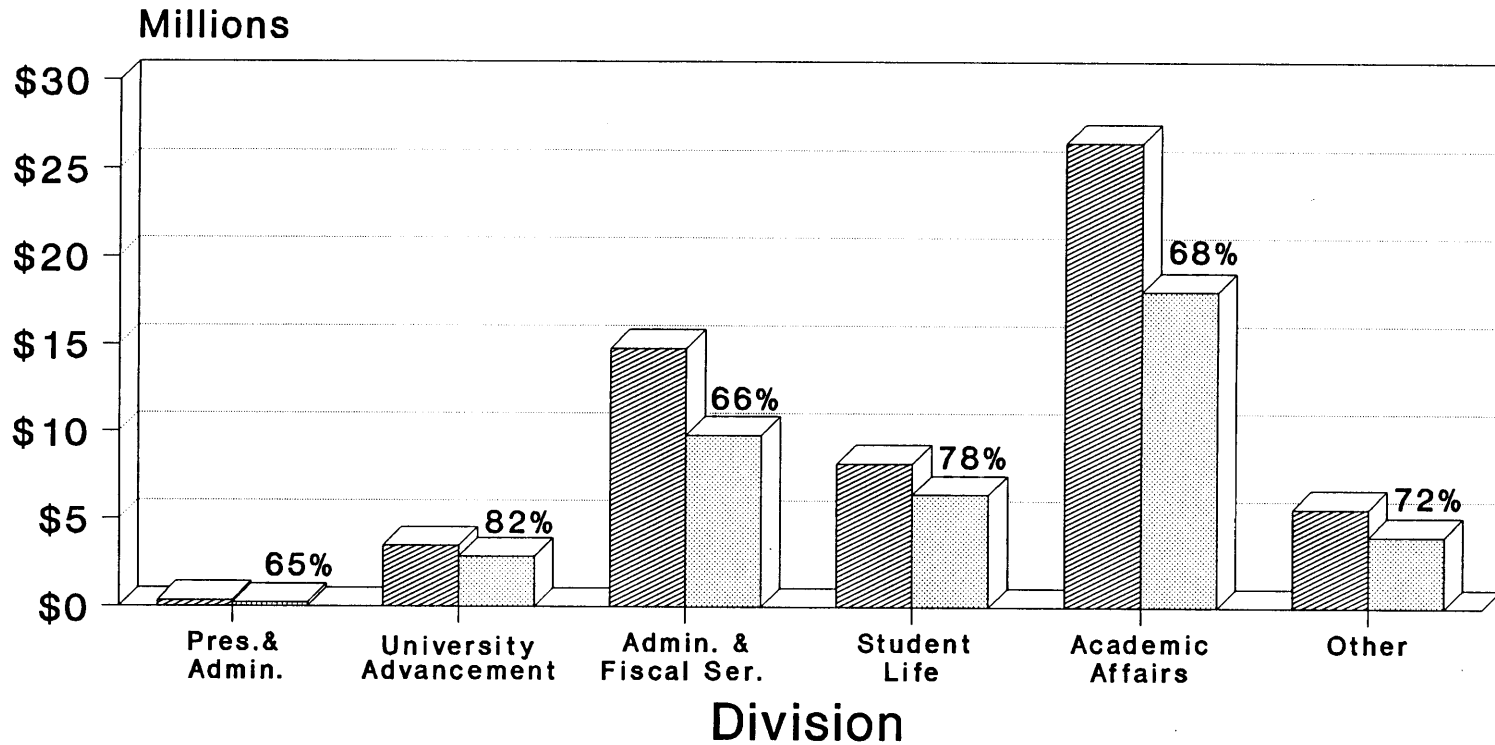
Approved November 20, 1992	\$290,951	0.5%
Approved February 5, 1993	\$292,480	0.5%
Requested April 30, 1993	\$929,144	1.6%
	<u>\$1,512,575</u>	<u>2.6%</u>

* CHE allied health program funding	\$85,000	increase - 1st quarter
Operating Appropriation Reduction	(\$553,600)	decrease - 3rd quarter
Debt Service Appropriation Reduction	(\$1,700)	decrease - 3rd quarter
Total Adjustment	(\$470,300)	

MOREHEAD STATE UNIVERSITY

UNRESTRICTED CURRENT FUND EXPENDITURES

For the Quarter Ended Mar. 31, 1993



Projected FY 92-93

 Actual 03/31/93

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
Division of President & Administration							
BOARD OF REGENTS	\$11,857.00	\$3,952.42	\$15,809.42	33.3%	\$9,024.90	\$0.00	\$6,784.52
PRESIDENT	\$244,205.00	\$9,100.00	\$253,305.00	3.7%	\$178,259.83	\$1,303.30	\$73,741.87
SCHOOL RELATIONS	\$63,716.00	\$-38.74	\$63,677.26	-0.1%	\$30,204.39	\$1,640.00	\$31,832.87
INNOVATION FUND	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
Subtotal	\$307,921.00	\$9,061.26	\$316,982.26	2.9%	\$208,464.22	\$2,943.30	\$105,574.74
Total President & Administration	\$319,778.00	\$13,013.68	\$332,791.68	4.1%	\$217,489.12	\$2,943.30	\$112,359.26

Amendments to date:

Approved November 20, 1992	\$2,890	0.9%
Approved February 5, 1993	\$4,945	1.6%
Requested April 30, 1993	\$5,179	1.6%
Total	\$13,014	4.1%

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE

Division of University Advancement							

VP UNIV ADVANCEMENT	\$234,427.00	\$16,231.05	\$250,658.05	6.9%	\$194,031.15	\$1,331.08	\$55,295.82
MEDIA RELATIONS DEVELOPMENT	\$138,322.00	\$5,666.00	\$143,988.00	4.1%	\$108,937.45	\$142.24	\$34,908.31
ALUMNI RELATIONS	\$188,052.00	\$27,634.00	\$215,686.00	14.7%	\$166,928.14	\$1,234.41	\$47,523.45
PUBLICATIONS	\$171,413.00	\$2,016.50	\$173,429.50	1.2%	\$180,968.56	\$0.00	\$-7,539.06
CONFERENCE SERVICES	\$76,691.00	\$11,750.00	\$88,441.00	15.3%	\$64,440.70	\$0.00	\$24,000.30
PRINTING SERVICES	\$56,507.00	\$6,466.11	\$62,973.11	11.4%	\$47,176.35	\$0.00	\$15,796.76
MOONLIGHT SCHOOL	\$187,751.00	\$-744.35	\$187,006.65	-0.4%	\$151,999.57	\$76,918.19	\$-41,911.11
Subtotal	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
Subtotal	\$1,053,163.00	\$69,019.31	\$1,122,182.31	6.6%	\$914,481.92	\$79,625.92	\$128,074.47
ATHLETICS-DIRECTOR	\$257,018.00	\$25,078.33	\$282,096.33	9.8%	\$220,185.14	\$1,193.60	\$60,717.59
TRAINER	\$115,840.00	\$16,779.00	\$132,619.00	14.5%	\$117,668.65	\$260.95	\$14,689.40
SPORTS INFORMATION	\$74,461.00	\$3,124.00	\$77,585.00	4.2%	\$56,781.61	\$522.00	\$20,281.39
BASEBALL	\$119,634.00	\$26,068.28	\$145,702.28	21.8%	\$102,696.27	\$20,344.24	\$22,661.77
MEN'S BASKETBALL	\$331,254.00	\$33,842.76	\$365,096.76	10.2%	\$303,200.65	\$6,888.36	\$55,007.75
FOOTBALL	\$773,714.00	\$30,626.15	\$804,340.15	4.0%	\$695,891.43	\$7,817.89	\$100,630.83
MEN'S GOLF	\$37,431.00	\$1,396.00	\$38,827.00	3.7%	\$30,993.91	\$6,505.00	\$1,328.09
MEN'S SOCCER	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
MEN'S TENNIS	\$31,414.00	\$600.00	\$32,014.00	1.9%	\$25,053.92	\$3,363.66	\$3,596.42
SWIMMING	\$20,212.00	\$500.00	\$20,712.00	2.5%	\$16,040.36	\$0.00	\$4,671.64
CROSS COUNTRY	\$24,864.00	\$1,674.67	\$26,538.67	6.7%	\$19,928.83	\$3,621.50	\$2,988.34
WOMEN'S BASKETBALL	\$182,559.00	\$11,491.25	\$194,050.25	6.3%	\$154,826.77	\$2,198.88	\$37,024.60
WOMEN'S SOFTBALL	\$57,681.00	\$6,637.00	\$64,318.00	11.5%	\$48,778.30	\$10,398.57	\$5,141.13
WOMEN'S TENNIS	\$32,387.00	\$1,851.25	\$34,238.25	5.7%	\$17,151.33	\$2,959.00	\$14,127.92
WOMEN'S VOLLEYBALL	\$116,974.00	\$5,075.00	\$122,049.00	4.3%	\$115,917.45	\$0.00	\$6,131.55
CHEERLEADERS	\$0.00	\$0.00	\$0.00	0.0%	\$500.00	\$0.00	\$-500.00
Subtotal	\$2,175,443.00	\$164,743.69	\$2,340,186.69	7.6%	\$1,925,614.62	\$66,073.65	\$348,498.42
Total University Advancement	\$3,228,606.00	\$233,763.00	\$3,462,369.00	7.2%	\$2,840,096.54	\$145,699.57	\$476,572.89

Amendments to date:

Approved November 20, 1992	\$128,194	4.0%
Approved February 5, 1993	\$45,904	1.4%
Requested April 30, 1993	\$59,665	1.8%
	<hr/>	
Total	\$233,763	7.2%

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE

Division of Admin & Fiscal Svcs							

VP ADMIN-FISCAL SERV	\$149,529.00	\$89.27	\$149,618.27	0.1%	\$99,461.47	\$728.40	\$49,428.40
BUDGETS & MNGT INFO	\$149,695.00	\$1,302.00	\$150,997.00	0.9%	\$100,963.85	\$0.00	\$50,033.15
FISCAL SERVICES	\$213,002.00	\$-19,706.73	\$193,295.27	-9.3%	\$114,365.64	\$11,704.91	\$67,224.72
ACCT & BUD CONTROL	\$534,092.00	\$23,200.70	\$557,292.70	4.3%	\$431,320.26	\$9,573.97	\$116,398.47
PAYROLL	\$51,888.00	\$12,288.13	\$64,176.13	23.7%	\$49,128.35	\$319.20	\$14,728.58
PURCHASING	\$125,957.00	\$4,564.00	\$130,521.00	3.6%	\$96,968.16	\$2,681.60	\$30,871.24
STUDENT ID CARD	\$58,574.00	\$400.00	\$58,974.00	0.7%	\$38,463.45	\$0.00	\$20,510.55
PERSONNEL SERVICES	\$321,554.00	\$-20,380.52	\$301,173.48	-6.3%	\$164,389.40	\$5,601.86	\$131,182.22
RISK MANAGEMENT	\$77,874.00	\$3,032.05	\$80,906.05	3.9%	\$59,626.33	\$130.00	\$21,149.72
AMERICAN W/DISAB ACT	\$0.00	\$4,248.83	\$4,248.83	100.0%	\$3,964.13	\$285.72	\$-1.02
WKMY RADIO	\$339,130.00	\$35,766.38	\$374,896.38	10.5%	\$267,870.95	\$8,101.71	\$98,923.72
WKMY RESEARCH	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
OSHA	\$102,245.00	\$8,311.11	\$110,556.11	8.1%	\$82,959.78	\$1,674.00	\$25,922.33
POST OFFICE	\$83,687.00	\$0.00	\$83,687.00	0.0%	\$48,635.40	\$1,001.05	\$34,050.55
INTERNAL AUDITOR	\$48,762.00	\$750.00	\$49,512.00	1.5%	\$36,466.88	\$633.00	\$12,412.12
STAFF CONGRESS	\$8,738.00	\$563.00	\$9,301.00	6.4%	\$3,754.43	\$0.00	\$5,546.57
INFO TECHNOLOGY	\$439,430.00	\$7,950.13	\$447,380.13	1.8%	\$338,873.91	\$4,258.20	\$104,248.02
ACADEMIC COMPUTING	\$683,392.00	\$-84,484.67	\$598,907.33	-12.4%	\$86,781.06	\$1,866.00	\$510,260.27
USER SERVICES	\$413,815.00	\$14,417.44	\$428,232.44	3.5%	\$289,416.43	\$7,321.69	\$131,494.32
TECHNICAL SERVICES	\$383,931.00	\$-163,790.92	\$220,140.08	-42.7%	\$117,921.53	\$1,844.54	\$100,374.01
NETWORK SERVICES	\$972,403.00	\$-33,780.16	\$938,622.84	-3.5%	\$790,308.78	\$6,509.96	\$141,804.10
COMPUTER CENTER	\$47,292.00	\$85,080.67	\$132,372.67	179.9%	\$86,635.68	\$3,665.70	\$42,071.29
INFO TECH ALLOCATION	\$-1,125,807.00	\$0.00	\$-1,125,807.00	0.0%	\$-85,508.83	\$0.00	\$-1,040,298.17
Subtotal	\$4,079,183.00	\$-120,179.29	\$3,959,003.71	-2.9%	\$3,222,767.04	\$67,901.51	\$668,335.16
PHYSICAL PLANT ADMIN	\$593,460.00	\$-3,849.00	\$589,611.00	-0.6%	\$393,685.07	\$30,426.51	\$165,499.42
GENERAL SERVICES	\$247,511.00	\$8,060.45	\$255,571.45	3.3%	\$174,608.67	\$7,077.07	\$73,885.71
POWER PLANT	\$624,492.00	\$-24,950.00	\$599,542.00	-4.0%	\$393,746.78	\$-147,233.70	\$353,028.92
BUILDING MAINTENANCE	\$1,181,160.00	\$12,119.58	\$1,193,279.58	1.0%	\$715,027.45	\$72,751.79	\$405,500.34
LAND & GROUND MAINT	\$195,103.00	\$0.00	\$195,103.00	0.0%	\$132,068.07	\$3,127.92	\$59,907.01
CUSTODIAL SERVICES	\$881,845.00	\$-32,940.41	\$848,904.59	-3.7%	\$622,273.27	\$984.31	\$225,647.01
PEST CONTROL	\$24,975.00	\$0.00	\$24,975.00	0.0%	\$15,951.13	\$75.53	\$8,948.34
MOTOR POOL	\$315,515.00	\$25,736.00	\$341,251.00	8.2%	\$114,127.60	\$17,839.58	\$209,283.82
UPHOLSTERY SHOP	\$20,394.00	\$-2,500.00	\$17,894.00	-12.3%	\$8,240.00	\$6,225.00	\$3,429.00
WAREHOUSE	\$0.00	\$-3,295.45	\$-3,295.45	-12.3	\$59,013.37	\$49,897.31	\$-112,206.13
E&G UTILITIES	\$777,665.00	\$20,000.00	\$797,665.00	2.6%	\$548,784.68	\$0.00	\$248,880.32
E&G FACILITY REMODEL	\$405,070.00	\$-1,010.00	\$404,060.00	-0.2%	\$82,521.21	\$101,582.41	\$219,956.38
MAINT ALLOCATIONS	\$-779,660.00	\$0.00	\$-779,660.00	0.0%	\$0.00	\$0.00	\$-779,660.00
RECYCLING PROGRAM	\$0.00	\$35,899.00	\$35,899.00	100.0%	\$22,824.59	\$225.00	\$12,849.41
Subtotal	\$4,487,530.00	\$33,270.17	\$4,520,800.17	0.7%	\$3,282,871.89	\$142,978.73	\$1,094,949.55
CABLE TV	\$145,740.00	\$135,440.00	\$281,180.00	92.9%	\$38,453.25	\$0.00	\$242,726.75
RES HALL-TELEPHONE	\$375,440.00	\$97,388.00	\$472,828.00	25.9%	\$2,149.60	\$0.00	\$470,678.40
STUDENT FAMILY HOUSI	\$101,090.00	\$0.00	\$101,090.00	0.0%	\$50,529.01	\$0.00	\$50,560.99
RES HALL - SERVICES	\$694,840.00	\$-5,000.00	\$689,840.00	-0.7%	\$430,511.37	\$-11,802.68	\$271,131.31
UNIV CTR - O&M	\$62,750.00	\$0.00	\$62,750.00	0.0%	\$31,215.94	\$995.00	\$30,539.06

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LAUNDRY	\$34,977.00	\$-9,412.58	\$25,564.42	-26.9%	\$19,891.18	\$0.00	\$5,673.24
AUX MAINT ALLOCATION	\$779,660.00	\$0.00	\$779,660.00	0.0%	\$0.00	\$0.00	\$779,660.00
RES HALL - CUSTODIAL	\$590,139.00	\$28,815.41	\$618,954.41	4.9%	\$390,974.82	\$324.60	\$227,654.99
FOOD SERVICES	\$154,268.00	\$0.00	\$154,268.00	0.0%	\$66,068.67	\$2,979.52	\$85,219.81
UNIVERSITY STORE	\$2,218,475.00	\$355,000.00	\$2,573,475.00	16.0%	\$1,983,367.43	\$5,368.70	\$584,738.87
GOLF COURSE	\$174,401.00	\$0.00	\$174,401.00	0.0%	\$104,553.41	\$11,337.79	\$58,509.80
FAC/STAFF HOUSING	\$74,900.00	\$0.00	\$74,900.00	0.0%	\$23,555.09	\$0.00	\$51,344.91
STOREROOM/CONCESSION	\$242,932.00	\$0.00	\$242,932.00	0.0%	\$156,237.35	\$28,236.82	\$58,457.83
AUX FACILITY REMODEL	\$50,000.00	\$0.00	\$50,000.00	0.0%	\$360.00	\$0.00	\$49,640.00
Subtotal	\$5,699,612.00	\$602,230.83	\$6,301,842.83	10.6%	\$3,297,867.12	\$37,439.75	\$2,966,535.96
Total Admin & Fiscal Svcs	\$14,266,325.00	\$515,321.71	\$14,781,646.71	3.6%	\$9,803,506.05	\$248,319.99	\$4,729,820.67

Amendments to date:

Approved November 20, 1992	\$116,062	0.8%
Approved February 5, 1993	\$41,478	0.3%
Requested April 30, 1993	\$357,782	2.5%
Total	\$515,322	3.6%

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE

Division of Student Life							

VP STUDENT LIFE	\$183,292.00	\$31,633.71	\$214,925.71	17.3%	\$149,318.37	\$834.51	\$64,772.83
STUDENT ACTIVITIES	\$508,585.00	\$58,842.29	\$567,427.29	11.6%	\$469,837.56	\$578.00	\$97,011.73
STUDENT SERVICES	\$100,315.00	\$-100,315.00	\$0.00	-100.0%	\$0.00	\$0.00	\$0.00
ADMISSIONS	\$543,806.00	\$-51,322.31	\$492,483.69	-9.4%	\$313,913.78	\$4,483.04	\$174,086.87
FINANCIAL AID	\$289,271.00	\$107,603.00	\$396,874.00	37.2%	\$261,318.12	\$3,456.89	\$132,098.99
STUDENT DEVELOPMENT	\$143,750.00	\$9,124.50	\$152,874.50	6.3%	\$92,521.03	\$294.50	\$60,058.97
CAREER PLAN & PLACE	\$71,831.00	\$3,400.00	\$75,231.00	4.7%	\$54,565.64	\$546.68	\$20,118.68
MINORITY AFFAIRS	\$108,321.00	\$8,900.00	\$117,221.00	8.2%	\$77,548.59	\$5,237.50	\$34,434.91
COUN & HEALTH SER	\$384,020.00	\$-6,674.02	\$377,345.98	-1.7%	\$283,275.24	\$37,512.87	\$56,557.87
CHEERLEADERS	\$11,970.00	\$3,710.00	\$15,680.00	31.0%	\$9,818.32	\$812.40	\$5,049.28
GRANTS & SCHOLARSHIP	\$1,970,492.00	\$142,131.00	\$2,112,623.00	7.2%	\$2,136,701.09	\$0.00	\$-24,078.09
INSTITUTE WORK STUDY	\$290,000.00	\$-286,061.00	\$3,939.00	-98.6%	\$0.00	\$0.00	\$3,939.00
TUITION WAIVER	\$320,000.00	\$0.00	\$320,000.00	0.0%	\$306,894.75	\$0.00	\$13,105.25
PUBLIC SAFETY	\$533,320.00	\$1,486.61	\$534,806.61	0.3%	\$375,410.67	\$4,460.77	\$154,935.17
Subtotal	\$5,458,973.00	\$-77,541.22	\$5,381,431.78	-1.4%	\$4,531,123.16	\$58,217.16	\$792,091.46
STUDENT HOUSING	\$644,745.00	\$65,240.69	\$709,985.69	10.1%	\$523,019.48	\$6,870.78	\$180,095.43
UNIV CTR CUSTODIAL	\$79,052.00	\$-91.35	\$78,960.65	-0.1%	\$53,365.06	\$3,750.27	\$21,845.32
RECREATION ROOM	\$29,000.00	\$-5,721.00	\$23,279.00	-19.7%	\$13,024.46	\$2,011.41	\$8,243.13
AUX DEBT SERVICE	\$2,007,910.00	\$0.00	\$2,007,910.00	0.0%	\$1,309,344.83	\$0.00	\$698,565.17
Subtotal	\$2,760,707.00	\$59,428.34	\$2,820,135.34	2.2%	\$1,898,753.83	\$12,632.46	\$908,749.05
Total Student Life	\$8,219,680.00	\$-18,112.88	\$8,201,567.12	-0.2%	\$6,429,876.99	\$70,849.62	\$1,700,840.51

Amendments to date:

Approved November 20, 1992	(\$147,958)	-1.8%
Approved February 5, 1993	\$20,264	0.2%
Requested April 30, 1993	\$109,581	1.4%
Total	(\$18,113)	-0.2%

MOREHEAD STATE UNIVERSITY
FY 1992-93 EXPENDITURE BUDGET
FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
Division of Academic Affairs							
EXEC VP ACAD AFFAIRS	\$250,286.00	\$-2,702.49	\$247,583.51	-1.1%	\$123,976.71	\$10,401.56	\$113,205.24
PLANNING	\$177,571.00	\$-30,664.00	\$146,907.00	-17.3%	\$88,520.13	\$1,306.22	\$57,080.65
FACULTY SENATE	\$14,053.00	\$1,690.00	\$15,743.00	12.0%	\$10,467.44	\$384.95	\$4,890.61
REGISTRAR	\$265,524.00	\$667.00	\$266,191.00	0.3%	\$194,970.37	\$428.72	\$70,791.91
RES. GRANTS, CONTRACTS	\$207,177.00	\$-55,109.00	\$152,068.00	-26.6%	\$105,299.30	\$2,370.74	\$44,397.96
LIBRARY	\$1,677,266.00	\$73,583.94	\$1,750,849.94	4.4%	\$1,325,231.14	\$37,989.98	\$387,628.82
FACULTY DEVELOPMENT	\$55,679.00	\$3,971.25	\$59,650.25	7.1%	\$20,623.70	\$6,503.83	\$32,522.72
UNDIST INSTRUC SUPP	\$134,828.00	\$-140,722.96	\$-5,894.96	-104.4%	\$8,976.37	\$0.00	\$-14,871.33
Subtotal	\$2,782,384.00	\$-149,286.26	\$2,633,097.74	-5.4%	\$1,878,065.16	\$59,386.00	\$695,646.58
GRAD & EXT CAMP, DEAN	\$561,848.00	\$-348,091.56	\$213,756.44	-62.0%	\$156,856.75	\$399.16	\$56,500.53
FOLK ART PROGRAM	\$121,381.00	\$7,180.00	\$128,561.00	5.9%	\$105,375.82	\$109.00	\$23,076.18
ASHLAND AREA EXT CAM	\$120,255.00	\$9,002.00	\$129,257.00	7.5%	\$96,283.14	\$69.19	\$32,904.67
MSU-LICKING VALLEY	\$77,449.00	\$11,639.10	\$89,088.10	15.0%	\$68,243.13	\$100.00	\$20,744.97
MSU-BIG SANDY EXT CT	\$107,454.00	\$30,503.76	\$137,957.76	28.4%	\$105,116.48	\$1,556.00	\$31,285.28
COMMUNITY SERVICES	\$168,330.00	\$31,051.32	\$199,381.32	18.4%	\$132,497.61	\$1,298.41	\$65,585.30
FACULTY RESEARCH	\$40,000.00	\$5,562.89	\$45,562.89	13.9%	\$15,233.87	\$3,954.99	\$26,374.03
INDIRECT COST REBATE	\$0.00	\$1,835.00	\$1,835.00	100.0%	\$1,835.00	\$0.00	\$0.00
REGIONAL CAMPUS	\$282,304.00	\$-190,679.00	\$91,625.00	-67.5%	\$101,461.64	\$230.00	\$-10,066.64
SUMMER SCHOOLS	\$781,865.00	\$-278,875.94	\$502,989.06	-35.7%	\$0.00	\$0.00	\$502,989.06
FACULTY RECRUITING	\$0.00	\$30,480.98	\$30,480.98	100.0%	\$28,624.28	\$0.00	\$1,856.70
OFF-CAMPUS CTR LEASE	\$236,593.00	\$2,980.24	\$239,573.24	1.3%	\$172,470.72	\$0.00	\$67,102.52
Subtotal	\$2,497,479.00	\$-687,411.21	\$1,810,067.79	-27.5%	\$983,998.44	\$7,716.75	\$818,352.60
COLL ARTS & SCI, DEAN	\$206,658.00	\$2,231.88	\$208,889.88	1.1%	\$137,822.86	\$5,695.49	\$65,371.53
ART	\$571,785.00	\$77,821.00	\$649,606.00	13.6%	\$438,210.57	\$6,332.90	\$205,062.53
BIOLOGY & ENVIR SCI	\$835,680.00	\$60,039.48	\$895,719.48	7.2%	\$626,093.25	\$3,141.01	\$266,485.22
WATER TESTING LAB	\$41,521.00	\$6,726.00	\$48,247.00	16.2%	\$33,459.48	\$64.80	\$14,722.72
COMMUNICATIONS	\$1,061,974.00	\$125,159.93	\$1,187,133.93	11.8%	\$822,100.21	\$9,823.78	\$355,209.94
END/FOR LANG/PHIL	\$1,554,904.00	\$116,595.61	\$1,671,499.61	7.5%	\$1,181,876.66	\$3,780.94	\$485,842.01
GEOGRAPHY, GOV, & HIST	\$994,861.00	\$32,256.00	\$1,027,117.00	3.2%	\$700,111.92	\$2,504.98	\$324,500.10
MATHEMATICS	\$864,738.00	\$73,214.73	\$937,952.73	8.5%	\$665,694.27	\$1,002.64	\$271,255.82
MUSIC	\$1,210,892.00	\$68,922.54	\$1,279,814.54	5.7%	\$879,966.94	\$1,114.44	\$398,733.16
PHYSICAL SCIENCES	\$831,774.00	\$92,098.68	\$923,872.68	11.1%	\$629,427.95	\$4,952.61	\$289,492.12
TV PRODUCTION	\$99,077.00	\$-3,486.00	\$95,591.00	-3.5%	\$66,587.48	\$746.00	\$28,257.52
ACADEMY OF ARTS	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
FOLK ART PROGRAM	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
STUDENT PUBLICATIONS	\$77,569.00	\$-8,223.50	\$69,345.50	-10.6%	\$52,926.00	\$1,238.13	\$15,181.37
UNIVERSITY BAND	\$28,000.00	\$6,865.54	\$34,865.54	24.5%	\$32,956.26	\$1,052.28	\$857.00
ART GALLERY	\$6,685.00	\$0.00	\$6,685.00	0.0%	\$3,320.35	\$206.06	\$3,158.59
Subtotal	\$8,386,118.00	\$650,221.89	\$9,036,339.89	7.8%	\$6,270,554.20	\$41,656.06	\$2,724,129.63
COL BUSINESS, DEAN	\$207,881.00	\$26,160.00	\$234,041.00	12.6%	\$144,214.01	\$695.30	\$89,131.69
ACCOUNTING & ECON	\$735,194.00	\$93,869.00	\$829,063.00	12.8%	\$588,900.95	\$2,287.80	\$237,874.25
INFORMATION SCIENCES	\$654,402.00	\$77,118.24	\$731,520.24	11.8%	\$526,307.16	\$1,009.20	\$204,203.88
MANAGEMENT & MARKET	\$567,710.00	\$46,636.00	\$614,346.00	8.2%	\$436,156.52	\$945.48	\$177,244.00
Subtotal	\$2,165,187.00	\$243,783.24	\$2,408,970.24	11.3%	\$1,695,578.64	\$4,937.78	\$708,453.82

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
COL ED & BE SCI, DEAN	\$152,284.00	\$39,422.11	\$191,706.11	25.9%	\$131,613.22	\$2,835.81	\$57,257.08
ELEMENTARY EDUCATION	\$1,163,018.00	\$287,244.65	\$1,450,262.65	24.7%	\$1,024,351.49	\$1,298.27	\$424,612.89
SECONDARY EDUCATION	\$1,037,972.00	\$130,977.00	\$1,168,949.00	12.6%	\$742,537.52	\$2,398.77	\$424,012.71
STUDENT TEACH/CLINIC	\$205,735.00	\$22,214.00	\$227,949.00	10.8%	\$140,512.86	\$9,778.94	\$77,657.20
IN-SERVICE TEACH ED	\$53,536.00	\$562.00	\$54,098.00	1.0%	\$41,677.81	\$742.60	\$11,677.59
HPER	\$856,762.00	\$19,607.41	\$876,369.41	2.3%	\$574,620.69	\$1,812.84	\$299,935.88
MILITARY SCIENCE	\$28,743.00	\$3,769.50	\$32,512.50	13.1%	\$19,683.88	\$155.36	\$12,673.26
PSYCHOLOGY	\$584,349.00	\$112,461.00	\$696,810.00	19.2%	\$505,653.74	\$2,108.38	\$189,047.88
SOCIOLOGY	\$870,192.00	\$87,478.98	\$957,670.98	10.1%	\$669,740.67	\$1,686.21	\$286,244.10
CORR, RES, TRAINING	\$83,957.00	\$-715.10	\$83,241.90	-0.9%	\$56,137.96	\$4,992.68	\$22,111.26
Subtotal	\$5,036,548.00	\$703,021.55	\$5,739,569.55	14.0%	\$3,906,529.84	\$27,809.86	\$1,805,229.85
COL AS&T, DEAN	\$185,900.00	\$-19,624.00	\$166,276.00	-10.6%	\$130,639.65	\$1,979.71	\$33,656.64
AGRICULTURE	\$476,505.00	\$41,331.33	\$517,836.33	8.7%	\$360,710.48	\$2,036.50	\$155,089.35
UNIVERSITY FARM	\$341,987.00	\$28,087.89	\$370,074.89	8.2%	\$258,952.99	\$10,206.09	\$100,915.81
BREEDING PROGRAM	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
VET TECH PROGRAM	\$230,941.00	\$-14,034.00	\$216,907.00	-6.1%	\$141,897.63	\$2,391.99	\$72,617.38
CHILD DEV LAB	\$35,920.00	\$0.00	\$35,920.00	0.0%	\$22,351.65	\$439.20	\$13,129.15
HOME ECONOMICS	\$470,298.00	\$9,315.00	\$479,613.00	2.0%	\$313,946.42	\$2,106.94	\$163,559.64
IET	\$800,331.00	\$59,774.50	\$860,105.50	7.5%	\$575,520.04	\$11,710.60	\$272,874.86
NURSING-BSN	\$799,514.00	\$45,777.91	\$845,291.91	5.7%	\$651,468.65	\$4,036.07	\$189,787.19
RAD TECH PROGRAM	\$203,015.00	\$17,500.00	\$220,515.00	8.6%	\$152,181.61	\$709.20	\$67,624.19
RESPIRATORY PROGRAM	\$78,625.00	\$34,744.00	\$113,369.00	44.2%	\$74,572.49	\$4,616.40	\$34,180.11
NURSING-ADN	\$305,242.00	\$-12,633.00	\$292,609.00	-4.1%	\$116,156.40	\$2,801.79	\$173,650.81
Subtotal	\$3,928,278.00	\$190,239.63	\$4,118,517.63	4.8%	\$2,798,398.01	\$43,034.49	\$1,277,085.13
UG PROGRAM, DEAN	\$211,420.00	\$23,596.55	\$235,016.55	11.2%	\$160,512.78	\$6,360.60	\$68,143.17
TESTING	\$78,028.00	\$5,302.00	\$83,330.00	6.8%	\$58,417.81	\$2,518.83	\$22,393.36
ACAD SERVICES CENTER	\$333,163.00	\$37,309.44	\$370,472.44	11.2%	\$281,904.74	\$2,041.29	\$86,526.41
INTERNATIONAL EDUC	\$2,911.00	\$2,917.00	\$5,828.00	100.2%	\$2,235.89	\$157.00	\$3,435.11
HONORS PROGRAM	\$23,017.00	\$840.00	\$23,857.00	3.6%	\$18,239.11	\$603.20	\$5,014.69
AREA HEALTH ED SYS	\$18,645.00	\$0.00	\$18,645.00	0.0%	\$0.00	\$0.00	\$18,645.00
KERA	\$0.00	\$0.00	\$0.00	0.0%	\$1,344.50	\$0.00	\$-1,344.50
Subtotal	\$667,184.00	\$69,964.99	\$737,148.99	10.5%	\$522,654.83	\$11,680.92	\$202,813.24
Total Academic Affairs	\$25,463,178.00	\$1,020,533.83	\$26,483,711.83	4.0%	\$18,055,779.12	\$196,221.86	\$8,231,710.85
Amendments to date:							
Approved November 20, 1992		\$296,906		1.2%			
Approved February 5, 1993		\$287,308		1.1%			
Requested April 30, 1993		\$436,320		1.7%			
Total		\$1,020,534		4.0%			

MOREHEAD STATE UNIVERSITY
 FY 1992-93 EXPENDITURE BUDGET
 FOR PERIOD 07/01/92 TO 03/31/93

DESCRIPTION	ORIGINAL BUDGET	ADJUSTMENTS	AMENDED BUDGET	PERCENT OF CHANGE	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE

Other							

UNDIS INST SUPPORT	\$308,200.00	\$48,042.03	\$356,242.03	15.6%	\$924,186.62	\$44,350.15	\$-612,294.74
OTHER TRANSFERS	\$459,700.00	\$-296,182.30	\$163,517.70	-64.4%	\$-319,639.40	\$0.00	\$483,157.10
FAC/STAFF BENEFITS	\$830,623.00	\$-3,803.84	\$826,819.16	-0.5%	\$557,137.83	\$0.00	\$269,681.33
E & G DEBT SERVICE	\$3,898,650.00	\$0.00	\$3,898,650.00	0.0%	\$2,477,345.04	\$0.00	\$1,421,304.96
MATCHING FUNDS, PLT	\$389,860.00	\$0.00	\$389,860.00	0.0%	\$436,472.00	\$0.00	\$-46,612.00
ACCRUED LEAVE ADJUST	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	\$0.00	\$0.00
Subtotal	\$5,887,033.00	\$-251,944.11	\$5,635,088.89	-4.3%	\$4,075,502.09	\$44,350.15	\$1,515,236.65
Total Other	\$5,887,033.00	\$-251,944.11	\$5,635,088.89	-4.3%	\$4,075,502.09	\$44,350.15	\$1,515,236.65
FISCAL YEAR TOTALS:	\$57,384,600.00	\$1,512,575.23	\$58,897,175.23	2.6%	\$41,422,249.91	\$708,470.64	\$16,766,454.68

Amendments to date:

Approved November 20, 1992

\$290,951

0.5%

Approved February 5, 1993

\$292,480

0.5%

Requested April 30, 1993

\$929,144

1.6%

Total

\$1,512,575

2.6%

Morehead State University
Major Internal Transfers
For the Period 01/01/93 – 03/31/93

<i>From</i>	<i>To</i>	<i>Amount</i>	<i>Date</i>	<i>Purpose</i>
Various Academic Departments	Undistributed Instructional Support	\$481,747	01/15/93	to supplement lecturer account
Undistributed Instructional Support	Various Academic Departments	\$32,000	01/19/93	spring lecturers
Undistributed Instructional Support	Various Academic Departments	\$26,400	01/20/93	spring lecturers
Undistributed Instructional Support	Various Academic Departments	\$131,668	02/01/93	fall overload
Unbudgeted Revenues	Exec VP Academic Affairs	\$50,782	02/01/93	instructional equipment purchases
Regional Campus	Various Academic Departments	\$50,000	02/18/93	spring over the road pay
Undistributed Instructional Support	Various Academic Departments	\$171,695	03/23/93	spring overload pay
Unbudgeted Revenues	Summer Sessions	\$240,000	03/31/93	adjust summer school revenues and faculty payroll
Unbudgeted Revenues	Grants & Scholarships	\$160,000	03/31/93	tuition revenues applied to
	Faculty/Staff Benefits	\$80,000	03/31/93	expenditure increases
	Undistributed Institutional Support	\$55,000	03/31/93	
Unbudgeted Revenues	University Store	\$355,000	03/31/93	revenue and cost of sales adjustment

**MOREHEAD STATE UNIVERSITY
CAPITAL OUTLAY REPORT
PROJECTS INITIATED 01/01/93 TO 03/31/93**

	<u>AMOUNT</u>	<u>DATE</u>	<u>STATUS</u>
I EQUIPMENT PURCHASES GREATER THAN \$25,000			
Academic and Administrative Computing Systems (Authorized by BOR in 1992-94 Biennial Budget Request. Authorized by General Assembly in 1992-94 Budget of the Commonwealth)	\$255,533	03/02/93	Contracted
II CAPITAL CONSTRUCTION/LAND GREATER THAN \$50,000			
US 60 South Parking Lot Development	\$80,000	03/28/93	Bidding Process
Bert Combs Building Improvements	\$90,000	03/28/93	Planning
Various Classroom Building Improvements	\$100,000	03/28/93	Planning
Tennis Court Repairs	\$120,000	03/28/93	Planning

**RATIFY THE SALE OF CONSOLIDATED EDUCATIONAL BUILDINGS
REFUNDING REVENUE BONDS, SERIES J**

Background

On February 5, 1993, the Board authorized the sale of Consolidated Educational Buildings Refunding Revenue Bonds, Series J. The proceeds from the issue will be used to refund the Consolidated Educational Buildings Revenue Bonds, Series G, originally issued in 1971. The total amount of the issue for Series J was \$3,775,000.

The Board appointed a subcommittee consisting of Mr. James A. Finch, Mr. Chando Mapoma, and Dr. Alban Wheeler to act on behalf of the board to review and accept the bids received for the Bonds. The actions taken by the subcommittee were to be ratified by the full Board at the first meeting following the sale.

Eight bids were received and opened on February 18, 1993. The bid from the firm of Prudential Securities was accepted by the subcommittee as the lowest bid. The bid for the bond issue had a net interest cost of 4.3624%. The bond sale was subsequently closed and the bonds delivered on March 12, 1993.

Hilliard Lyons, the fiscal agent for the issue, projected a gross savings of \$200,000 with a present value savings of \$167,000 from the refinancing. The refinancing will actually result in gross savings of \$323,231, with a present value savings of \$272,497.

Recommendation

That the Board ratify the actions taken by the appointed subcommittee on February 18, 1993 relating to the sale of the Consolidated Educational Buildings Refinancing Revenue Bonds, Series J.

**APPROVE A RESOLUTION RELATED TO THE REFINANCING
OF THE
TELECOMMUNICATIONS/DATA NETWORKING NOTE WITH FIFTH THIRD BANK**

The funding for the Telecommunication/Data Networking Project recently completed on campus was a combination of University agency funds, state bonds from the Utility and Electrical Distribution System Renovation Project, and third party financing under a lease-purchase agreement. The third party financing totaled \$1.3 million dollars and was provided by the Fifth Third Bank of Cincinnati, Ohio. The note approved by the Board of Regents on 10/4/91, carried an interest rate of 6.95% and was structured to be repaid over a period of four years. The first annual payment of \$383,364 was made on July 31, 1992 and the last payment is scheduled for July 31, 1995.

Due to the decrease in interest rates since the initial execution of this financing agreement, it will be beneficial to the University to negotiate an amendment to the original lease-purchase note. The new interest rate will be 5.5%. The annual payment after the rate change will be \$377,335.

In order to accomplish this refinancing, it is necessary that the Board approve a resolution authorizing the execution of the financing agreement and other documents that relate to the transaction. The anticipated closing date for the new lease-purchase note is May 3.

Recommendation

That the Board approve:

A RESOLUTION APPROVING A LEASE FOR THE FINANCING OF CERTAIN EQUIPMENT; AUTHORIZING THE EXECUTION OF VARIOUS DOCUMENTS RELATED TO SUCH LEASE; AND MAKING CERTAIN DESIGNATIONS REGARDING SUCH LEASE.

WHEREAS, Morehead State University (the "University"), has heretofore determined to purchase certain equipment and has followed the procedures prescribed by law for the purchase of said equipment; and

WHEREAS, the University desires to refinance a portion of the purchase price of such equipment through a new lease-purchase agreement;

NOW THEREFORE, BE IT RESOLVED by the Board of Regents of Morehead State University:

Section 1. Recitals and Authorization: The University, as lessee, hereby approves the Lease-Purchase Agreement (the "Lease") as of the date of issuance, in substantially the form presented to this governing body. It is hereby found and determined that the Equipment identified in the Lease is public property to be used for

public purposes. It is further determined that it is necessary and desirable and in the best interests of the University to enter into the Lease for the purposes therein specified, and the execution and delivery of the Lease and all representations, certifications and other matters contained in the Closing Memorandum with respect to the Lease, or as may be required by Special Counsel prior to the delivery of the Lease, are hereby approved, ratified, and confirmed. Any officer of the University is hereby authorized to execute the Lease, together with such other agreements or certifications which may be necessary to accomplish the transaction contemplated by the Lease.

Section 2. Designation as Qualified Tax-Exempt Obligation: Pursuant to Section 265(b)(3)(B)(i) of the Internal Revenue Code of 1986 (the "Code"), the University hereby specifically designates the Lease as a "qualified tax-exempt obligation" for purposes of Section 265(b)(3)(D) of the Code. In compliance with Section 265 (b)(3)(D) of the code, the University hereby represents that the University will not designate more than \$10,000,000 of "qualified tax-exempt obligations" issued by the University in the calendar year during which the Lease is executed and delivered as such "qualified tax-exempt obligations."

Section 3. Issuance Limitation: In compliance with the requirements of Section 265(b)(3)(C) of the Code, the University hereby represents that the university (including all "subordinate entities" of the University within the meaning of Section 265 (b)(3)(E) of the code) reasonably anticipates that it will not issue in the calendar year during which the Lease is executed and delivered, "qualified tax-exempt obligations" in an amount greater than \$10,000,000.

Section 4. Expectation Regarding the Lease: The University, by the adoption of this Resolution, certifies that it does not reasonably anticipate that less than 95% of the proceeds of the Lease will be used for "local government activities" of the University.

Section 5. Effective Date: This Resolution shall take effect from after its passage, as provided by law.

APPROVE POLICIES RELATED TO REAL PROPERTY MANAGEMENT

Background

In 1982 the Kentucky General Assembly adopted House Bill 622, later codified as KRS 164A.560 - .800, allowing the governing boards at each public higher education institution to elect to perform various management functions relating to accounting, purchasing, capital construction, real property management and affiliated corporations.

Morehead State University's Board of Regents initially adopted select provisions of the HB 622 legislation in October 1982. The Board reaffirmed the elections in February 1990 in order that regulations could be filed with the General Assembly's Administrative Regulation Subcommittee as a Kentucky Administrative Regulation (KAR).

Prior to the filing and approval as a KAR, the State Finance and Administration Cabinet (FAC) had continued to perform the real property management function for the institution, however in June of 1992, the FAC advised Morehead State University and other affected institutions that each would be responsible for their own real property management program.

Effective August 5, 1992 a Memorandum of Agreement between the Finance and Administration Cabinet and Morehead State University was signed detailing the University's role in the administration of its real property program. A copy of the Memorandum of Agreement (MOA) is provided for information purposes. In addition to the MOA, the appropriate state statutes and regulations have been used to develop internal operating policies and procedures to govern the University in its real property management matters. The adoption of policies as set forth will complete the transition from administration of real property activities from the state to a program administered by Morehead State University.

Recommendation

That the Board of Regents approve policies related to the management of the University's real property needs, and direct the development of the appropriate procedures.

**MOREHEAD STATE UNIVERSITY
POLICIES RELATED TO REAL PROPERTY MANAGEMENT**

● **Policies Related to the Acquisition of Real Property:**

- *The President is authorized to initiate the acquisition of real property included in the approved Campus Master Plan subject to the procedures, guidelines and restrictions set forth in the August 5, 1992 FAC/MSU Memorandum of Agreement, Council on Higher Education, The Budget of the Commonwealth and the Institution's annual Operating Budget.*
- *Property not identified in the Campus Master Plan may be acquired, but only after a Board approved amendment to the Master Plan or other exception that the Board would authorize.*
- *The appraised value will determine the price the University may pay for a property.*
- *The University may exchange its real property if such an exchange is in the best interest of the University and public use.*
- *The University may implement the Eminent Domain provisions of KRS 416.550 - .670 to acquire property when negotiations to acquire an approved property are not successful. The University may consider the costs associated with a proceeding utilizing the powers of Eminent Domain when determining a final acquisition offer.*
- *All real property acquisitions will be reported quarterly to the Board.*
- *All acquisitions shall be in conformity with KRS 45A.045 and related statutes and regulations.*

● **Policies Related to the Lease of Real Property:**

- *The University may lease University-owned or University-leased property within the guidelines of KRS 56.800 - 823 and the August 5, 1992 FAC/MSU Memorandum of Agreement.*
- *A lease, the annual cost of which is greater than \$30,000 per year, must have the Board of Regent's prior approval.*
- *A lease, the cost which is less than \$30,000 per year, may be executed by the President and ratified by the Board of Regents.*

Policies Related to Real Property Management (continued)
Page 2

- *All leases involving annualized rental of \$200,000 or more shall be reported to the Capital Projects and Bond Oversight Committee in conformity with KRS 56.823.*
- *A lease, or a lease with option to purchase, with the MSU Foundation, Inc. requires prior approval by the Board of Regents.*
- *A lease, or a lease with option to purchase, with the MSU Foundation, Inc. shall be reported to the FAC.*
- *All leases will be reported annually to the Board of Regents.*

● **Policies Related to Easements on Real Property:**

- *The University may grant easements across the University's property as determines the easement to be in the best interest of the University or other public use.*
- *The University shall incur no capital cost as a result of the granting of any easement across its property.*
- *The President has approval authority in the granting of easements.*
- *All new easements will be reported to the Board of Regents.*

● **Policies Related to the Disposition of Real Property:**

- *The Board of Regents shall approve the disposal (exchange, sale or demolition) of any real property not needed to support the mission of the University, or has become unsuitable for public use, or for which other use consistent and in the public interest would be more suitable.*
- *Procedures as outlined in the August 5, 1992 FAC/MSU Memorandum Agreement shall be observed in the sale of state-owned land and buildings.*

- **A Policy Related to the Administration of the University's Real Property Management Program:**
 - *The President is authorized to manage the University's real property needs in accordance with applicable State and University Regulations and Policies. The President may delegate the management of the University's real property program as he/she deems appropriate.*

**MEMORANDUM OF AGREEMENT
BETWEEN
THE FINANCE AND ADMINISTRATION CABINET AND
MOREHEAD STATE UNIVERSITY**

This memorandum of Agreement on **GENERAL POLICIES AND OPERATIONAL PROCEDURES** between the Finance and Administration Cabinet and Morehead State University, an institution of higher education, is adopted to coordinate and explain the functions of real property administration pertaining to the subject public institution of higher education.

PURPOSE: This memorandum is to detail certain mutual understandings pertaining to implementation of House Bill 622 adopted by the 1982 General Assembly and codified as KRS 164A550-164A.630.

The Finance and Administration Cabinet, as well as the state supported universities, have certain functions and responsibilities to perform in relation to real property administration in the Commonwealth. These functions and responsibilities are mandated by law and by administrative regulations under statutory authorization.

To enhance coordination among the institutions of higher education and the Finance and Administration Cabinet, the Cabinet and the institution enter upon this agreement of understanding on policies and procedures by which the parties involved can perform their responsibilities in concert. In the interest of the public trust and efficiency in government Morehead State University and the Finance and Administration Cabinet agree to the following general policies and procedures regarding real property administration:

- 1.0 **ACQUISITION** - the governing board of the institution, upon the approval of the Secretary of the Finance and Administration Cabinet, may purchase or otherwise acquire all real property determined to be needed for the institution's use.
- 1.1 In purchasing land and/or buildings, including acquisition of easements for the use and benefit of the Commonwealth, the following procedures will be observed:
 - 1.1 a. The institution shall provide information to the Secretary of the Finance and Administration Cabinet in regard to the Master Plan for real property acquisition, for approval. Any parcel of property which does not exceed \$100,000 in price may be acquired without further approval. The University will notify the

Commissioner of the Department for Facilities Management when it commences the acquisition process. The letter of notification shall include a copy of the appraisal report.

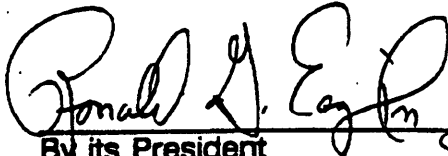
- 1.1.b. For any parcel of property not included in an approved Master Plan or for which the price exceeds \$100,000, the institutional board shall submit prior notice of its intent to the Secretary of Finance and Administration. Upon approval of the acquisition proposal by the Secretary of Finance and Administration, the institution will proceed to acquire the specified property and implement relocation assistance as appropriate.
 - 1.1.c. The institution will initiate the appraisal procedure to include selection of a qualified appraiser(s). Properties that will exceed \$100,000 in price shall have two appraisals.
 - 1.1.d. The amount paid for the property shall not exceed the appraised value as determined by a qualified appraiser(s).
- 2.0 DISPOSITION - The governing board of the institution shall sell or otherwise dispose of real property of the institution which it has determined is not needed, has become unsuitable for public use, or for which some other use consistent with the public interest would be more suitable.
- 2.1. The following procedures will be observed in the sale of state-owned land and/or buildings:
 - 2.1.a. The institution will advise the Finance and Administration Cabinet of the availability of any surplus real property prior to disposal.
 - 2.1.b. The Finance and Administration Cabinet will advise appropriate state and/or local agencies of this availability.
 - 2.1.c. If any state or local government agency is interested in the surplus property, the Finance and Administration Cabinet will act as intermediary for transfer of the specified property at the appraised or agreed upon price of the real property.
 - 2.1.d. If no state or local governmental agency is interested in the surplus property, the university will proceed with appraisal(s) which will be submitted to the Finance and Administration Cabinet for review. Properties that exceed \$100,000, in value will have two appraisals.

- 2.1.e. Unless the board deems it in the best interest of the institution to proceed otherwise, all real property shall be sold either by invitation of sealed bids or by public auction. The selling price of any interest in real property shall not be less than the amount determined by the Finance and Administration Cabinet.
- 2.1.f. After determination of the minimum selling price by the Finance and Administration Cabinet, the institution will advise the Cabinet on what method the institution intends to use in the disposition of the surplus real property and proceed accordingly.
- 2.2 EASEMENTS - The institution will adopt procedures commensurate with those used by the Finance and Administration Cabinet in granting easements over state real property.
- 2.3 DEMOLITION OF BUILDINGS - The institution will adopt procedures commensurate with the Finance and Administration Cabinet when processing building demolitions.
- 2.4 LEASE OF STATE-OWNED LAND AND/OR BUILDINGS - The governing board of each institution may decide that it is not in the university's best interest to sell a surplus real property holding. If it is determined, by following the steps in 2.1.a-c above, that no state or local agencies are interested in leasing this surplus property, the institutional board may solicit inquiries from the private sector. Each institution will adopt procedures commensurate with those used by the Finance and Administration Cabinet for leasing state property.
- 3.0 LEASE OF REAL PROPERTY - The institution may acquire real property through lease or sub-lease whenever, in the judgment of the governing board, it shall be necessary. The governing board shall be bound by KFS 56.800-.823 regarding the leasing of property for state use. It is not the intent of this provision that the institution seek the approval of the Finance and Administration Cabinet for real property inventory purposes.
- 4.0 REPORTING AND INVENTORY - The University will provide the essential information needed by the Finance and Administration Cabinet for real property inventory purposes.
- 4.1 Originals of the following shall be submitted: deeds, easements, survey plats and title reports, from transactions transferring any interest in real property to or from the Commonwealth.

- 4.2 Copies of the following shall be submitted: leases or any other instruments of conveyance transferring any interest in real property.
- 4.3 The Finance and Administration Cabinet shall forward appropriate documents to the Secretary of State as required by law.
- 5.0 POST-AUDIT OF TRANSACTIONS - The Secretary of the Finance and Administration Cabinet may authorize post-audit review of any transaction covered by this Memorandum of Agreement.

Agreed to on behalf of the parties this 5th day of August,
1992.

Morehead State University For the Commonwealth of Kentucky

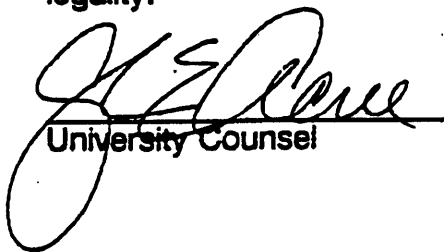


By its President
Dr. Ronald G. Eaglin



By its Secretary
Joseph W. Prather

Approved as to form and
legality:


University Counsel

Approved as to form and
legality:


Attorney, Finance and
Administration Cabinet

**APPROVE LEASE WITH OPTION TO PURCHASE AGREEMENT
WITH THE MOREHEAD STATE UNIVERSITY FOUNDATION, INC.**

Background

The University has identified a facility located at 102 West First Street, Morehead, Kentucky that it desires to lease with the intent to purchase. The property, though not currently included in the University's Campus Master Plan, is a 14,000 sq. ft., two-story facility used previously as a wholesale grocery warehouse. The University has an immediate need for warehouse space but intends to eventually acquire the property as the permanent site for the University's Folk Art Program.

The Morehead State University Foundation, Inc. has a purchase option with the present owner. Pending the Board of Regents' authorization to enter into a Lease with Option to Purchase Agreement with the Foundation, the Foundation will execute its option and acquire the property at the value established by an appraisal of January 18, 1993. The Foundation Board authorized the acquisition on February 13, 1993. The Foundation intends to obtain a loan for the full amount of the \$69,000 purchase price. The University will lease the property from the Foundation at a rate not to exceed the Foundation's annual amortization cost which is expected to be approximately \$12,600 per year (90¢ per sq. ft. per year).

The property's location adjacent to the newly opened Morehead Bypass is highly desirable as a site for the University's Folk Art Museum and Gallery. Currently the University's Folk Art Museum is located in a University-owned facility that until the University's acquisition approximately four years ago was used as a residence. The University's Folk Art Program is receiving international acclaim and its relocation to a site central to the City of Morehead business district and along a major east-west regional (US 60 Highway) corridor has vast potential to enhance economic development and tourism in Morehead and Rowan County and enhance the University's Folk Art Program.

In order for the facility to become the home of the University's Folk Art Program, the facility would require a major rehabilitation. Currently, efforts are being directed to identify external funding sources for the \$678,000 renovation. Until such time that funds are available for the project's renovation, the University will continue to utilize the facility for much needed storage space. Once the fund sources are in place, the University would execute its option with the Foundation and acquire the property. The University may not acquire the property from the Foundation at a cost greater than the fair market value. Because the property is not currently part of the University's Campus Master Plan, an amendment to the Master Plan will be necessary. The Board's approval of the authorization for the Lease with Option to Purchase Agreement with the MSU Foundation shall serve to officially amend the Campus Master Plan to incorporate this property into the University's long-range development plan.

Recommendation

That the following Lease with Option to Purchase Agreement be authorized:

Authorizing Morehead State University to enter into a lease with option to purchase the land and improvements located at 102 West First Street, Morehead, Kentucky from the Morehead State University Foundation, Inc. for the use and benefit of Morehead State University, Rowan County, Kentucky.

WHEREAS, there is currently located property at 102 West First Street, Morehead, Kentucky known as the Williamson Grocery Property; and

WHEREAS, because of this property's location, the Board of Regents of Morehead State University has determined that it would be beneficial to the University's operations and would enhance and promote its educational programs and mission to acquire this property, and

WHEREAS, because of current budgetary restraints and limitations, the University is not able to acquire this property, and

WHEREAS, the Morehead State University Foundation, Inc., a not-for-profit corporation established for the purposes of assisting the University in carrying out its educational programs and mission has an option to acquire this property and will assume a promissory note and mortgage on the property, and

WHEREAS, the Morehead State University Foundation, Inc., has offered to lease this property to the University with an option to purchase the same at a purchase price not to exceed the fair market value of the subject property, and

WHEREAS, under the terms of this lease, Morehead State University will pay an annual rental fee amount no greater than the Foundation's annual mortgage note payment with said payment being applied by the Morehead State University Foundation, Inc., to reduce its liability under its mortgage.

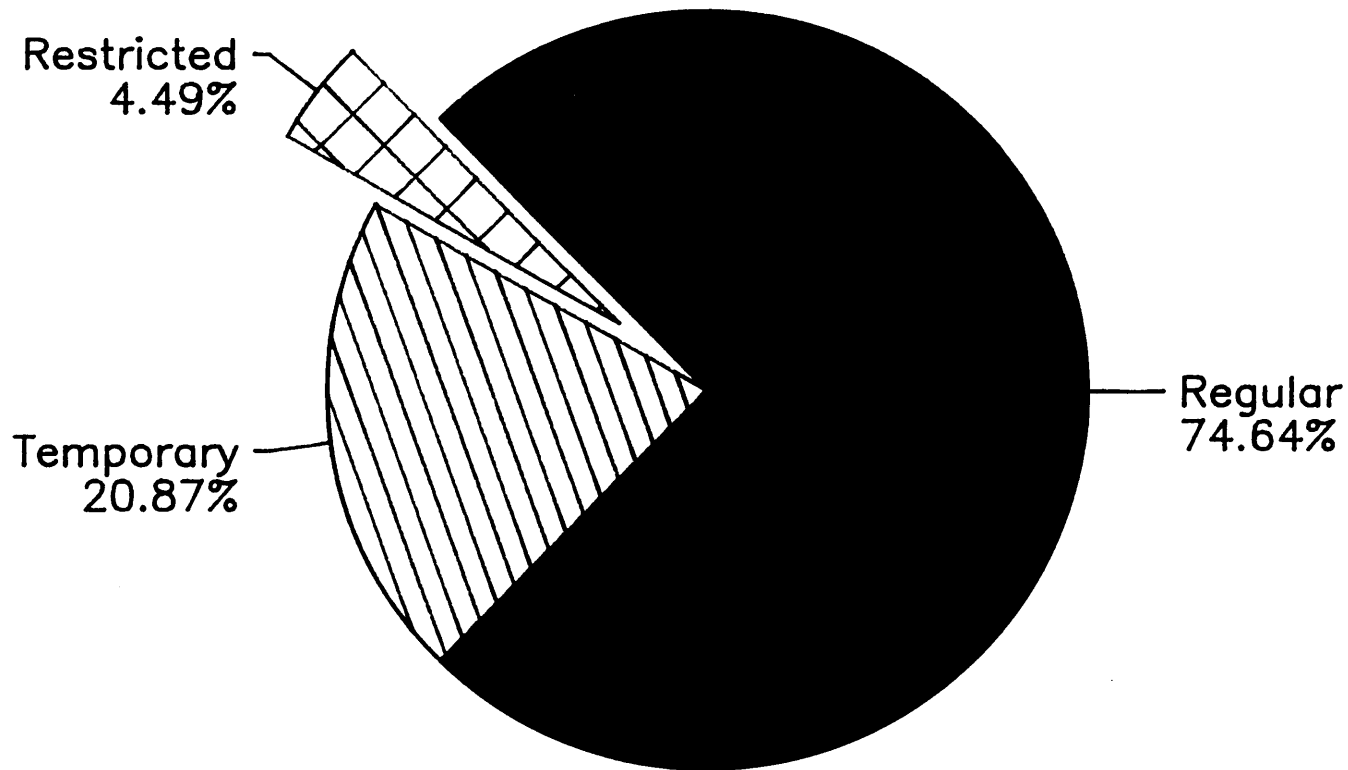
NOW, THEREFORE, the Board of Regents being sufficiently advised and acting pursuant to the authority vested in the University by KRS Chapters 164 hereby determines that the above described property is needed by the University and that acquiring the same pursuant to the term stated herein will be in the public interest, therefore authorizes the execution of a Lease with Option to Purchase with the Morehead State University Foundation, Inc., pursuant to which Morehead State University will have the option to purchase the above described property for the balance of the note being held by the Morehead State University Foundation, Inc., said purchase price not to exceed the fair market value of this property.

RATIFY PERSONNEL ACTIONS

Recommendation

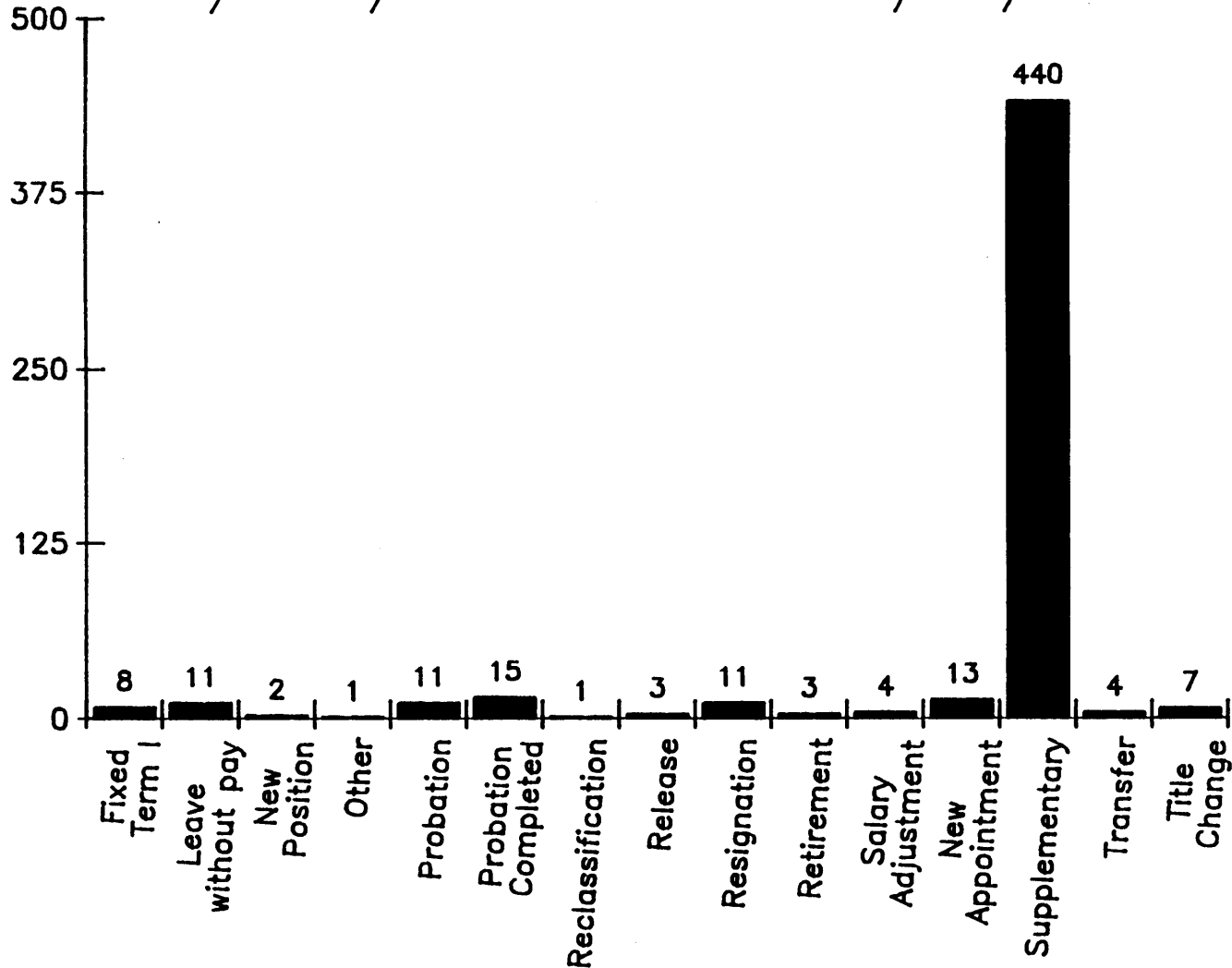
That the Personnel Actions for the period of January 18, 1993, through April 2, 1993, be ratified.

PERSONNEL ACTION REQUESTS 1/18/93 THRU 4/2/93



Total Number of PAR's = 690

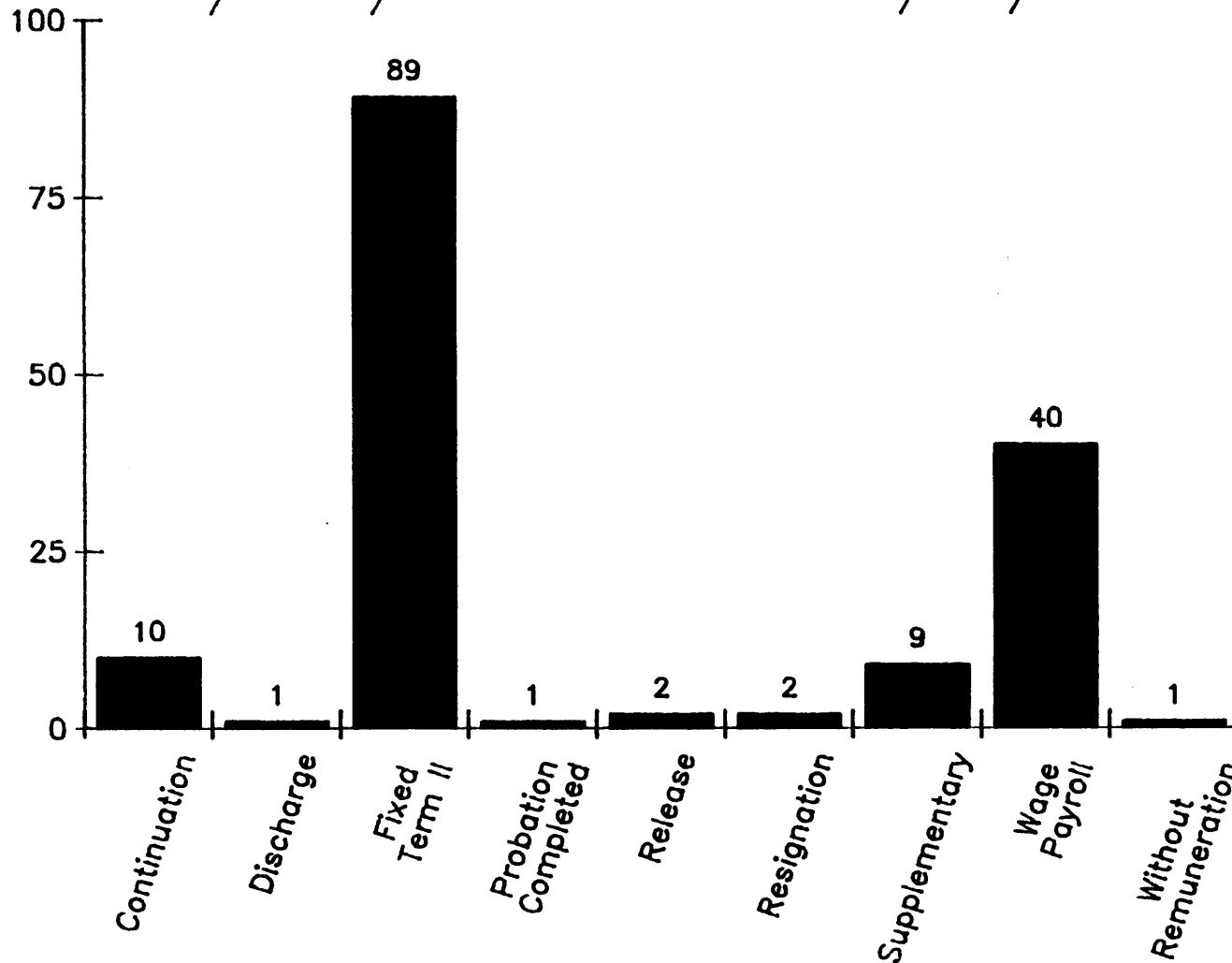
PERSONNEL ACTIONS FOR STANDING I & II POSITIONS 1/18/93 THRU 4/2/93



Total Number of PAR's = 515

Total Number of Actions = 534

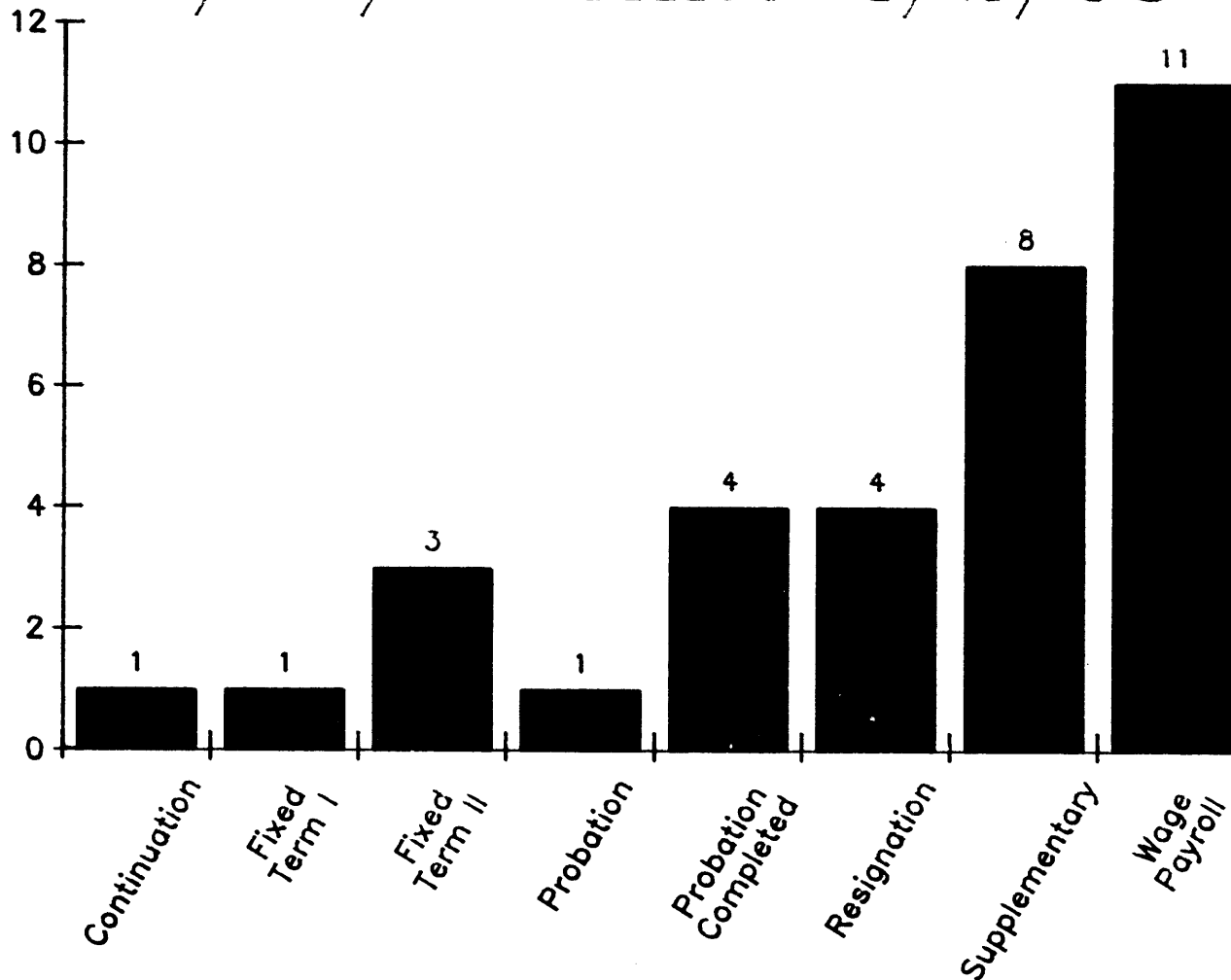
PERSONNEL ACTIONS FOR TERM APPOINTMENTS 1/18/93 THRU 4/2/93



Total Number of PAR's = 144

Total Number of Actions = 155

PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS 1/18/93 THRU 4/2/93



Total Number of PAR's = 31

Total Number of Actions = 33

MOREHEAD STATE UNIVERSITY
 STANDING I AND STANDING II POSITIONS SUMMARY
 April 02, 1993

DEPARTMENT NAME	JULY 1 AUTHORIZED POSITIONS	CURRENT AUTHORIZED POSITIONS	+/- POSITION ADJUSTMENTS	CURRENT POSITION STRENGTH	% OF CURRENT STRENGTH
OFFICE OF THE PRESIDENT	7.54	4.82	-2.72	4.82	100.00
DIVISION OF UNIVERSITY ADVANCEMENT	53.53	54.53	1.00	54.53	100.00
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	144.61	124.66	-19.95	118.66	95.19
PHYSICAL PLANT	126.80	126.80	0.00	115.80	91.32
DIVISION OF STUDENT LIFE	70.43	89.18	18.75	88.18	98.88
DIVISION OF ACADEMIC AFFAIRS	17.50	19.42	1.92	17.42	89.70
GRADUATE AND EXTENDED CAMPUS PROGRAMS	14.50	14.50	0.00	13.50	93.10
COLLEGE OF ARTS AND SCIENCES	179.47	179.47	0.00	179.47	100.00
COLLEGE OF BUSINESS	42.50	42.50	0.00	42.50	100.00
COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES	100.64	101.64	1.00	99.64	98.03
COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY	90.44	89.44	-1.00	86.64	96.87
UNDERGRADUATE PROGRAMS	16.09	16.09	0.00	15.09	93.78
CAMDEN-CARROLL LIBRARY	42.58	42.58	0.00	42.58	100.00
	906.63	905.63		878.83	97.04

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

MOREHEAD STATE UNIVERSITY - DEFINITIONS OF THE DIFFERENT KINDS OF APPOINTMENTS

- Standing I** Appointment to full-time faculty, administrative, or staff (exempt or non-exempt) position. Employed through budgeted funds with benefits fully covered. The Budget Control Number (Roster ID) will be in the Personnel Roster or a position will be assigned a control number if the position is established after approval of the Personnel Roster. Regular status.* No ending date.
- Standing II** Appointment to part-time faculty, administrative or staff (exempt or non-exempt) position. Employed through budgeted funds with only legally mandated benefits. The Budget Control Number (Roster ID) will be in the Personnel Roster. Non-Regular status.** No ending date.
- Fixed Term I** Appointment to full-time faculty, administrative or staff (exempt or non-exempt) position for at least six calendar months but not to exceed one year. (May be employed through Soft Money funds***). Non-faculty appointments may be renewed from year to year. Early retirement appointments may be made up to four years. Regular status with benefits fully covered.* Terminable on specified ending date of appointment, or earlier, if for cause.
- Fixed Term II** Appointment to full-time (up to six calendar months) or part-time (up to one year) faculty, administrative or exempt position with appropriate benefits. May be employed through Soft Money*** or budgeted funds, with only legally mandated benefits. Non-Regular status.** Terminable on specified ending date of appointment, or earlier, if for cause.
- Supplementary** Supplementary appointment to original agreement. For example, Summer I & II appointments or 9 month appointment extended to 10, 11, or 12 month appointment. Also used for additional responsibilities as supplement to Standing or Fixed Term appointment. For example, an administrator teaching a class or compensation for over-the-road pay or to designate an Acting or Interim appointment for a Standing or Fixed Term employee. Not to be used for overtime pay. Regular status* with benefits fully covered. A supplemental appointment does not change an employee's base pay or employment status.
- Visiting Appointment** Faculty appointment with "visiting" as part of title. Can be full-time or part-time. Normally limited to one year. Employed through Soft Money.*** Non-Regular status with only legally mandated benefits.
- Wage Payroll** Temporary appointment to a non-exempt position. May be full-time up to six months or part-time up to one year. Terminable on specified ending date of appointment, or earlier. May be employed through Soft Money.*** Non-Regular status with only legally mandated benefits.

* Regular status denotes an appointment of a faculty, administrative, or staff member to a full-time position, with benefits fully covered, that will exist for at least six calendar months with the expectation of continuance.

** Non-Regular status denotes an appointment of a faculty, administrative, or staff member to a position that is less than full-time or is full-time for a period not to exceed six calendar months.

*** Soft Money is defined as nonrecurring funds from University or external funds, for example, Federal grants, contracts, e'

**THE FOLLOWING ARE TYPES OF APPOINTMENTS & PERSONNEL ACTIONS
REPORTED IN THE APPOINTMENT STATUS ACTIONS SECTION:**

STANDING I

STANDING II

FIXED TERM I

FIXED TERM II

WAGE PAYROLL

WAGE PAYROLL CONTINUATION

NEW POSITION

PROBATION

PROBATION COMPLETED

RELEASE

RETIREMENT

RESIGNATION

LAYOFF

DISCHARGE

DEATH

PROMOTION

DEMOTION

LEAVE WITHOUT PAY

SABBATICAL LEAVE

TRANSFER

SALARY ADJUSTMENT

RECLASSIFICATION

TITLE CHANGE

OTHER

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Office of the President -----				
DAHLBERG, JAMES POOLE Asst. Professor of Government	\$250.00/month	Other (Cancel Supplementary for Interim Affirmative Action Officer)	02/22/93	
Office of Printing Services -----				
CHARLES, CHARLIE DARREL Bindery Operator 001261 \$7.17/hr.	\$6.56/hr.	Probation Completed	02/28/93	
SNEDEGAR, DOUGLAS MITCHELL Copy Center Operator 000192 \$5.97/hr.	\$5.67/hr.	Standing I Probation	01/25/93	
Basketball -----				
FARR, JAMES Assistant Basketball Coach 002219 \$23,760.00	\$23,760.00	Fixed Term I	04/01/93 - 03/31/94	
GLEASON, WILLIAM L. Assistant Basketball Coach 002218 \$37,800.00	\$37,800.00	Fixed Term I	04/01/93 - 03/31/94	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Football -----					
LOCKLIN, KERRY B. Assistant Football Coach 001141 \$27,000.00	\$30,000.00 (\$3,000.00 incr.)		Fixed Term I Title Change Salary Adjustment (From Assistant Football Coach to Assistant Football Coach & Strength & Conditioning Coach)	01/01/93 - 12/31/93	Contingency Acct.
MAY, RICHARD Assistant Football Coach 002284 \$27,475.00	\$27,000.00/annual		Fixed Term I	02/01/93 - 12/31/93	
Womens Basketball -----					
WILSON, PATRICIA A. Asst. Women's Basketball Coach 000650 \$24,000.00	\$24,000.00		Fixed Term I	04/01/93 - 03/31/94	
Accounting & Budgetary Control -----					
WRIGHT, DIANE MARIE Business Cashier 000033 \$7.28/hr.	\$6.56/hr.		Standing I Probation	01/27/93	
Payroll -----					
CLINE, GAYLENA MADGE Payroll Specialist I 003103 \$7.45/hr.	\$7.45/hr.		Standing I Probation New Position	03/22/93	Contingency Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Payroll -----				
HOWARD, CINDY LOU Payroll Specialist II 000046 \$8.34/hr.	\$8.34/hr.	Title Change (From Payroll Specialist to Payroll Specialist II)	01/01/93	
POAGE, CAROLYN R. General Office Worker	\$4.25/hr.	Wage Payroll	02/04/93 - 02/26/93	Temporary Wages
POAGE, CAROLYN R. General Office Worker	\$4.25/hr.	Wage Payroll Continuation	03/01/93 - 03/12/93	Temporary Wages
Office of WMKY Radio -----				
BACK, JOHN B News Announcer WMKY	\$8.00/hr.	Wage Payroll (Not to exceed 864 hrs.)	02/01/93 - 06/30/93	Roster ID # 000545
BLANTON, ANDREW J Staff Assistant	\$10.00/hr.	Wage Payroll Continuation	03/02/93 - 03/06/93	Temporary Wages
CLINE, ROGER DOUGLAS Staff Assistant	\$4.25/hr.	Wage Payroll (Not to exceed 9 hrs.)	03/14/93 - 03/20/93	Temporary Wages

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
----- Office of WKY Radio -----				
DAUGHERTY, DAVID ALAN Graduate Assistant	\$5.00/hr.	Wage Payroll Continuation (Staff Assistant. Not to exceed 6 hrs.)	03/02/93 - 03/06/93	Temporary Wages
DAUGHERTY, DAVID ALAN Graduate Assistant	\$4.25/hr.	Wage Payroll Continuation (Staff Assistant. Not to exceed 30 hrs.)	03/14/93 - 03/20/93	Restricted
FREEMAN, JANEAN M. Classical Music Announcer/Pro 003033 \$17,182.00	\$17,782.00	Probation Completed	02/12/93	
GOUGH, PAUL ALEXANDER Staff Assistant	\$4.25/hr.	Wage Payroll (Not to exceed 18 hrs.)	03/14/93 - 03/20/93	Restricted
HITTEPOLE, DANIEL SCOTT Prog. & Production Dir., WKY 000545 \$24,204.00	\$24,204.00	Resignation	02/03/93	
NEWTON, BRENT News Announcer WKY	\$4.25/hr.	Wage Payroll Continuation	03/14/93 - 03/20/93	Restricted

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Office of Academic Computing -----				
CALLAHAN, ROBERT ERVIN Academic Computer Consult. II 003012 \$18,818.00	\$18,818.00	Resignation	03/31/93	
Office of User Services -----				
GARRARD, MAURICE Microcomputer Consultant I 000466 \$18,288.00	\$18,288.00	Resignation	03/01/93	
MCROBERTS, JAMES D. Communications Technician II 001172 \$8.34/hr.	\$8.34/hr.	Transfer (Office of Network Services to Office of User Services)	02/22/93	
RICHMOND, STEPHEN DOUGLAS Programmer/Analyst I 000007 \$26,221.00	\$24,810.00	Standing I Probation Transfer (From Programmer I to Programmer/Analyst I)	01/25/93	
Office of Technical Services -----				
FAJER, SALO KURT Manager of Technical Services 000010 \$31,024.00	\$46,000.00	Standing I Probation	04/12/93	Roster ID # 003083

Appointment Status Actions

01/18/93 - 04/02/93

Name	Title	Roster ID	Position Base Salary	Salary	Description	Effective Date	Fund Source

Office of Network Services							

HOPPER, SHERRY LYNN	Telephone Operator/Recept.	000364	\$6.65/hr.	\$5.67/hr.	Probation Completed	04/03/93	
Power Plant							

BARKER, JEFFREY LEE	Heating & Water Plant Operator	003068	\$8.34/hr.	\$8.34/hr.	Probation Completed	03/19/93	
GAMBLE, RICHARD KEITH	Heating & Water Plant Operator	003069	\$8.34/hr.	\$8.34/hr.	Probation Completed	03/19/93	
Building Maintenance							

BROWN, RICHARD RAY	Maint. Tech. III, Carpentry	000706	\$11.68/hr.	\$9.63/hr.	Standing I Probation Transfer (From Maintenance Technician II to Carpenter/Maintenance Technician III)	03/01/93	
Custodial							

BELLER, SHARON ARLENE	Custodian	000792	\$4.78/hr.	\$4.78/hr.	Probation Completed	02/05/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

		Custodial -----		
BUMGARDNER, THELMA JEAN Housekeeper 000783 \$6.24/hr.	\$6.55/hr. (\$.31/hr. incr.)	Salary Adjustment Reclassification	02/01/93	Roster ID # 000776
CATRON, TALMADGE CLEO Custodian 000827 \$6.46/hr.	\$6.46/hr.	Retirement	03/31/93	
HAMM, CHARLES EDWARD Laborer	\$4.25/hr.	Wage Payroll Continuation (Less than 100 hrs. per month)	02/08/93 - 06/30/93	Temporary Wages
PARISH, VERNON B Custodian 000808 \$6.30/hr.	\$6.30/hr.	Resignation	02/22/93	
ROME, TAMMY LYNN Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/01/93 - 06/30/93	Temporary Wages
STAMPER, WAYNE Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	01/25/93 - 06/30/93	Temporary Wages
TURNER, GREGORY Custodian	\$4.25/hr.	Release	01/08/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Custodial -----				
WALLACE, WILLIAM SCOTT Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	01/18/93 - 06/30/93	Temporary Wages
WHITT, JOE K. Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/01/93 - 06/30/93	Temporary Wages
WHITT, LAWRENCE E. Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/01/93 - 06/30/93	Temporary Wages
WINKLEMAN , DON Custodian 000820 \$6.51/hr.	\$6.51/hr.	Leave without pay	01/01/93 - 01/31/93	
WINKLEMAN , DON Custodian 000820 \$6.51/hr.	\$6.51/hr.	Leave without pay	02/01/93 - 02/28/93	
University Store -----				
WHITT, TONYA M. Business Cashier	\$4.25/hr.	Wage Payroll Continuation (Not to exceed 40 hrs.)	02/01/93 - 06/30/93	Temporary Wages

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Golf Course -----					
BRADT, JASON TODD Sales Clerk		\$4.25/hr.	Wage Payroll (Work 20 hrs. per week)	03/06/93 - 06/30/93	Temporary Wages
Custodial -- Residence Hall -----					
BLEVINS, JOHN T. Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/08/93 - 06/30/93	Temporary Wages
BROWN, DIANA LYNN Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	01/25/93 - 06/30/93	Temporary Wages
BROWN, VIRGINIA ANN Custodian 002901 \$4.78/hr.		\$4.78/hr.	Probation Completed	02/05/93	
CLARK, RONALD Custodian		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	04/05/93 - 06/30/93	Temporary Wages
EVANS, BRENDA KAYE Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	03/29/93 - 06/30/93	Temporary Wages
FANNIN, EVA ELIZABETH Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	03/29/93 - 06/30/93	Temporary Wages

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Custodial -- Residence Hall -----				
FANNIN, JENNIFER JEAN Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/08/93 - 06/30/93	Temporary Wages
GERRELL, LINDA KAY Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	01/25/93 - 06/30/93	Temporary Wages
HOLBROOK, BRUCE DANIEL Laborer	\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/08/93 - 06/30/93	Temporary Wages
JENT, NORMA SUE Custodian 002863 \$4.78/hr.	\$4.78/hr.	Leave without pay	01/10/93 - 01/22/93	
JENT, NORMA SUE Custodian 002836 \$4.78/hr.	\$4.78/hr.	Leave without pay	01/22/93 - 02/17/93	
JENT, NORMA SUE Custodian 002836 \$4.78/hr.	\$4.78/hr.	Leave without pay	02/18/93 - 03/05/93	
JENT, NORMA SUE Custodian 002836 \$4.78/hr.	\$4.78/hr.	Leave without pay	03/05/93 - 04/09/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Custodial -- Residence Hall -----					
KEETON, RUFUS Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	03/22/93 - 06/30/93	Temporary Wages
LAUDERMILT, LEE ANDREW Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	02/08/93 - 06/30/93	Temporary Wages
MROBERTS, MELISSA FAY Custodian		\$4.78/hr.	Release	01/22/93	
WALLACE, MICHAEL D. Laborer		\$4.25/hr.	Wage Payroll (Less than 100 hrs. per month)	03/22/93 - 06/30/93	Temporary Wages
Office of Student Activities -----					
KEGLEY, JAMES BRENT Pool Attendant 000786 \$6.56/hr.		\$6.56/hr.	Resignation	04/02/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Office of Admissions -----					
HUGHES, LISA D. Admission Counselor 002896 \$18,955.00		\$16,300.00/11 months	Standing I Probation	03/08/93	
Office of Financial Aid -----					
COOPER, KARLA JANE Financial Aid Counselor 003098 \$17,782.00		\$17,782.00	Standing I Probation New Position	02/01/93	
Office of Public Safety -----					
JAMES, DAVID RAY Public Safety Officer 003065 \$7.15/hr.		\$7.45/hr.	Fixed Term I Probation Transfer (From Security & Traffic Enforcement Officer to Public Safety Officer)	02/08/93 - 06/30/93	
Office of the Registrar -----					
KEATON, SHELLIE ANNE Clerk/Typist 000209 \$5.97/hr.		\$5.67/hr.	Standing I Probation	03/01/93	
KILLGO, BONITA JEAN Clerk/Typist 000209 \$5.97/hr.		\$5.97/hr.	Resignation	01/29/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
----- Office of the Registrar -----				
WASHINGTON, BETTY LORAIN Veteran Services Counselor 000208 \$7.63	\$17,784.00	Probation Completed	12/27/92	
----- Off., Research, Grants & Cont. -----				
ALLEN, DARLENE Grants Specialist 000138 \$8.34/hr.	\$8.34/hr.	Probation Completed	03/06/93	
----- Office of Community Services -----				
JACKSON, RODI Staff Assistant	\$10.00/hr.	Wage Payroll (Not to exceed 30 hrs.)	01/13/93 - 04/02/93	Temporary Wages
MCKEE, W. SCOTT Community Education Teacher	\$383.00	Fixed Term II (MSU clogging and Folk Dance team)	03/21/93 - 05/11/93	Temporary Wages
NORDEN, SANDRA ABRAMS Staff Assistant	\$9.85/hr.	Wage Payroll	01/18/93 - 06/30/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

MSU-Ashland Extend. Campus Ctr -----					
CLARE, WILLIAM P. Custodian		\$4.78/hr.	Wage Payroll (Work 25 hrs. per week)	03/03/93 - 06/30/93	Temporary Wages
MAY, CHARLES D. Custodian		\$4.78/hr.	Discharge	03/02/93	
MSU-Big Sandy Extend. Campus -----					
CLEVINGER, MARGARET L Bookkeeper I		\$6.56/hr.	Wage Payroll	03/22/93 - 04/24/93	Roster ID # 002909
GIBSON, SUSAN RENEE Secretary 002909 \$6.56/hr.		\$6.56/hr.	Resignation	03/09/93	
Art ---					
BLAKE, BETH Lecturer		\$3,600.00	Fixed Term II (Teach 9 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
BLAKE, BETH Lecturer		\$410.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Art ---				
MCKINNEY, SAM Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
MCKINNEY, SAM Lecturer	\$790.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
MESA-GAIDO, ELIZABETH Lecturer	\$3,600.00	Fixed Term II (Teach 9 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
MESA-GAIDO, GARY Lecturer	\$3,600.00	Fixed Term II (Teach 9 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
MESA-GAIDO, GARY Lecturer	\$410.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
Biological & Env. Sciences -----				
TUERK, CRAIG Assistant Professor of Biology 001013 \$33,591.00	\$30,000.00	Standing I	08/23/93	Roster ID # 003090

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Communications -----				
ALBERT, LAWRENCE S. Dept. Chair, Communications 000471 \$46,225.00	\$35,000.00/9 months	Title Change (From Department Chair & Assoc. Prof. of Communications to Assoc. Prof. of Communications)	06/30/93	
CALDWELL, JAN Asst. Professor of Speech 001343 \$30,083.00	\$30,083.00	Release	05/15/93	
LAYNE, SYLVIA HORTON Lecturer	\$3,200.00	Fixed Term II (Teach 8 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
English, Foreign Lang. & Phil. -----				
CANO, SARAH C. Lecturer	\$4,200.00	Fixed Term II (Teach 9 hrs. and other non-related duties)	01/07/93 - 05/14/93	Lecturer Acct.
CARR-BACK, JUDITH ELAINE Lecturer	\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
CAUDILL, LAURA MAE Instructor of English	\$11,000.00	Fixed Term II (Teach 12 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
FERRELL, JAMES GLENN Lecturer	\$276.00	Fixed Term II Over the Road	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

English, Foreign Lang. & Phil.				

FORRESTER, MYRA O. Lecturer	\$810.00	Fixed Term II Over the Road	01/11/93 - 05/14/93	Over The Road Acct.
GEIGER, CHERYL A. Instructor of English 002629 \$21,500.00	\$21,500.00	Leave without pay	02/26/93 - 05/14/93	
MANNING, JANET LEE Secretary Specialist 000023 \$10.90/hr.	\$7.45/hr.	Probation Completed	02/13/93	
MINOR, MARK GEORGE Dept. Chair, Eng. For. Lang. 002820 \$48,000.00	\$55,000.00	Standing I	08/01/93	Roster ID # 002823
OFFUTT, MARY JO Lecturer	\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/07/93 - 05/15/93	Lecturer Acct.
OFFUTT, MARY JO Lecturer	\$554.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
SPRAGUE, CAROLA H Lecturer	\$3,100.00	Fixed Term II (Teach 9 hrs.)	01/07/93 - 05/15/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

English, Foreign Lang. & Phil.					

STEWART, MARY HARLENE Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
Geog., Government & History					

BARTO, VINCE Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
CARROLL, THOMAS Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
FLATT, DAVID DORAN Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
FREDERICK, DENITA Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
HWA, LILY Asst. Professor of History 002869 \$28,500.00		\$28,500.00	Release	05/23/94	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Geog., Government & History -----				
PEFFER, GEORGE ANTHONY Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
PEFFER, GEORGE ANTHONY Lecturer	\$380.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
RUCKER, OSCAR Asst. Professor of Geography 000606 \$27,000.00	\$27,000.00	Release	05/15/93	
Physical Sciences -----				
FIEL, RONALD L Dept. Chair, Physical Sciences 000590 \$56,282.00	\$47,028.00/9 months	Title Change (From Department Chair & Prof. of Science to Prof. of Science)	06/30/93	
Accounting & Economics -----				
CONN, ERIC CHRISTOPHER Lecturer	\$4,800.00	Fixed Term II (Teach 12 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Accounting & Economics					

HOSTO, TIMOTHY J. Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
RUNYAN, MARILYN ELAINE Staff Assistant 1		-0-	Fixed Term II Without Remuneration (Compensation is reduced fee of CPA course)	02/09/93 - 05/02/93	
WALLEN, LISA MICHELLE Lecturer		\$6,000.00	Fixed Term II (Teach 15 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
WALLEN, LISA MICHELLE Lecturer		\$410.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
Information Sciences					

BURTON, MARVIN RAY Lecturer		\$400.00	Fixed Term II (Teach 1 hr.)	01/07/93 - 05/14/93	Lecturer Acct.
COLLETT, JANE Lecturer		\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name	Title	Roster ID	Position	Base Salary	Salary	Description	Effective Date	Fund Source

Information Sciences								

NORTHCUTT, HELEN A	Asst. Prof. Business Education	000338		\$35,660.00	\$35,660.00	Retirement (Early Retirement)	05/15/93	
NORTHCUTT, HELEN A	Asst. Prof. Business Education	000338		\$35,660.00	\$17,830.00/1993-94	Fixed Term I (Early Retirement under PAC-25. Salary to be determined each academic year)	08/26/93 - 05/15/97	
SCUNZIANO, ALVENA	Lecturer			\$3,600.00	\$3,600.00	Fixed Term II (Teach 9 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
Management & Marketing								

AUGSBACH, JEFFREY R.	Lecturer			\$2,400.00	\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
AUGSBACH, JEFFREY R.	Lecturer			\$662.00	\$662.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
BARE, HELEN F.	Lecturer			\$1,200.00	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Management & Marketing				

COCKRELL, KEVIN CLAY Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
ROBERTS, KAREN SAVARRA Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
Elem. Read. & Spec. Education				

BARBER, SHEILA M. Secretary Specialist	\$7.45/hr.	Wage Payroll	02/22/93 - 03/12/93	Operating Expenses
BARBER, SHEILA M. Secretary Specialist	\$7.45/hr.	Wage Payroll	03/22/93 - 04/09/93	Temporary Wages
CARPENTER, PAM Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
CARPENTER, PAM Lecturer	\$830.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Elem. Read. & Spec. Education				

EIDSON, SUSAN L. Secretary 000409 \$7.28/hr.	\$7.28/hr.	Leave without pay	02/19/93 - 03/01/93	
EIDSON, SUSAN L. Secretary 000409 \$7.28/hr.	\$7.28/hr.	Resignation	03/26/93	
HICKS, DELPHIA H Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
LETENDRE, WANDA L. Lecturer	\$12,000.00	Fixed Term II (Supervise student teachers)	01/11/93 - 05/14/93	Lecturer Acct.
MASTERS, ELIZABETH DAWN Instructor of Education	\$12,000.00	Fixed Term II (Teach 12 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
MASTERS, ELIZABETH DAWN Instructor of Education	\$975.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
MITCHELSON, SARAH DERITTER Instructor of Education	\$12,000.00	Fixed Term II (Supervise student teachers)	01/11/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Elem. Read. & Spec. Education -----				
MO, WEIMIN Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
PLATT, JANICE C. Secretary Specialist 000329 \$7.45/hr.	\$7.45/hr.	Resignation	02/19/93	
POWELL, MARY N Instructor of Education	\$14,000.00	Fixed Term II (Teach 6 hrs. and additional instructional responsibilities)	01/11/93 - 05/14/93	Lecturer Acct.
STEWART, MARY HARLENE Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.

Leadership & Secondary Educ. -----				
BECK, KENNETH LEE Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
BECK, KENNETH LEE Lecturer	\$742.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Leadership & Secondary Educ. -----				
BRADEN, BILL Assistant Professor Education	\$14,000.00	Fixed Term II (Teach 6 hrs. and additional instructional responsibilities)	01/11/93 - 05/14/93	Lecturer Acct.
DINGMAN, JANET SIMPSON Lecturer	\$264.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
DINGMAN, JANET SIMPSON Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
EIDSON, SUSAN L. Secretary 000409 \$7.28/hr.	\$7.28/hr.	Leave without pay	02/01/93 - 02/19/93	
FITZGERALD, RUSS Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	02/23/93 - 05/14/93	Lecturer Acct.
KNOX, TAMARA L. Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
KNOX, TAMARA L. Lecturer	\$350.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
----- Leadership & Secondary Educ. -----				
MAYS, CHARLES U. Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
SAPP, DELORES R Instructor of Education	\$12,000.00	Fixed Term II (Teach 6 hrs. and additional instructional responsibilities)	01/11/93 - 05/14/93	Lecturer Acct.
SMITH, DARRELL Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
----- Health, P.E. & Recreation -----				
GRUENINGER, ROBERT W. Dept. Chair, HPER 000421 \$57,031.00	\$43,249.00/9 months	Title Change (From Department Chair & Prof. of HPER to Prof. of HPER)	06/30/93	
KOHUT, JERALDINE M. Lecturer	\$800.00	Fixed Term II (Teach 2 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
MILLER, MARY MURPHY Lecturer	\$800.00	Fixed Term II (Teach 2 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Health, P.E. & Recreation -----				
MILLER, MARY MURPHY Lecturer	\$120.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
SLONE, LARRY ALLEN Lecturer	\$2,000.00	Fixed Term II (Teach 5 hrs.)	01/07/93 - 05/15/93	Lecturer Acct.
SLONE, LARRY ALLEN Lecturer	\$506.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
Psychology -----				
BEAN, JOSEPH SCOTT Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
Sociology, Social Work & Corr -----				
DANIEL, CHARLES L. JR. Lecturer	\$696.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name	Title	Roster ID	Position Base Salary	Salary	Description	Effective Date	Fund Source

Sociology, Social Work & Corr							

DANIEL, CHARLES L. JR. Lecturer				\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
JOHNSON, DORIS Z. Lecturer				\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
JONES, THOMAS OWINGS Lecturer				\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
STEWART, WILLIAM RICARD Lecturer				\$264.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.
STEWART, WILLIAM RICARD Lecturer				\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
TALLICHET, SUZANNE E. Asst. Professor of Sociology 003091 \$29,500.00				\$29,500.00	Standing I	08/19/93	
WELLS, DIANA LEE Lecturer				\$590.00	Fixed Term II (Over the Road)	01/11/93 - 05/14/93	Over The Road Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Sociology, Social Work & Corr -----				
WELLS, DIANA LEE Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
WHITAKER, CORA ELIZABETH Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
WOODWARD, VIKKI LEIGH Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/14/93 - 05/14/93	Lecturer Acct.
Correct. Research & Training -----				
EAGLIN, MARIE LORRAINE Consultant	\$357.00	Fixed Term II	03/01/93 - 06/30/93	Consultant Wages
Ag. Nat. Resources-Agriculture -----				
CLAXON, JAMES F. Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
----- Ag. Nat. Resources-Agriculture -----				
RICE, PHILIP R. Lecturer	\$2,056.00	Fixed Term II (Teach 4.88 hrs. and travel)	02/22/93 - 05/15/93	Lecturer Acct.
WILLARD, JUDITH G Dept. Chair, Agri. & Nat. Res. 000244 \$53,500.00	\$42,000.00/9 months	Title Change (From Department Chair & Assoc. Prof. of Agriculture to Assoc. Prof. of Agriculture)	06/30/93	
----- Ag. & Natural Resources-Farm -----				
FIELDS, PATRICIA DARLENE Horticulture Technician 000236 \$6.21/hr.	\$5.67/hr.	Probation Completed	01/14/93	
STIDHAM, JEFFREY DEAN Farm Laborer 000253 \$6.21/hr.	\$5.67/hr.	Probation Completed	01/15/93	
----- Ag. & Nat. Resources-Vet Tech -----				
APPLEGATE, DONALD LYN Assoc. Prof. Veterinary Tech. 000309 \$43,337.00	\$48,109.00	Leave without pay	08/18/93 - 12/18/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

		Home Economics -----		
BEAR, HATTIE PAULINE Food Service Worker 000284 \$6.23/hr.	\$4.78/hr.	Probation Completed	02/19/93	
CLARK, HELEN MAE Early Childhood Specialist 003053 \$10,701.00	\$10,701.00	Probation Completed	02/12/93	
CRAIL, VICTORIA LYNN Food Service Worker	\$4.78/hr.	Wage Payroll	03/22/93 - 05/14/93	Roster ID # 000283
DOWNNEY, CATHY MARIE Food Service Worker 000283 \$4.78/hr.	\$4.78/hr.	Resignation	03/19/93	
FREDERICK, ANITA LEWIS Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.
GILES, KAREN Asst. Prof. Hotel/Management 000289 \$33,000.00	\$33,000.00	Resignation	05/15/93	
JONES, PEGGY ANNA Lecturer	\$1,200.00	Fixed Term II (Teach 3 hrs.)	01/11/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Ind. Educ. & Technology -----				
ARDESHIR, ABE B. Asst. Prof. Ind. Education 001282 \$35,454.00	\$35,454.00	Leave without pay	03/28/93 - 04/04/93	
VANHOOSE, JOHN S Asst. Prof. Ind. Education 000272 \$35,566.00	\$35,566.00	Retirement (Early Retirement)	06/30/93	
VANHOOSE, JOHN S Asst. Prof. Ind. Education 000272 \$35,566.00	\$17,783.00/1993-94	Fixed Term I (Early retirement under PAc-25. Salary to be determined each academic year)	08/18/93 - 05/15/97	
WILLIAMS, PAULA S Secretary Specialist	\$7.45/hr.	Probation Completed	02/19/93	
Nursing & All. Health-BSN Prog -----				
ALLEY, DAWN M. Secretary	\$6.56/hr.	Wage Payroll Continuation	02/15/93 - 02/27/93	Roster ID # 002765
ALLEY, DAWN M. Secretary	\$6.56/hr.	Wage Payroll Continuation	03/01/93 - 03/27/93	Roster ID # 002765
ALLEY, DAWN M. Secretary	\$6.56/hr.	Wage Payroll Continuation	03/29/93 - 05/14/93	Roster ID # 002765

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Nursing & All. Health-BSN Prog -----				
BARBOUR, BILL MICHAEL Instructor of Nursing	\$10,000.00	Fixed Term II (Teach 10 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
BOHANON, PERRY K. Lecturer	\$7,500.00	Fixed Term II	01/07/93 - 05/14/93	Lecturer Acct.
CURTIS, SHERRY ANN Continuing Education Asst.	\$6.56/hr.	Wage Payroll	03/29/93 - 05/28/93	Temporary Wages
ELLIS, SUSAN RENEE' Lecturer	\$3,200.00	Fixed Term II (Teach 8 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
GROSS, JANET J Coordinator, ADN Program 002890 \$43,000.00	\$44,000.00 (\$1,000.00 incr.)	Salary Adjustment (Completion of Doctoral Degree)	01/09/93	Roster ID # 003093
HARDIN, CYNTHIA DIAN Lecturer	\$2,400.00	Fixed Term II (Teach 6 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
HOFFMAN, KATHLEEN LOUISE Continuing Education Asst.	\$6.56/hr.	Resignation	02/19/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Nursing & All. Health-BSN Prog -----				
HOFFMAN, KATHLEEN LOUISE Continuing Education Asst.	\$6.56/hr.	Wage Payroll (Work 20 hrs. per week)	02/22/93 - 05/07/93	Temporary Wages
HOFFMAN, KATHLEEN LOUISE Continuing Education Asst.	\$6.56/hr.	Resignation	03/19/93	
KILBURN, FREDA L. Assoc. Professor of Nursing 001780 \$41,840.00	\$42,840.00	Title Change (From Coord. Bac. Nursing Program & Assoc. Prof. of Nursing to Assoc. Prof. of Nursing)	12/31/92	
LITTLE, GLENNIS SLONE Lecturer	\$1,600.00	Fixed Term II (Teach 2 hrs. and advise RN track students in Prestonsburg)	01/07/93 - 05/14/93	Lecturer Acct.
MEEHAN, DEBORAH ANN Lecturer	\$2,000.00	Fixed Term II (Teach 5 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
PREBECK, RHONDA Lecturer	\$4,000.00	Fixed Term II (Teach 10 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.
WITHROW, DONNA MARIE Instructor of Nursing	\$15,000.00	Fixed Term II (Teach 12 hrs.)	01/07/93 - 05/14/93	Lecturer Acct.

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Nur. & All. Hlth.-Rad. Tech -----				
GIBBS, CYNTHIA YOUNG Asst. Prof. Radiologic Tech. 002891 \$27,215.00	\$27,715.00 (\$500.00 incr.)	Salary Adjustment (Completion of Master's Degree)	08/01/92	Lecturer Acct.

Off. of Dean, Undergrad. Prog. -----				
BAILEY, REBECCA LYNN Staff Assistant 1	\$3,000.00	Fixed Term II (Assistant in the Writing Center)	02/15/93 - 05/15/93	Unbudgeted Revenues

Off. Library & Instruc. Media -----				
BELCHER, EDITH FAYE Library Consultant	\$3,200.00	Fixed Term II	05/17/93 - 06/11/93	Lecturer Acct.
CRAFT, JUDY Library Asst. I 003054 \$5.67/hr.	\$5.67/hr.	Probation Completed	03/12/93	
MITCHELL, GREGORY A. Librarian I 000679 \$20,557.00	\$25,000.00	Standing I Probation	03/08/93	Roster ID # 001379

Appointment Status Actions

01/18/93 - 04/02/93

Name	Title	Roster ID	Position	Base Salary	Salary	Description	Effective Date	Fund Source

Talent Search - TRIO								

JONES, KEVIN D.	Tutor				\$4.25/hr.	Wage Payroll (Work 4 hrs. per week)	01/04/93 - 05/14/93	Restricted
VANOVER, BRAD A.	Tutor				\$4.25/hr.	Wage Payroll (Work 4 hrs. per week)	01/04/93 - 05/14/93	Restricted
 Upward Bound - TRIO -----								
LEACH, TOMMY DALE	Teacher				\$100.00	Fixed Term II	03/27/93 - 03/28/93	Restricted
 Head Start -----								
HORTON, VICKY RIDDLE	Teacher				\$30.00/day	Fixed Term II	03/05/93 - 06/25/93	Restricted
 Adult Learning Center -----								
CAUDILL, PATRICIA WHITE	Adult Basic Education Teacher				\$18,000.00/11 months	Probation Completed	02/27/93	

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

Adult Learning Center -----				
DAVENPORT, KATHY LYNN Teacher	\$9,075.00	Fixed Term II	01/04/93 - 06/30/93	Restricted
JUDGE, LAURIE LEE Coord., Adult Learning Center	\$24,810.00	Probation Completed	02/12/93	
Wellness Educator 92/93 -----				
TEMPLEMAN, SHEILA JOY Secretary	\$6.56/hr.	Probation Completed	03/19/93	
Adult Basic Educ./Morgan Co. -----				
BROWN, ROBERTA R. Adult Basic Education Teacher	\$21,296.00	Probation Completed	03/19/93	Restricted

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source

CDPCRC -----				
ELLIOTT, CAROLYN Staff Assistant	\$6.00/hr.	Wage Payroll (Work 25 hrs. per week)	03/01/93 - 06/15/93	Restricted
GREEN, STEVE Staff Assistant	\$6.00/hr.	Wage Payroll (Work 25 hrs. per week)	03/01/93 - 06/15/93	Restricted
JOHNSON, PAULA SUE Adjustment Counselor	\$18,500.00	Fixed Term I Probation	04/01/93 - 06/30/93	Restricted
Action-Acad. Services Center -----				
CHRISTIAN, SUE LAVERNE Staff Assistant	\$10.00/hr.	Resignation	02/26/93	
KARRICK, BETTY LILLIAN Staff Assistant	\$7.00/hr.	Wage Payroll (Work 10 hrs. per week)	03/01/93 - 06/19/93	Restricted
Educational Opportunity Center -----				
ADKINS, SANDRA Tutor	\$4.25/hr.	Wage Payroll (Work 12 hrs. per week)	03/22/93 - 06/30/93	Restricted

Appointment Status Actions

01/18/93 - 04/02/93

Name Title Roster ID Position	Base Salary	Salary	Description	Effective Date	Fund Source

Educational Opportunity Center					

CANTRELL, PATRICIA A. Staff Assistant		\$4.25/hr.	Wage Payroll (Work 6 hrs. per week)	02/15/93 - 05/15/93	Restricted
LYKINS, PAMELA FAYE Tutor		\$4.25/hr.	Resignation	03/12/93	
NEWSOME, TAMMY F. Tutor		\$4.25/hr.	Wage Payroll (Work 20 hrs. per week)	01/24/93 - 05/15/93	Restricted
Martiki Research Project					

AKERS, HARRY Truck Driver/Farm Laborer		\$6.00/hr.	Resignation	01/23/93	
BOWEN, FREDDY Laborer		\$4.25/hr.	Wage Payroll	03/29/93 - 06/28/93	Restricted
LABUS, EDDY LEE Farm Manager		\$24,000.00	Resignation	03/31/93	Restricted

Appointment Status Actions

01/18/93 - 04/02/93

Name	Title	Roster ID	Position	Base Salary	Salary	Description	Effective Date	Fund Source

Martiki Research Project								

LECOMPTE, BOBBY GENE	Laborer				\$6.00/hr.	Wage Payroll (Work 19 hrs. per week)	03/29/93 - 06/28/93	Restricted
MCCOY, SHURLIN B.	Farm Laborer				\$4.25/hr.	Wage Payroll Continuation (Additional 24 hrs. per week)	01/25/93 - 02/27/93	Restricted

**THE FOLLOWING IS THE TYPE OF PERSONNEL ACTION REPORTED
IN THE SUPPLEMENTAL ACTIONS SECTION:**

SUPPLEMENTARY

(Includes: Educational Bonus & Interim/Acting Positions)

STATUS SECTION OF THE REPORT INCLUDES:

PA = PRIOR APPROVED

RR = RATIFICATION REQUESTED

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Office of the President -----					
SEELIG, JOHN MICHAEL Professor of Social Work \$42,081.00	\$15.00/game \$2,125.00	Operate shot clock Affirmative Act. Officer	11/16/92 - 02/25/93 02/22/93 - 06/30/93	PA RR	Other Wages Roster ID # 003071
----- Basketball -----					
LEWIS, THOMAS E News & Public Affairs Dir, WMKY \$17,782.00	\$550.00 \$20.00	Commentator for football PA Announcer/basketball	09/05/92 - 11/21/92 02/20/93 - 02/20/93	PA RR	Temporary Wages Other Wages
----- Accounting & Budgetary Control -----					
DEHART, PHYLLIS JEAN Personnel Assistant \$9.84/hr.	\$14.76/hr.-7 hrs. \$300.00/net \$14.76/hr.-6.5 hrs.	Assist fall registration Ed. Bonus - Assoc. Degree Assist with registration	08/20/92 - 08/21/92 12/19/92 - 12/19/92 01/07/93 - 01/08/93	PA PA RR	Other Wages Ed. Bonus Acct. Other Wages
----- Office of Personnel Services -----					
BALDWIN, ALAN ROMANS Provisional Studies Coord. \$24,980.00	\$6,942.00 \$2,400.00 \$410.00 \$235.00 \$1,200.00 \$380.00 \$4,379.00	Int. Dir. Personnel Serv. Teach 6 hrs. Over the Road Teach 2 hrs. Teach 3 hrs. Over the Road Int. Dir. Personnel Serv.	09/08/92 - 03/08/93 08/31/92 - 12/18/92 08/24/92 - 12/18/92 08/24/92 - 09/11/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93 03/09/93 - 06/30/93	PA PA PA PA RR RR RR	Roster ID # 003083 Over The Road Acct. Over The Road Acct. Lecturer Acct. Lecturer Acct. Over The Road Acct. Roster ID # 001846
LUCKEY, JR., GEORGE M Professor of Philosophy \$48,858.00	\$244.00 \$500.00 \$600.00	Teach .25 hr. Overload - 1 hr. Fac. Prof. Devel. Coord.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/01/93 - 06/30/93	PA RR RR	Summer School Lecturer Acct. Operating Expenses
REDWINE, SUSETTE ELAINE Univ. Ctr. Prg. & Spec. Coord. \$26,943.00	\$400.00 \$600.00	Teach 1 hr. Staff Prof. Devel. Coord.	08/24/92 - 12/21/92 01/01/93 - 06/30/93	PA RR	Lecturer Acct. Operating Expenses

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Office of WKY Radio -----					
HITCHCOCK, PAUL WILSON Music and Arts Director \$21,136.00	\$500.00	Prog./supervision duties	02/01/93 - 06/30/93	RR	Roster ID # 000545
Office of User Services -----					
WHITE, SHERI L. Technology Training Coord. \$18,941.00	\$175.00	Instruct computer wksp.	10/28/92 - 11/05/92	PA	Unbudgeted Revenues
	\$180.00	Instruct computer wksp.	01/27/93 - 02/04/93	RR	Other Wages
Office of Admissions -----					
BARKER, SANDRA LEE Admission Counselor \$18,955.00	\$800.00	Teach 2 hrs.	08/24/92 - 12/21/92	PA	Lecturer Acct.
	\$500.00/net	Ed. Bonus - Master Degree	12/19/92 - 12/19/92	RR	Ed. Bonus Acct.
Office of Public Safety -----					
HAYES, BARBARA A. Public Safety Officer \$7.63/hr.	\$400.00/net	Ed. Bonus - Bach. Degree	12/19/92 - 12/19/92	RR	Ed. Bonus Acct.
Office of Community Services -----					
GIFFORD, JAMES M Exec. Dir., Jesse Stuart Found \$41,408.00	\$200.00	Instr. during Elderhostel	07/12/92 - 07/18/92	PA	Temporary Wages
	\$200.00	Instr. during Elderhostel	11/29/92 - 12/04/92	PA	Temporary Wages
	\$400.00	Instr. during Elderhostel	02/14/93 - 04/02/93	RR	Temporary Wages
HOGGE, SUZANNE S. Wage and Salary Manager \$22,581.00	\$450.00	Community Ed.-Aerobics	01/25/93 - 05/12/93	RR	Unbudgeted Revenues

Supplemental Actions

01/18/93 - 04/02/93

Name Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

MSU-Licking Valley Educ. Serv						

BALLARD, C. KATIE Counselor, Educ. Oppor. Center	\$23,000.00	\$400.00	Administer GED test	08/01/92 - 10/16/92	PA	Operating Expenses
		\$250.00	Administer GED test	11/07/92 - 12/12/92	PA	Opening Bud-Undist.
		\$300.00	Administer GED test	01/09/93 - 02/06/93	RR	Temporary Wages
Art						

BARTLETT, DAVID JOHN Assoc. Professor of Art	\$37,102.00	\$207.00	Overload - .46 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
FERRELL, DIXON Assoc. Professor of Art	\$37,505.00	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
FRANZINI, ROBERT J Professor of Art	\$38,354.00	\$2,301.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
		\$1,105.00	Overload - 2.21 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
		\$735.00	Overload - 1.47 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
HOWARD, RYAN ABNEY Professor of Art	\$44,196.00	\$750.00	Overload - 1.50 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
JONES, ROGER H Professor of Art	\$46,501.00	\$1,200.00	Coordinator	08/19/92 - 12/21/92	RR	Lecturer Acct.
		\$1,200.00	Coordinator	01/07/93 - 05/12/93	RR	Lecturer Acct.
		\$2,105.00	Overload - 4.21 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
		\$895.00	Overload - 1.79 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
TIRONE, STEPHEN JOHN Assoc. Professor of Art	\$35,817.00	\$2,700.00	Overload - 6 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
YOUNG, DON B Assistant Professor of Art	\$37,435.00	\$2,246.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
		\$1,284.00	Overload - 3.21 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
		\$1,116.00	Overload - 2.79 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Biological & Env. Sciences							

BRUMAGEN, DAVID MILTON	Professor of Biology	\$49,049.00	\$825.00	Overload - 1.65 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,150.00	Overload - 2.30 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
BUSROE, FRED M	Assoc. Professor of Biology	\$40,366.00	\$1,665.00	Overload - 3.70 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
GEARNER, GEOFFREY W.	Assistant Professor of Biology	\$29,342.00	\$1,761.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$540.00	Overload - 1.35 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$680.00	Overload - 1.70 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
GRIERSON, HELEN LOUISE	Assistant Professor of Biology	\$26,000.00	\$920.00	Overload - 2.30 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$60.00	Overload - .15 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MAGRANE, DAVID T	Professor of Biology	\$45,828.00	\$6,416.00	Teach 7 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$675.00	Overload - 1.35 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$2,120.00	Overload - 4.24 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MCMURRY, MALINDA BEA	Instructor of Biology	\$21,000.00	\$500.00	Overload - 1.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MEADE, LESLIE E	Assoc. Professor of Biology	\$38,139.00	\$2,288.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$1,260.00	Overload - 2.80 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$428.00	Overload - .95 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
PASS, II, TED	Professor of Biology	\$48,166.00	\$3,500.00	Dir./Cons. State Pri. Lab	07/01/92 - 06/15/93	PA	Temporary Wages
			\$3,853.00	Teach 4 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$2,155.00	Researcher/Hach Project	05/17/92 - 08/20/92	PA	Restricted
			\$1,500.00	Research Grant	10/20/92 - 12/20/92	PA	Restricted
			\$650.00	Overload - 1.30 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$2,300.00	Overload - 4.60 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
REEDER, BRIAN C.	Assistant Professor of Biology	\$31,398.00	\$3,768.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted
			\$1,420.00	Overload - 3.55 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$120.00	Overload - .30 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Biological & Env. Sciences							

SAXON, DAVID J	Professor of Biology	\$49,078.00	\$982.00	Teach 1 hr.	07/06/92 - 07/31/92	PA	Summer School
			\$790.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
			\$1,325.00	Overload - 2.65 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$1,675.00	Overload - 3.35 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SETSER, HOWARD L	Professor of Biology	\$47,988.00	\$2,879.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$1,290.00	Overload - 2.58 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$625.00	Overload - 1.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Communications							

BIEL, MICHAEL J	Assoc. Professor of Radio-TV	\$39,695.00	\$2,039.00	Overload - 4.53 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$662.00	Overload - 1.47 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
CALDWELL, JAN	Asst. Professor of Speech	\$30,083.00	\$800.00	Overload - 2 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$600.00	Overload - 1.50 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
COLLINS, DAVID R	Asst. Professor Radio-TV	\$31,039.00	\$1,200.00	NewsCenter 12 Advisor	08/19/92 - 12/19/92	PA	Lecturer Acct.
			\$1,200.00	NewsCenter 12 Advisor	01/11/93 - 05/15/93	RR	Lecturer Acct.
CRICKARD, JENNIFER LYNN	Director, Publications	\$35,896.00	\$1,200.00	Raconteur Advisor	08/19/92 - 12/18/92	PA	Lecturer Acct.
			\$1,200.00	Raconteur Advisor	01/11/93 - 05/15/93	RR	Lecturer Acct.
DALES, LARRY NELSON	Asst. Professor of Journalism	\$34,288.00	\$100.00	Overload - .25 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
EARL, E. NOEL	Asst. Professor of Speech	\$28,000.00	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,600.00	Overload - 4 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Communications -----					
GISH, SHIRLEY H. Assoc. Professor of Speech \$34,372.00	\$2,062.00 \$1,800.00 \$900.00	Teach 3 hrs. Overload - 4 hrs. Overload - 2 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
GREER, DALE DENTON Asst. Professor Radio-TV \$31,463.00	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
HALL, JOAN LANCASTER Asst. Professor of Journalism \$26,000.00	\$1,200.00 \$1,200.00 \$100.00	Trail Blazer Advisor Trail Blazer Advisor Overload - .25 hr.	08/19/92 - 12/19/92 01/11/93 - 05/15/93 01/11/93 - 05/14/93	PA RR RR	Lecturer Acct. Lecturer Acct. Lecturer Acct.
HAMILTON, KYUNG K Theatre Costumer \$12,551.00	\$2,400.00 \$2,400.00	Teach 6 hrs. Teach 6 hrs.	08/24/92 - 12/15/92 01/11/93 - 05/15/93	PA RR	Lecturer Acct. Lecturer Acct.
HAMM, HARLEN L Professor of Speech \$42,247.00	\$1,275.00 \$250.00	Teach 1.54 hrs. Overload - .50 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92	PA RR	Summer School Lecturer Acct.
KASIOR, SERJIT KAUR Asst. Professor of Journalism \$34,000.00	\$500.00 \$1,300.00	Overload - 1.25 hrs. Overload - 3.25 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
LANHAM, DONALD L. Asst. Professor Radio-TV \$28,699.00	\$430.00 \$180.00 \$500.00	Teach .75 hr. 4 Intern visits Overload - 1.25 hrs.	07/06/92 - 07/31/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92	PA PA RR	Summer School Restricted Lecturer Acct.
LAYNE, WILLIAM JOSEPH Assoc. Professor of Theatre \$36,380.00	\$608.00	Overload - 1.35 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Communications -----					
LINDELL, CALVIN O. Asst. Professor of Speech \$29,535.00	\$1,772.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$790.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$180.00	4 Intern visits	08/01/92 - 11/25/92	PA	Restricted
	\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Restricted
	\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted
	\$1,200.00	Overload - 3 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
LOCKHART, TRAVIS PRESTON Assoc. Professor of Theatre \$36,116.00	\$1,463.00	Overload - 3.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MODAFF, JOHN VINCENT Asst. Professor of Speech \$30,000.00	\$1,800.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$500.00	Overload - 1.25 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$1,300.00	Overload - 3.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
PLUM, DEBORAH LEE Asst. Professor of Journalism \$28,699.00	\$200.00	Overload - .50 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
QUISENBERRY, JAMES EDWARD Professor of Speech \$47,715.00	\$1,875.00	Overload - 3.75 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,125.00	Overload - 2.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
WILSON, JACK E Professor of Speech \$49,576.00	\$2,975.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$2,000.00	Overload - 4 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,000.00	Overload - 2 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
YANCY, THOMAS L Asst. Professor Radio-TV \$33,074.00	\$3,142.00	Teach 4.75 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$20.00/game	PA Announcer for football	09/12/92 - 11/21/92	PA	Other Wages
	\$20.00/game	PA Announcer/basketball	11/16/92 - 02/25/93	PA	Other Wages
	\$1,404.00	Overload - 3.51 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$996.00	Overload - 2.49 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- English, Foreign Lang. & Phil. -----					
BATTAGLIA, ROSEMARIE A. Assistant Professor of English \$28,000.00	\$300.00 \$132.00	Reasoning Workshop Overload - .33 hr.	11/21/92 - 01/07/93 01/11/93 - 05/14/93	RR RR	Restricted Lecturer Acct.
CAMPBELL, GLENNA EVANS Assoc. Professor of English \$39,868.00	\$4,784.00 \$1,350.00	Teach 6 hrs. Overload - 3 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92	PA RR	Summer School Lecturer Acct.
CANO, VICENTE Professor of Romance Languages \$38,349.00	\$540.00	Overload - 1.08 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
DEPP, DANE Asst. Professor of Philosophy \$25,000.00	\$175.00 \$332.00	Teach one class Overload - .83 hr.	12/01/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Lecturer Acct. Lecturer Acct.
EKLUND, GEORGE E Assistant Professor of English \$28,000.00	\$140.00 \$528.00	Teach .25 hr. Overload - 1.32 hr.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
HASTINGS, EUGENE B. Assoc. Prof. Romance Languages \$30,533.00	\$149.00 \$747.00	Teach .25 hr. Overload - 1.66 hrs.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
HELPHINSTINE, FRANCES L Professor of English \$46,024.00	\$2,761.00 \$500.00 \$790.00 \$500.00	Comp. for teach. ENG 603 Overload - 1 hr. Over the Road Overload - 1 hr.	07/06/92 - 08/01/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA RR RR RR	Summer School Lecturer Acct. Over The Road Acct. Lecturer Acct.
MACE, JENNINGS R. Assoc. Professor of English \$33,909.00	\$848.00 \$790.00 \$1,310.00 \$446.00	Teach 1.25 hrs. Over the Road Overload - 2.91 hrs. Overload - .99 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR RR	Summer School Over The Road Acct. Lecturer Acct. Lecturer Acct.
MANGRUM, FRANKLIN M Professor of Philosophy \$51,260.00	\$1,446.00 \$1,665.00	Over the Road Overload - 3.33 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.
MCLEAN, JOHN L. Assistant Professor of English \$24,000.00	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- English, Foreign Lang. & Phil. -----					
MORRISON, SARAH R. Assistant Professor of English \$28,000.00	\$100.00 \$400.00	Thinking & Writing Wksp. Overload - 1 hr.	11/13/92 - 11/14/92 01/11/93 - 05/14/93	RR RR	Restricted Lecturer Acct.
NETHERTON, MARY JO Assoc. Professor of French \$40,231.00	\$2,138.00 \$563.00	Overload - 4.75 hrs. Overload - 1.25 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
O'BRIEN, WENDELL Asst. Professor of Philosophy \$28,000.00	\$100.00 \$300.00 \$300.00 \$300.00	Thinking & Writing Wksp. Reasoning Workshop Write Across Curr. Wksp. Overload - .75 hr.	11/13/92 - 11/14/92 11/21/92 - 01/07/93 01/04/93 - 01/06/93 01/11/93 - 05/14/93	RR RR RR RR	Restricted Restricted Lecturer Acct. Lecturer Acct.
PETERSON, NANCY L. Assistant Professor of English \$27,000.00	\$662.00 \$532.00	Over the Road Overload - 1.33 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.
ROGERS, GLENN C Professor of English \$47,064.00	\$1,500.00 \$995.00 \$165.00	Elementary Project Overload - 1.99 hrs. Overload - .33 hr.	07/01/92 - 06/30/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Restricted Lecturer Acct. Lecturer Acct.
STROIK, THOMAS S. Assoc. Professor of English \$32,964.00	\$100.00 \$1,049.00	Teach 3 hrs. Overload - 2.33 hrs.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
VISHOMIRSKYTE, LORETA Assistant Professor of English \$27,500.00	\$200.00	Overload - .50 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
----- Geog., Government & History -----					
BACK, LINDSEY R Professor of Government \$45,958.00	\$625.00 \$125.00	Overload - 1.25 hrs. Overload - .25 hr.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Geog., Government & History							

DAHLBERG, JAMES POOLE	Asst. Professor of Government	\$31,167.00	\$1,870.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$750.00	Interim AAO	09/11/92 - 12/11/92	PA	Roster ID # 003071
			\$250.00	Interim AAO	12/12/92 - 01/11/93	PA	Roster ID # 003071
			\$250.00	Interim AAO	01/12/93 - 02/12/93	PA	Roster ID # 003071
			\$250.00	Interim AAO	02/13/93 - 03/12/93	RR	Roster ID # 003071
			\$1,100.00	Overload - 2.75 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$200.00	Overload - .50 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
FLATT, DONALD F	Professor of History	\$49,820.00	\$2,989.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$2,000.00	Overload - 4 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
GOULD, ROBERT B	Professor of Geography	\$49,528.00	\$2,972.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$125.00	Overload - .25 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
HOLT, CHARLES E	Professor of History	\$47,766.00	\$5,732.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted
			\$1,500.00	Overload - 3 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
LEROY, PERRY E	Professor of History	\$49,491.00	\$2,969.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$410.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
			\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,500.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
NORTHRUP, RIC	Asst. Professor of Government	\$27,000.00	\$500.00	Overload - 1.25 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$100.00	Overload - .25 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SPRAGUE, STUART S	Professor of History	\$48,419.00	\$410.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
			\$1,500.00	Overload - 3 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$790.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,500.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
YALE, MARILYN A.	Asst. Professor of Government	\$27,500.00	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,600.00	Overload - 4 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Mathematics -----					
FLORA, BEN V Professor of Mathematics \$49,108.00	\$225.00 \$3,636.00 \$806.00 \$1,240.00 \$3,070.00	Sci./Math Alliance Conf. Conduct wksp. for K-4 Over the Road Director for K-4 Math Dir. Accel. Math Proj.	08/11/92 - 08/11/92 08/01/92 - 12/10/92 01/11/93 - 05/14/93 08/01/93 - 12/20/93 09/01/92 - 03/09/93	PA PA RR RR RR	Restricted Restricted Over The Road Acct. Restricted Restricted
FRYMAN, JOHNNIE G Assoc. Professor Mathematics \$42,623.00	\$180.00 \$662.00 \$2,183.00	4 Interns visits Over the Road Overload - 4.85 hrs.	08/01/92 - 11/25/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA RR RR	Restricted Over The Road Acct. Lecturer Acct.
HAMMONS, C. RODGER Dept. Chair, Mathematics \$56,496.00	\$150.00 \$790.00	Sci./Math Alliance Conf. Over the Road	08/11/92 - 08/11/92 01/11/93 - 05/14/93	PA RR	Restricted Over The Road Acct.
JAISINGH, LLOYD R. Assoc. Professor Mathematics \$40,437.00	\$2,426.00 \$1,013.00 \$450.00	Teach 3 hrs. Overload - 2.25 hrs. Overload - 1 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
JOHNSTON, GLENN EARL Professor of Mathematics \$49,810.00	\$5,977.00 \$150.00 \$1,166.00 \$225.00 \$1,400.00 \$790.00 \$1,400.00	Teach 6 hrs. Sci./Math Alliance Conf. Over the Road 5 Intern visits Overload - 2.80 hrs. Over the Road Overload - 2.80 hrs.	07/06/92 - 07/31/92 08/11/92 - 08/11/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA PA PA RR RR RR	Summer School Restricted Over The Road Acct. Restricted Lecturer Acct. Over The Road Acct. Lecturer Acct.
KLEIN, THOMAS J. Asst. Professor of Mathematics \$29,000.00	\$300.00 \$1,200.00	Reasoning Workshop Overload - 3 hrs.	11/21/92 - 01/07/93 01/11/93 - 05/14/93	RR RR	Restricted Lecturer Acct.
KORNTVED, EDWARD C. Asst. Professor of Mathematics \$32,000.00	\$340.00	Overload - .85 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
LINDAHL, SANDRA LEADER Instructor of Mathematics \$21,000.00	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MANN, JAMES DARWIN Assoc. Professor Mathematics \$40,928.00	\$810.00	Overload - 1.80 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source
Mathematics							

MCCOUN, KELLY L.	Asst. Professor of Mathematics	\$33,332.00	\$240.00	Overload - .60 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
NOLEN, GORDON	Assoc. Professor Mathematics	\$41,447.00	\$4,974.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$662.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
			\$540.00	Overload - 1.20 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ROSS, RANDY K.	Assoc. Professor Mathematics	\$31,608.00	\$3,703.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$810.00	Overload - 1.80 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
SAXON, JOYCE FAYE	Asst. Professor of Mathematics	\$35,148.00	\$4,218.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
			\$180.00	4 Intern visits	08/01/92 - 11/25/92	PA	Restricted
			\$2,184.00	Consulting/K-4 Math	01/10/92 - 12/10/92	PA	Restricted
			\$1,322.00	Conduct wksp. for K-4	08/01/92 - 12/10/92	PA	Restricted
			\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Restricted
			\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$2,197.00	Co-Dir. Accel. Math Proj.	09/01/92 - 03/09/93	RR	Restricted
Music							

ACORD, MICHAEL D.	Assistant Professor of Music	\$27,578.00	\$804.00	Overload - 2.01 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ANDERSON, DAVID LLOYD	Assoc. Professor of Music	\$35,971.00	\$158.00	Overload - .35 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
BEANE, JAMES R	Assoc. Professor of Music	\$45,970.00	\$540.00	Overload - 1.20 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Music -----					
BLOCHER, LARRY ROSS Assoc. Professor of Music \$37,091.00	\$4,451.00 \$3,000.00 \$180.00 \$2,700.00	Teach 6 hrs. Band Camp Coordinator 4 Intern visits Overload - 6 hrs.	07/06/92 - 07/31/92 07/06/92 - 08/08/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92	PA PA PA RR	Summer School Temporary Wages Restricted Lecturer Acct.
BURGESS, JON WESLEY Assistant Professor of Music \$31,793.00	\$50.00 \$1,096.00 \$1,304.00	Blue/Gold Festival Overload - 2.74 hrs. Overload - 3.26 hrs.	09/26/92 - 09/26/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Opening Bud-Undist. Lecturer Acct. Lecturer Acct.
FLIPPIN, RUSSELL JAY Assoc. Professor of Music \$39,434.00	\$100.00 \$761.00 \$198.00	Thinking & Writing Wksp. Overload - 1.69 hrs. Overload - .44 hr.	11/13/92 - 11/14/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR RR	Restricted Lecturer Acct. Lecturer Acct.
LOUDER, EARLE L. Professor of Music \$46,100.00	\$1,775.00 \$665.00	Overload - 3.55 hrs. Overload - 1.33 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
NORDEN, EUGENE C Assistant Professor of Music \$35,629.00	\$884.00	Overload - 2.21 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ODDIS, FRANK ALAN Assoc. Professor of Music \$34,670.00	\$2,035.00 \$150.00 \$2,700.00	Teach 3 hrs. Blue/Gold Festival Overload - 6 hrs.	07/06/92 - 07/31/92 09/26/92 - 09/26/92 08/24/92 - 12/18/92	PA PA RR	Summer School Operating Expenses Lecturer Acct.
ROSS, RAYMOND PERRY Assistant Professor of Music \$31,994.00	\$63.00 \$40.00	Overload - .14 hr. Overload - .10 hr.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
TRACZ, FRANK Director of Bands \$50,000.00	\$2,205.00 \$495.00	Overload - 4.90 hrs. Overload - 1.10 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
VENETTOZZI, VASILE JEAN Professor of Music \$20,445.00	\$200.00	Overload - .40 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Music -----					
VITON, JOHN Assistant Professor of Music \$30,000.00	\$440.00	Overload - 1.10 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Physical Sciences -----					
BARNES, ZEXIA K. Assistant Professor Chemistry \$31,994.00	\$150.00 \$75.00 \$300.00 \$1,220.00 \$260.00	Sci./Math Alliance Conf. TOYS Workshop Reasoning Workshop Overload - 3.05 hrs. Overload - .65 hr.	08/11/92 - 08/11/92 08/10/92 - 08/10/92 11/21/92 - 01/07/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR RR RR	Restricted Restricted Restricted Lecturer Acct. Lecturer Acct.
BORAM, ROBERT DAVID Asst. Professor of Science \$27,000.00	\$300.00 \$790.00 \$300.00 \$508.00 \$300.00 \$662.00 \$508.00	Sci./Math Alliance Conf. Over the Road Reasoning Workshop Overload - 1.27 hrs. Write Across Curr. Wksp. Over the Road Overload - 1.27 hrs.	08/11/92 - 08/11/92 08/24/92 - 12/18/92 11/21/92 - 01/07/93 08/24/92 - 12/18/92 01/04/93 - 01/06/93 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR RR RR RR	Restricted Over The Road Acct. Restricted Lecturer Acct. Operating Expenses Over The Road Acct. Lecturer Acct.
BRENGELMAN, RUSSELL M Professor of Physics \$49,667.00	\$3,973.00 \$360.00	Teach 4 hrs. Overload - .72 hr.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
CAIN, HAROLD WADE Assistant Professor Chemistry \$34,646.00	\$300.00 \$860.00	Write Across Curr. Wksp. Overload - 2.15 hrs.	01/04/93 - 01/06/93 01/11/93 - 05/14/93	RR RR	Restricted Lecturer Acct.
CUTTS, DAVID R Professor of Physics \$49,037.00	\$785.00	Overload - 1.57 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ESHAM, MAURICE E. Professor of Science \$43,903.00	\$662.00 \$1,265.00	Over the Road Overload - 2.53 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Physical Sciences -----					
HEDGECOCK, HERBERT C Assistant Professor Chemistry \$35,095.00	\$75.00 \$500.00 \$700.00	Sci./Math Alliance Conf. Overload - 1.25 hrs. Overload - 1.75 hrs.	08/11/92 - 08/11/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Restricted Lecturer Acct. Lecturer Acct.
HUNT, RICHARD L Assoc. Professor of Chemistry \$44,247.00	\$100.00 \$563.00 \$563.00	Thinking & Writing Wksp. Overload - 1.25 hrs. Overload - 1.25 hrs.	11/13/92 - 11/14/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR RR	Restricted Lecturer Acct. Lecturer Acct.
HYLBERT, DAVID K Professor of Geoscience \$50,067.00	\$3,000.00	Overload - 6 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
MALPHRUS, BENJAMIN KEVIN Asst. Professor of Science \$27,747.00	\$2,220.00 \$410.00 \$6,243.00 \$5,948.00 \$790.00	Teach 4 hrs. Over the Road PRISM Project Director Primary Res. Sci. Proj. Over the Road	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/01/93 - 08/31/93 01/01/93 - 06/30/94 01/11/93 - 05/14/93	PA PA RR RR RR	Summer School Over The Road Acct. Restricted Restricted Over The Road Acct.
MASON, CHARLES E Asst. Professor of Geoscience \$33,334.00	\$440.00 \$880.00	Overload - 1.10 hrs. Overload - 2.20 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
RAMEY, C. VICTOR Assoc. Professor of Science \$41,424.00	\$225.00 \$410.00	5 Intern visits Over the Road	08/01/92 - 11/25/92 01/11/93 - 05/14/93	PA RR	Restricted Over The Road Acct.
REID, STEVEN K. Asst. Professor of Geoscience \$27,000.00	\$992.00 \$512.00	Overload - 2.48 hrs. Overload - 1.28 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
WHIDDEN, CHARLES JACKSON Professor of Physics \$49,642.00	\$165.00	Overload - .33 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Accounting & Economics -----					
ALCORN, JOHN M Assoc. Professor of Accounting \$42,797.00	\$5,136.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$790.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$150.00	SBI Advisor	10/01/92 - 12/15/92	PA	Restricted
	\$790.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$450.00	Overload - 1 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ELLIOTT, TERRY GLEN Asst. Professor of Accounting \$39,948.00	\$3,059.00	Teach 3 hrs. & OTR pay	07/06/92 - 07/31/92	PA	Summer School
	\$790.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$1,046.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MARTIN, ANGELA M. Internal Auditor \$36,720.00	\$1,200.00	Teach 3 hrs.	08/24/92 - 12/18/92	PA	Lecturer Acct.
	\$1,200.00	Teach 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MILLER, GREEN RUSSELL Dept. Chair, Accounting & Econ \$54,356.00	\$662.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
OSBORNE, JOHN W Asst. Professor of Accounting \$39,065.00	\$400.00	Overload - 1 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
PEAVLER, ROSEMARY CARLSON Assoc. Professor of Finance \$48,855.00	\$662.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$450.00	Overload - 1 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$790.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$450.00	Overload - 1 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SMITH, KENNETH W. Assistant Professor Economics \$31,500.00	\$2,205.00	Teach 3.50 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$1,600.00	Overload - 4 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
VAN METER, GARY L Assoc. Professor of Accounting \$41,594.00	\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
WALTERS, SHARON TUTTLE Asst. Professor of Accounting \$33,163.00	\$100.00	Overload - .25 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Accounting & Economics -----					
WILLIAMS, L. K Assoc. Professor of Accounting \$57,162.00	\$6,859.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$150.00	SBI Advisor	10/01/92 - 12/15/92	PA	Restricted
	\$450.00	Overload - 1 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$450.00	Overload - 1 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
YASIN, MESGHENA Assoc. Professor of Economics \$38,724.00	\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Lecturer Acct.
	\$1,350.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Information Sciences -----					
BERNARDI, RAY D. Professor, Business Education \$47,784.00	\$1,000.00	Overload - 2 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
BERRY, HERBERT Assoc. Prof. Data Processing \$38,983.00	\$338.00	Overload - .75 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
BURGE, JAN GWYNETTE Conference Services Director \$25,308.00	\$1,200.00	Teach 3 hrs.	01/07/93 - 05/14/93	RR	Lecturer Acct.
	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
LUCKEY, SUE Y Professor, Business Education \$47,565.00	\$625.00	Overload - 1.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
PARRISH, LEAH JANET Instructor of CIS \$29,038.00	\$2,152.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
RAJARAVIVARMA, RATHIKA Assistant Professor of CIS \$29,150.00	\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Restricted
	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Management & Marketing -----					
CARLSON, RODGER D. Professor of Marketing \$50,115.00	\$4,009.00 \$662.00 \$662.00	Teach 4 hrs. Over the Road Over the Road	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR	Summer School Over The Road Acct. Over The Road Acct.
GRIER, WILSON C. Dir., SBDC \$32,174.00	\$1,200.00 \$1,200.00	Overload - 3 hrs. Overload - 3 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
JONES, MELINDA Instructor of Marketing \$24,000.00	\$100.00	Overload - .25 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
MCCORMICK, BEVERLY JOYCE Assoc. Professor Real Estate \$33,307.00	\$4,830.00 \$1,463.00	Teach 7.25 hrs. Overload - 3.25 hrs.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
MEADOWS, ROBERT E Professor of Management \$51,600.00	\$4,644.00 \$790.00 \$500.00	Teach 4.50 hrs. Over the Road Overload - 1 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92	PA PA RR	Summer School Over The Road Acct. Lecturer Acct.
MOORE, KEITH DUANNE Instructor of Management \$22,000.00	\$790.00 \$790.00	Over the Road Over the Road	08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Over The Road Acct. Over The Road Acct.
OUSLEY, VALERIE ANN Receivables Manager \$26,221.00	\$1,200.00	Teach 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
PIERCE, BILL B Professor of Marketing \$53,860.00	\$1,200.00 \$400.00 \$625.00 \$1,375.00	Teach 3 hrs. Revision of corrs. course Overload - 1.25 hrs. Overload - 2.75 hrs.	07/06/92 - 07/31/92 08/15/92 - 10/01/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR RR	Summer School Other Wages Lecturer Acct. Lecturer Acct.
----- Elem. Read. & Spec. Education -----					
BLAIR, SHIRLEY S Director of Student Teaching \$43,465.00	\$1,000.00 \$550.00 \$1,000.00 \$1,000.00	Coordinator of KTIP KTIP Initial Training NCATE Writing Committee NCATE Writing Committee	07/01/92 - 07/31/92 08/07/92 - 08/12/92 08/19/92 - 12/31/92 01/07/93 - 05/15/93	PA PA PA RR	Consultant Wages Restricted Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Elem. Read. & Spec. Education -----					
COX, DIANE Assistant Professor Education \$32,135.00	\$1,704.00	Overload - 4.26 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
DUNCAN, GRETTA A Assistant Professor Education \$16,833.00	\$263.00 \$221.00	Over the Road Over the Road	08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Over The Road Acct. Over The Road Acct.
GEORGES, CAROL ANN Assistant Professor Education \$34,562.00	\$800.00 \$1,064.00	Speech & hearing tests Overload - 2.66 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
GLADDEN, MARY ANN Assoc. Professor of Education \$37,582.00	\$4,510.00 \$2,700.00	Teach 6 hrs. Overload - 6 hrs.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.
GRACE, DANIEL P Assistant Professor Education \$30,877.00	\$3,705.00 \$662.00 \$1,022.00 \$2,400.00	Teach 6 hrs. Over the Road Over the Road Overload - 6 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR	Summer School Over The Road Acct. Over The Road Acct. Lecturer Acct.
GRINDSTAFF, COLLETA Y Assistant Professor Education \$36,486.00	\$4,378.00 \$1,022.00 \$400.00 \$790.00 \$2,000.00	Teach 6 hrs. Over the Road Overload - 1 hr. Over the Road Overload - 5 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR RR	Summer School Over The Road Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
HAMMONS, KAREN OREILLY Assistant Professor Education \$32,549.00	\$3,906.00 \$1,000.00 \$1,000.00	Teach 6 hrs. NCATE Writing Committee NCATE Writing Committee	07/06/92 - 07/31/92 08/19/92 - 12/31/92 01/07/93 - 05/15/93	PA PA RR	Summer School Lecturer Acct. Lecturer Acct.
HAMPTON, COLEENE BRANSON Instructor of Education \$27,882.00	\$3,346.00 \$662.00 \$296.00	Teach 6 hrs. Over the Road Overload - .74 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR	Summer School Over The Road Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Elem. Read. & Spec. Education -----					
HERZOG, KATHARINE D Assoc. Professor of Education \$38,194.00	\$1,146.00 \$1,154.00 \$100.00 \$1,679.00	Teach 1.50 hrs. Over the Road Thinking & Writing Wksp. Overload - 3.73 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 11/13/92 - 11/14/92 01/11/93 - 05/14/93	PA PA RR RR	Summer School Over The Road Acct. Restricted Lecturer Acct.
MCGHEE, PAUL RALPH Professor of Education \$47,083.00	\$5,650.00 \$1,000.00 \$1,166.00 \$270.00 \$500.00 \$1,000.00 \$1,022.00 \$2,500.00	Teach 6 hrs. NCATE Writing Committee Over the Road 6 Intern visits Overload - 1 hr. NCATE Writing Committee Over the Road Overload - 5 hrs.	07/06/92 - 07/31/92 08/19/92 - 12/31/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92 01/07/93 - 05/15/93 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA PA PA RR RR RR RR	Summer School Lecturer Acct. Over The Road Acct. Restricted Lecturer Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
MILLER, TIMOTHY E. Assoc. Professor of Education \$39,670.00	\$4,760.00 \$1,000.00 \$1,022.00 \$360.00 \$900.00	Teach 6 hrs. NCATE Writing Committee Over the Road 8 Intern visits Overload - 2 hrs.	07/06/92 - 07/31/92 08/19/92 - 12/31/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 01/11/93 - 05/14/93	PA PA PA PA RR	Summer School Lecturer Acct. Over The Road Acct. Restricted Lecturer Acct.
NIEMEYER, BARBARA EDITH Assoc. Professor of Education \$37,057.00	\$4,447.00 \$405.00 \$2,700.00	Teach 6 hrs. 9 Intern visits Overload - 6 hrs.	07/06/92 - 07/31/92 08/01/92 - 11/25/92 01/11/93 - 05/14/93	PA PA RR	Summer School Restricted Lecturer Acct.
OAKES, PHYLLIS B. Assistant Professor Education \$30,433.00	\$1,022.00 \$328.00	Over the Road Overload - .82 hr.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Over The Road Acct. Lecturer Acct.
PETERSON, DAVID B. Assistant Professor Education \$31,500.00	\$3,780.00 \$495.00 \$232.00 \$2,000.00	Teach 6 hrs. 11 Intern visits Over the Road Overload - 5 hrs.	07/06/92 - 07/31/92 08/01/92 - 11/25/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR	Summer School Restricted Over The Road Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Elem. Read. & Spec. Education -----					
POLLOCK, MARY ANNE Assoc. Professor of Education \$34,315.00	\$225.00 \$1,000.00 \$1,446.00 \$500.00 \$360.00 \$100.00 \$1,000.00 \$891.00	Sci./Math Alliance Conf. NCATE Writing Committee Over the Road Elementary Poetry 8 Intern visits Thinking & Writing Wksp. NCATE Writing Committee Overload - 1.98 hrs.	08/11/92 - 08/11/92 08/19/92 - 12/31/92 08/24/92 - 12/18/92 07/01/92 - 06/30/93 08/01/92 - 11/25/92 11/13/92 - 11/14/92 01/07/93 - 05/15/93 01/11/93 - 05/14/93	PA PA PA PA PA RR RR RR	Restricted Lecturer Acct. Over The Road Acct. Restricted Restricted Restricted Lecturer Acct. Lecturer Acct.
PRICE, DREAMA D. Assistant Professor Education \$32,020.00	\$3,842.00 \$500.00 \$45.00 \$1,200.00 \$790.00 \$1,200.00	Teach 6 hrs. Elementary Poetry 1 Intern visit Overload - 3 hrs. Over the Road Overload - 3 hrs.	07/06/92 - 07/31/92 07/01/92 - 06/30/93 08/01/92 - 11/25/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA PA RR RR RR	Summer School Restricted Restricted Lecturer Acct. Over The Road Acct. Lecturer Acct.
SABIE, LAYLA BAYATTI Professor of Education \$42,347.00	\$4,235.00 \$790.00 \$500.00	Teach 5 hrs. Over the Road Overload - 1 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR	Summer School Over The Road Acct. Lecturer Acct.
SASSER, JOHN ESTEP Assoc. Professor of Education \$34,000.00	\$662.00 \$1,350.00 \$1,110.00	Over the Road Overload - 3 hrs. Over the Road	08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Over The Road Acct. Lecturer Acct. Over The Road Acct.
SHEN, WENJU Assistant Professor Education \$28,000.00	\$3,360.00 \$662.00 \$180.00 \$1,468.00	Teach 6 hrs. Over the Road 4 Intern visits Overload - 3.67 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92	PA PA PA RR	Summer School Over The Road Acct. Restricted Lecturer Acct.
WHEELER, KENNETH NEAL Audio Visual Services Coord. \$25,517.00	\$800.00 \$1,600.00	Teach 2 hrs. Teach 8 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Elem. Read. & Spec. Education							

WILLIS, WAYNE			\$4,132.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
Assoc. Professor of Education			\$1,000.00	NCATE Writing Committee	08/19/92 - 12/31/92	PA	Lecturer Acct.
\$34,434.00			\$1,046.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
			\$1,000.00	NCATE Writing Committee	01/07/93 - 05/15/93	RR	Lecturer Acct.
			\$1,022.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$2,250.00	Overload - 5 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Leadership & Secondary Educ.							

CONNELL, DANIEL J.			\$2,400.00	Chair to Staff Congress	07/01/92 - 06/30/93	PA	Other Wages
Dir., Academic Serv. Center			\$1,200.00	Teach 3 hrs.	08/24/92 - 12/11/92	PA	Contingency Acct.
\$43,971.00			\$400.00	Teach 1 hr.	08/24/92 - 12/21/92	PA	Lecturer Acct.
			\$2,000.00	Interim Dir. of Planning	11/01/92 - 06/30/93	PA	Roster ID # 001379
			\$2,400.00	Teach 6 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
			\$790.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
DANIEL, RICHARD W.			\$5,551.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
Professor of Education			\$934.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
\$46,259.00			\$1,650.00	Overload - 3.30 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$1,166.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
			\$1,350.00	Overload - 2.70 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
DUNCAN, JOHN R			\$1,310.00	Admin. Educator Services	01/15/92 - 05/15/92	PA	Unbudgeted Revenues
Professor of Education			\$263.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
\$28,991.00			\$221.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
FASKO, DANIEL			\$3,921.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
Assoc. Professor of Education			\$662.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
\$32,671.00			\$900.00	Coord. KDE/NCATE	01/15/93 - 05/15/93	RR	Lecturer Acct.
			\$662.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Leadership & Secondary Educ. -----					
FRANKLIN, JERRY RUDOLPH Assistant Professor Education \$38,166.00	\$4,580.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$550.00	KTIP Initial Training	08/07/92 - 08/12/92	PA	Restricted
	\$660.00	Initial Update Workshop	08/24/92 - 09/03/92	PA	Restricted
	\$150.00	Three retesting sessions	05/15/92 - 09/15/92	PA	Restricted
	\$710.00	Wksp., video retest	10/01/92 - 10/08/92	PA	Restricted
	\$45.00	1 Intern visit	08/01/92 - 11/25/92	PA	Restricted
	\$1,022.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$2,100.00	Overload - 5.25 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
GOTSICK, JAMES E. Professor of Psychology \$48,963.00	\$5,876.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$1,458.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$2,000.00	Overload - 4 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,446.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
MOORE, WILLIAM F Assoc. Professor of Education \$41,589.00	\$4,575.00	Teach 5.50 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$1,823.00	Overload - 4.05 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,022.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$873.00	Overload - 1.94 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
OWEN, DEAN WALLACE Professor of Education \$41,072.00	\$1,534.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$2,086.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$2,000.00	Overload - 4 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
REED, DEBRA SUE Handicapped Advisor/Counselor \$26,542.00	\$400.00	Teach 1 hr.	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$205.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$1,200.00	Teach 3 hrs.	01/14/93 - 05/15/93	RR	Lecturer Acct.
	\$482.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
ROSE, N. HAROLD Professor of Education \$50,566.00	\$253.00	Teach .25 hr.	07/06/92 - 07/31/92	PA	Summer School
	\$790.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$1,079.00	Admin. of JOBS Program	07/01/92 - 06/30/93	RR	Restricted
	\$2,700.00	Project Director	08/01/92 - 06/30/93	RR	Restricted
	\$830.00	Overload - 1.66 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,022.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$2,170.00	Overload - 4.34 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Leadership & Secondary Educ. -----					
SHEPARD, RICHARD G. Asst. Prof. Educ. Psy./Coun. \$28,000.00	\$934.00 \$2,000.00	Over the Road Overload - 5 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.
STALEY, WANDA L. Assistant Professor Education \$32,000.00	\$790.00 \$1,056.00	Over the Road Overload - 2.64 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.
THOMAS, DAN S Professor of Education \$48,097.00	\$1,924.00 \$1,022.00 \$100.00 \$2,030.00 \$1,022.00 \$970.00	Teach 2 hrs. Over the Road Instr. for Upward Bound Overload - 4.06 hrs. Over the Road Overload - 1.94 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/23/93 - 01/24/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR RR RR	Summer School Over The Road Acct. Restricted Lecturer Acct. Over The Road Acct. Lecturer Acct.
TURGI, PAUL A. Assistant Professor Education \$32,571.00	\$3,909.00 \$1,000.00 \$1,826.00 \$2,000.00	Teach 6 hrs. NCATE Asst. Coordinator Over the Road Overload - 5 hrs.	07/06/92 - 07/31/92 08/19/92 - 12/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92	PA PA PA RR	Summer School Lecturer Acct. Over The Road Acct. Lecturer Acct.
WELLS, RANDALL L. School Relations Coord. \$57,750.00	\$1,200.00 \$790.00 \$1,200.00 \$662.00	Teach 3 hrs. Over the Road Teach 3 hrs. Over the Road	08/24/92 - 12/11/92 08/24/92 - 12/18/92 01/14/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR	Over The Road Acct. Over The Road Acct. Lecturer Acct. Over The Road Acct.
WILLIAMS, MARIUM THOMAS Assoc. Professor of Education \$35,722.00	\$13,108.00 \$3,572.00 \$279.00 \$790.00 \$608.00 \$263.00 \$594.00	Dir. of Clearinghouse Teach 6.50 hrs. Admin. Educator Services Over the Road Overload - 1.35 hrs. Over the Road Overload - 1.32 hrs.	08/01/92 - 06/30/93 07/06/92 - 07/31/92 01/01/92 - 05/15/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA PA PA RR RR RR	Roster ID # 003077 Roster ID # 003080 Summer School Unbudgeted Revenues Over The Road Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
YOUNG, STEPHEN S Professor of Education \$43,625.00	\$5,671.00 \$2,750.00 \$250.00	Teach 6.50 hrs. Overload - 5.50 hrs. Overload - .50 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

In-Service Teacher Education -----					
VENCILL, SUE Secretary \$7.20/hr.	\$7.20/hr.-2.5 hrs.	Addl. secretarial duties	09/14/92 - 11/30/92	PA	Restricted
	\$7.20/hr.-2.5 hrs.	Addl. secretarial duties	12/01/92 - 02/28/93	PA	Consultant Wages
	\$10.80/hr.-17.5 hrs.				
	\$7.20/hr.-2.5 hrs.	Addl. secretarial duties	03/01/93 - 06/30/93	RR	Consultant Wages
Health, P.E. & Recreation -----					
ADKINS, PALMER RAY Asst. Professor of HPER \$33,598.00	\$776.00	Overload - 1.94 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$152.00	Overload - .38 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
BROWN, DAYNA S Asst. Professor of HPER \$28,500.00	\$180.00	4 Intern visits	08/01/92 - 11/25/92	PA	Restricted
	\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Lecturer Acct.
	\$1,000.00	Overload - 2.50 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,552.00	Overload - 3.88 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
BROWN, LARADEAN K. Asst. Professor of HPER \$35,630.00	\$2,138.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted
	\$1,520.00	Overload - 3.80 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
BROWN, W. MICHAEL Assoc. Professor of HPER \$43,291.00	\$3,463.00	Teach 4 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$600.00	Cons. for Wellness Prog.	08/15/92 - 06/30/93	PA	Restricted
	\$1,008.00	Overload - 2.24 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,121.00	Overload - 2.49 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
CHANEY, REX Assoc. Professor of HPER \$45,624.00	\$5,019.00	Teach 5.50 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$288.00	(Golf Camp Instructor)	06/07/91 - 06/12/91	PA	Unbudgeted Revenues
	\$1,935.00	Overload - 4.30 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$761.00	Overload - 1.69 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
CLARK, HELEN MAE Early Childhood Specialist \$10,701.00	\$400.00	Teach 1 hr.	01/07/93 - 05/14/93	RR	Lecturer Acct.
CRAGER, J. BUFORD Assistant Professor Education \$54,141.00	\$2,436.00	Teach 2.25 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$580.00	Overload - 1.45 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$780.00	Overload - 1.95 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Health, P.E. & Recreation -----					
CURLEY, JEFFREY JOSEPH Asst. Athletic Trainer \$17,782.00	\$1,200.00 \$800.00	Teach 3 hrs. Teach 2 hrs.	08/26/92 - 12/15/92 01/07/93 - 05/14/93	PA RR	Contingency Acct. Lecturer Acct.
FITZGERALD, LYNNE ELIZABETH Assoc. Professor of HPER \$34,587.00	\$173.00 \$300.00 \$1,710.00 \$810.00	Teach .25 hr. Write Across Curr. Wksp. Overload - 3.80 hrs. Overload - 1.80 hrs.	07/06/92 - 07/31/92 01/04/93 - 01/06/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR RR	Summer School Restricted Lecturer Acct. Lecturer Acct.
KLING, RYAN L. Head Athletic Trainer \$31,013.00	\$2,000.00	Teach 5 hrs.	01/07/93 - 05/14/93	RR	Lecturer Acct.
MAGNER, MONICA A. Asst. Professor of HPER \$29,500.00	\$148.00 \$662.00 \$840.00 \$790.00 \$1,160.00	Teach .25 hr. Over the Road Overload - 2.10 hrs. Over the Road Overload - 2.90 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR RR	Summer School Over The Road Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
SABIE, MOHAMMED Professor of HPER \$47,818.00	\$2,152.00 \$790.00 \$1,100.00 \$790.00 \$1,100.00	Teach 2.25 hrs. Over the Road Overload - 2.20 hrs. Over the Road Overload - 2.20 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA PA RR RR RR	Summer School Over The Road Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
SWEENEY, HARRY FRANCIS Assoc. Professor of HPER \$42,041.00	\$5,045.00 \$2,363.00 \$662.00 \$338.00	Teach 6 hrs. Overload - 5.25 hrs. Over the Road Overload - .75 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA RR RR RR	Summer School Lecturer Acct. Over The Road Acct. Lecturer Acct.
THOMPSON, CHARLES B Professor of HPER \$24,068.00	\$1,278.00 \$1,022.00	Over the Road Over the Road	08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR	Over The Road Acct. Over The Road Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Psychology -----					
AUGSBACH, LYNN HALLER Asst. Professor of Psychology \$31,000.00	\$410.00 \$800.00	Over the Road Overload - 2 hrs.	01/11/93 - 05/14/93 01/11/93 - 05/14/93	RR RR	Over The Road Acct. Lecturer Acct.
CLOUGH, L. BRADLEY Professor of Psychology \$49,084.00	\$2,945.00 \$300.00 \$125.00	Teach 3 hrs. Reasoning Workshop Overload - .25 hr.	07/06/92 - 07/31/92 11/21/92 - 01/07/93 01/11/93 - 05/14/93	PA RR RR	Summer School Restricted Lecturer Acct.
DEMAREE, ANNA L Professor of Psychology \$42,687.00	\$1,200.00 \$500.00 \$1,000.00	Clinical psy. supervision Overload - 1 hr. Overload - 2 hrs.	07/01/92 - 06/30/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Other Wages Lecturer Acct. Lecturer Acct.
LINDSTROM, JEFFREY P. Asst. Professor of Psychology \$29,000.00	\$1,022.00 \$800.00 \$1,022.00 \$400.00	Over the Road Overload - 2 hrs. Over the Road Overload - 1 hr.	08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA RR RR RR	Over The Road Acct. Lecturer Acct. Over The Road Acct. Lecturer Acct.
MORGAN, CHARLES H Professor of Psychology \$40,259.00	\$4,630.00 \$2,500.00 \$2,025.00 \$750.00	Teach 5.75 hrs. Supvr. of psychologists Overload - 4.05 hrs. Overload - 1.50 hrs.	07/06/92 - 07/31/92 09/01/92 - 06/30/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR RR	Summer School Restricted Lecturer Acct. Lecturer Acct.
OLSON, DAVID R. Asst. Professor of Psychology \$31,468.00	\$1,888.00 \$500.00	Teach 3 hrs. Overload - 1.25 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92	PA RR	Summer School Lecturer Acct.
OSBORNE, FRANCIS H Professor of Psychology \$49,156.00	\$6,063.00 \$1,410.00	Teach 5.75 hrs. & OTR pay Overload - 2.82 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92	PA RR	Summer School Lecturer Acct.

Sociology, Social Work & Corr -----					
BYLUND, ROBERT A Professor of Sociology \$42,067.00	\$2,103.00 \$2,500.00 \$500.00	Teach 2.50 hrs. Overload - 5 hrs. Overload - 1 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
GANOWICZ, JACEK Asst. Professor of Sociology \$30,374.00	\$400.00 \$600.00	Overload - 1 hr. Overload - 1.50 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Sociology, Social Work & Corr -----					
KUNKEL, KARL RICHARD Asst. Professor of Sociology \$30,674.00	\$1,583.00 \$1,532.00 \$868.00	Teach 2.58 hrs. Overload - 3.83 hrs. Overload - 2.17 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
MARSHALL, TED A Professor of Social Work \$42,677.00	\$705.00 \$2,295.00	Overload - 1.41 hrs. Overload - 4.59 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
MAY, J. DEAN Asst. Prof. of Social Work \$32,000.00	\$2,080.00 \$732.00 \$1,300.00	Teach 3.25 hrs. Overload - 1.83 hrs. Overload - 3.25 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
OSKINS, RACHEL MARIE Prog. Dir. (MSU Train. Res.) \$25,000.00	\$600.00 \$1,200.00 \$1,200.00	Teach 1.50 hrs. Teach 3 hrs. Teach 3 hrs.	07/06/92 - 07/31/92 08/25/92 - 12/18/92 01/14/93 - 05/14/93	PA PA RR	Summer School Lecturer Acct. Lecturer Acct.
PHILLIPS, DONNA C. Asst. Professor of Sociology \$31,658.00	\$3,799.00 \$300.00 \$800.00 \$1,300.00	Teach 6 hrs. Reasoning Workshop Overload - 2 hrs. Overload - 3.25 hrs.	07/06/92 - 07/31/92 11/21/92 - 01/07/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR RR	Summer School Lecturer Acct. Lecturer Acct. Lecturer Acct.
REEVES, EDWARD B. Assoc. Professor of Sociology \$35,779.00	\$1,073.00 \$300.00 \$1,013.00	Teach 1.50 hrs. Write Across Curr. Wksp. Overload - 2.25 hrs.	07/06/92 - 07/31/92 01/04/93 - 01/06/93 01/11/93 - 05/14/93	PA RR RR	Summer School Restricted Lecturer Acct.
STAFFORD, JUDITH A. Asst. Prof. of Social Work \$34,616.00	\$400.00 \$2,000.00	Overload - 1 hr. Overload - 5 hrs.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
WEBSDALE, NEIL STUART Asst. Professor of Sociology \$29,500.00	\$3,540.00 \$600.00 \$410.00 \$900.00	Teach 6 hrs. Overload - 1.50 hrs. Over the Road Overload - 2.25 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93 01/11/93 - 05/14/93	PA RR RR RR	Summer School Lecturer Acct. Over The Road Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Ag. Nat. Resources-Agriculture -----					
MCMILLAN, TAMARA G Instructor of Horsemanship \$24,962.00	\$2,995.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$240.00	Provision of instruction	09/30/92 - 11/18/92	PA	Temporary Wages
	\$400.00	Community Ed.-Horseback	10/07/92 - 12/02/92	PA	Temporary Wages
	\$120.00	Provision of instruction	11/12/92 - 12/02/92	PA	Temporary Wages
	\$300.00	Community Ed.-Horseback	01/25/93 - 03/29/93	RR	Unbudgeted Revenues
	\$600.00	Community Ed.-Horseback	01/27/93 - 03/31/93	RR	Unbudgeted Revenues
	\$1,200.00	Overload - 3 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,200.00	Overload - 3 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
ROGERS, C. BRENT Assoc. Professor Agriculture \$33,760.00	\$4,051.00	Teach 3 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$1,355.00	Overload - 3.01 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$1,292.00	Overload - 2.87 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Ag. & Nat. Resources-Vet Tech -----					
RUNDELL, SCOTT WILLIAM Asst. Prof. Veterinary Tech. \$35,352.00	\$4,242.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
	\$1,168.00	Overload - 2.92 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
TYNER, CARROLL LEE Coord., Veterinary Tech. \$44,000.00	\$1,710.00	Overload - 3.80 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Home Economics -----					
ELLINGTON, JANE COOK Assoc. Prof. of Home Economics \$32,854.00	\$90.00	2 Intern visits	08/01/92 - 11/25/92	PA	Restricted
	\$490.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$2,052.00	Overload - 4.56 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
FLATT, CAROLYN S PDI Director \$33,196.00	\$205.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
	\$960.00	Overload - 2.40 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$205.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
	\$1,440.00	Overload - 3.60 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
GRAHAM, NANCY K Dir., Inst. Foods Lab \$29,582.00	\$656.00	Overload - 1.64 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Home Economics -----					
KUNZ, MICHELLE B. Asst. Prof. Home Economics \$31,388.00	\$1,696.00 \$172.00	Overload - 4.24 hrs. Overload - .43 hr.	08/24/92 - 12/18/92 01/11/93 - 05/14/93	RR RR	Lecturer Acct. Lecturer Acct.
MAGUIRE, NORMA JEAN Assoc. Prof. of Home Economics \$40,507.00	\$959.00	Overload - 2.13 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
TAYLOR, CAROLYN D Assoc. Prof. of Home Economics \$34,016.00	\$1,085.00	Overload - 2.41 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
Ind. Educ. & Technology -----					
DEGRAW, BEVERLY C. Asst. Prof. Ind. Education \$32,000.00	\$410.00 \$692.00 \$272.00	Over the Road Overload - 1.73 hrs. Overload - .68 hr.	08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Over The Road Acct. Lecturer Acct. Lecturer Acct.
DESAI, RAJ Asst. Prof. Ind. Education \$34,000.00	\$224.00	Overload - .56 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
ELDRIDGE, CHARLES Residence Hall Director \$15,735.00	\$100.00 \$1,200.00	Rev. Data Base IV Prog. Teach 3 hrs.	08/10/92 - 08/12/92 01/25/93 - 05/14/93	PA RR	Restricted Lecturer Acct.
HAYES, ROBERT THOMAS Assoc. Prof. Industrial Educ. \$36,285.00	\$4,354.00 \$2,475.00 \$225.00	Teach 6 hrs. Overload - 5.50 hrs. Overload - .50 hr.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
MORELLA, WAYNE ANTHONY Professor of Industrial Educ. \$40,713.00	\$800.00 \$405.00 \$1,620.00	8 Interns 9 Intern visits Overload - 3.24 hrs.	01/15/92 - 05/15/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92	PA PA RR	Restricted Restricted Lecturer Acct.

Supplemental Actions

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Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Ind. Educ. & Technology -----					
NASS, EDWARD G Assoc. Prof. Industrial Educ. \$40,072.00	\$1,403.00 \$4,400.00 \$2,700.00	Teach 1.75 hrs. Interim Department Chair Interim Department Chair	07/06/92 - 07/31/92 09/14/92 - 01/15/93 01/16/93 - 05/31/93	PA PA RR	Summer School Roster ID # 000255 Roster ID # 000255
PATRICK, WILLIAM CHARLES Asst. Prof. Ind. Education \$35,038.00	\$75.00 \$125.00 \$444.00	Sci./Math Alliance Conf. Rev. Data Base IV Prog. Overload - 1.11 hrs.	08/11/92 - 08/11/92 08/10/92 - 08/12/92 08/24/92 - 12/18/92	PA PA RR	Restricted Restricted Lecturer Acct.
RAJARAVIVARMA, VEERAMUTHU Assoc. Prof. Industrial Educ. \$35,858.00	\$2,700.00	Overload - 6 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SMALLWOOD, JAMES E. Assoc. Prof. Industrial Educ. \$37,370.00	\$4,761.00 \$1,446.00 \$1,076.00	Teach 6.50 hrs. Technology Ed. Workshop Overload - 2.39 hrs.	07/06/92 - 07/31/92 07/27/92 - 07/31/92 08/24/92 - 12/18/92	PA PA RR	Summer School Restricted Lecturer Acct.
SPANGLER, RONALD DALE Asst. Prof. Ind. Education \$34,273.00	\$410.00 \$1,664.00 \$736.00	Over the Road Overload - 4.16 hrs. Overload - 1.84 hrs.	08/24/92 - 12/18/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Over The Road Acct. Lecturer Acct. Lecturer Acct.
STANLEY, RODNEY BRYAN Assoc. Prof. Industrial Educ. \$33,801.00	\$351.00	Overload - .78 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SWIM, STEVE LOREN Provisional Studies Counselor \$17,747.00	\$564.00 \$1,200.00	Teach 2 hrs. Teach 3 hrs.	09/14/92 - 12/21/92 01/07/93 - 05/14/93	PA RR	Lecturer Acct. Lecturer Acct.
TUCKER, RONALD F. Professor of Industrial Educ. \$44,649.00	\$5,358.00 \$790.00 \$450.00 \$2,370.00 \$630.00	Teach 6 hrs. Over the Road 10 Intern visits Overload - 4.74 hrs. Overload - 1.26 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA PA RR RR	Summer School Over The Road Acct. Restricted Lecturer Acct. Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name	Title	Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Ind. Educ. & Technology							

VANHOOSE, JOHN S			\$4,873.00	Teach 6.85 hrs.	07/06/92 - 07/31/92	PA	Summer School
Asst. Prof. Ind. Education			\$5,850.00	FBTE Activities	07/01/92 - 12/23/92	PA	Restricted
\$35,566.00			\$272.00	Two Update Workshops	06/04/92 - 06/11/92	PA	Restricted
			\$675.00	15 Intern visits	08/01/92 - 11/25/92	PA	Restricted
			\$1,112.00	Overload - 2.78 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
			\$1,288.00	Overload - 3.22 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
WINFIELD, ERNESTINE MILDRED			\$410.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
Instructor of Industrial Tech.			\$410.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
\$25,000.00			\$1,344.00	Overload - 3.36 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.

Nursing & All. Health-BSN Prog							

BLAIR, ALTA S.			\$100.00	Admin. challenge exams	09/12/92 - 09/12/92	PA	Operating Expenses
Asst. Professor of Nursing			\$1,056.00	Overload - 2.64 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
\$33,883.00							
BRUMAGEN, JANICE T			\$80.00	Admin. challenge exams	10/10/92 - 10/10/92	PA	Operating Expenses
Assoc. Professor of Nursing			\$2,250.00	Coord. Bac. Nursing Prog.	01/07/93 - 05/31/93	RR	Roster ID # 002878
\$40,940.00							
GOLDY, DENISE ANN			\$152.00	Overload - .38 hr.	08/24/92 - 12/18/92	RR	Lecturer Acct.
Asst. Professor of Nursing			\$395.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.
\$30,384.00							
GRAY, PEGGY J.			\$3,200.00	Teach 8 hrs.	01/07/93 - 05/14/93	RR	Lecturer Acct.
BSN Campus Laboratory Coord.							
\$26,500.00							
KILBURN, FREDA L.			\$1,350.00	Teach 3 hrs.	08/20/92 - 12/18/92	PA	Lecturer Acct.
Assoc. Professor of Nursing			\$100.00	Admin. challenge exams	10/10/92 - 10/10/92	PA	Operating Expenses
\$42,840.00			\$790.00	Over the Road	01/11/93 - 05/14/93	RR	Over The Road Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Nursing & All. Health-BSN Prog					

MCNABB, LINDA E Asst. Professor of Nursing \$29,884.00	\$210.00 \$80.00 \$2,400.00	Continuing Ed. Workshop Admin. challenge exams Overload - 6 hrs.	10/30/92 - 10/30/92 09/12/92 - 09/12/92 01/11/93 - 05/14/93	PA PA RR	Consultant Wages Operating Expenses Lecturer Acct.
PORTER, BETTY M Professor of Nursing \$45,612.00	\$455.00	Overload - .91 hr.	01/11/93 - 05/14/93	RR	Lecturer Acct.
SKAGGS, OPAL M Asst. Professor of Nursing \$30,948.00	\$395.00 \$336.00	Over the Road Overload - .84 hr.	08/24/92 - 12/18/92 08/24/92 - 12/18/92	PA RR	Over The Road Acct. Lecturer Acct.
WHITE, MARSHIA CLAY Asst. Professor of Nursing \$32,057.00	\$120.00 \$120.00 \$120.00 \$16.00	Continuing Ed. Workshop Continuing Ed. Workshop Continuing Ed. Workshop Overload - .04 hr.	09/16/92 - 09/16/92 09/22/92 - 09/22/92 10/14/92 - 10/14/92 01/11/93 - 05/14/93	PA PA PA RR	Unbudgeted Revenues Unbudgeted Revenues Unbudgeted Revenues Lecturer Acct.
Nur. & All. Hlth.-Rad. Tech					

DARLING, JACKLYNN KAY Asst. Prof. Radiologic Tech. \$29,572.00	\$3,549.00 \$2,350.00 \$2,304.00	Teach 6 hrs. Prog. Coord. Rad. Tech. Overload - 5.76 hrs.	07/06/92 - 07/31/92 01/07/93 - 06/30/93 01/11/93 - 05/14/93	PA PA RR	Summer School Roster ID # 002841 Lecturer Acct.
DEHNER, BARBARA LEAH Asst. Prof. Radiologic Tech. \$28,772.00	\$3,237.00 \$3,500.00 \$1,304.00 \$720.00	Teach 5.62 hrs. Clinical Coordinator Overload - 3.26 hrs. Overload - 1.80 hrs.	07/06/92 - 07/31/92 07/01/92 - 06/30/93 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA PA RR RR	Summer School Roster ID # 003043 Lecturer Acct. Lecturer Acct.
GIBBS, CYNTHIA YOUNG Asst. Prof. Radiologic Tech. \$27,715.00	\$2,871.00 \$1,088.00 \$1,000.00	Teach 5.28 hrs. Overload - 2.72 hrs. Overload - 2.50 hrs.	07/06/92 - 07/31/92 08/24/92 - 12/18/92 01/11/93 - 05/14/93	PA RR RR	Summer School Lecturer Acct. Lecturer Acct.
SMITH, RAE PAULETTE Asst. Prof. Radiologic Tech. \$30,671.00	\$3,693.00 \$1,876.00	Teach 6.02 hrs. Overload - 4.69 hrs.	07/06/92 - 07/31/92 01/11/93 - 05/14/93	PA RR	Summer School Lecturer Acct.

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source
----- Nursing & All. Health-ADN Prog -----					
SHIRES, SHELBY ADN Campus Laboratory Coord. \$26,500.00	\$2,400.00	Teach 6 hrs.	01/07/93 - 05/14/93	RR	Lecturer Acct.
----- Off. of Dean, Undergrad. Prog. -----					
BALDWIN, YVONNE HONEYCUTT Asst. Professor of History \$26,000.00	\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Operating Expenses
BOTH, BILL R Professor of Art \$49,179.00	\$300.00 \$300.00	Reasoning Workshop Write Across Curr. Wksp.	11/21/92 - 01/07/93 01/04/93 - 01/06/93	RR RR	Lecturer Acct. Operating Expenses
FREELAND, KENT E Professor of Education \$45,142.00	\$1,350.00 \$5,417.00 \$790.00 \$90.00 \$100.00	Coord. of NCATE Teach 6 hrs. Over the Road 2 Intern visits Thinking & Writing Wksp.	08/01/92 - 08/21/92 07/06/92 - 07/31/92 08/24/92 - 12/18/92 08/01/92 - 11/25/92 11/13/92 - 11/14/92	PA PA PA PA RR	Summer School Summer School Over The Road Acct. Restricted Restricted
HOPPER, PHILLIP M. Career Plan. & Place. Director \$37,583.00	\$100.00	Thinking & Writing Wksp.	11/13/92 - 11/14/92	RR	Restricted
MARTIN, ANDREW D. Asst. Professor of Mathematics \$33,063.00	\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted
MINCEY, KATHRYN CRUSIE Assistant Professor of English \$22,500.00	\$1,900.00 \$100.00	Elementary Project Thinking & Writing Wksp.	07/01/92 - 06/30/93 11/13/92 - 11/14/92	PA RR	Restricted Restricted
OSBORNE, JEANNE S. Institutional Research Coord. \$29,323.00	\$100.00	Thinking & Writing Wksp.	11/13/92 - 11/14/92	RR	Restricted
PACK, TED M. Instructor of Mathematics \$26,250.00	\$300.00	Write Across Curr. Wksp.	01/04/93 - 01/06/93	RR	Restricted

Supplemental Actions

01/18/93 - 04/02/93

Name Title Current Salary	Supplement	Description	Effective Date	Status	Fund Source

Off. of Dean, Undergrad. Prog. -----					
SCHULER, JENNIFER L. Assistant Professor of Music \$27,000.00	\$300.00	Reasoning Workshop	11/21/92 - 01/07/93	RR	Restricted
STINSON, JANET Counselor, Talent Search-Trio \$19,522.00	\$100.00	Thinking & Writing Wksp.	11/13/92 - 11/14/92	RR	Restricted
Off. Library & Instruc. Media -----					
ROBINSON, RUTH ANN Administrative Secretary \$9.51/hr.	\$400.00/nei	Ed. Bonus - Bach. Degree	12/19/92 - 12/19/92	RR	Ed. Bonus Acct.
Upward Bound - TRIO -----					
KIBBEY, CONNIE LYNN Graduate Programs Coordinator \$27,691.00	\$100.00	Instructor, Upward Bound	03/27/93 - 03/28/93	RR	Restricted
Small Business Dev. Ctr. Prog. -----					
OSBORNE, MARY P Asst. Professor of Marketing \$41,426.00	\$150.00 \$150.00	SBI Advisor SBI Advisor	10/15/92 - 12/15/92 02/10/93 - 05/15/93	PA RR	Restricted Restricted

Supplemental Actions

01/18/93 - 04/02/93

Name

Title

Current Salary

Supplement

Description

Effective Date

Status

Fund Source

Agriculture & Natural Resource

BENDIXEN, JOE F	\$6,007.00	Teach 6.50 hrs.	07/06/92 - 07/31/92	PA	Summer School
Professor of Agriculture	\$490.00	Over the Road	08/24/92 - 12/18/92	PA	Over The Road Acct.
\$46,206.00	\$1,350.00	Enrichment activities	07/01/92 - 12/01/92	PA	Restricted
	\$405.00	9 Intern visits	08/01/92 - 11/25/92	PA	Restricted
	\$3,000.00	Overload - 6 hrs.	08/24/92 - 12/18/92	RR	Lecturer Acct.
	\$850.00	Enrichment activities	01/04/93 - 06/01/93	RR	Restricted
LUNDERGAN, EDWARD THOMAS	\$7,700.00	Coord. of Martiki w/Farm	08/01/92 - 06/30/93	PA	Restricted
Farm Manager	\$500.00/net	Ed. Bonus-Master's Degree	05/16/92 - 05/16/92	PA	Ed. Bonus Acct.
\$25,320.00	\$122.00	Symp. on Environ. Concept	04/02/93 - 04/02/93	RR	Restricted
WOLFE, ROBERT H.	\$5,208.00	Teach 6 hrs.	07/06/92 - 07/31/92	PA	Summer School
Assoc. Professor Agriculture	\$1,008.00	Overload - 2.24 hrs.	01/11/93 - 05/14/93	RR	Lecturer Acct.
\$43,400.00	\$122.00	Symp. on Environ. Concept	04/02/93 - 04/02/93	RR	Restricted

April 30, 1993
VIII-B-9

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 January 21, 1993, through April 15, 1993.

PERSONAL SERVICE CONTRACTS
January 21, 1993 through April 15, 1993

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Bobby Adams DeLand, FL	Conductor for Concert Band Clinic	February 11, 1993	February 14, 1993	\$ 1,269.50	Reference
Jack Stamp Indiana, PA	Conductor for Concert Band Clinic	February 11, 1993	February 14, 1993	\$ 1,225.00	Reference
William Fredrickson Kansas City, MO	Conductor for Concert Band Clinic	February 11, 1993	February 14, 1993	\$ 1,256.00	Reference
Jay Gilbert Waco, TX	Conductor for Concert Band Clinic	February 11, 1993	February 14, 1993	\$ 1,256.00	Reference
Ed Lisk Oswego, NY	Conductor for Concert Band Clinic	February 11, 1993	February 14, 1993	\$ 1,186.00	Reference
Charles Bonwell Cape Girardeau, MO	Consultant for the Committee on Teaching, the Task Force for Critical Thinking Committee, and administrators	February 25, 1993	February 27, 1993	\$ 2,020.00	Reference
Foundation for Critical Thinking - Alec Fisher Santa Rosa, CA	Make presentation to faculty and staff on thinking skills	February 17, 1993	February 19, 1993	\$ 3,160.00	Reference
B.R. Salyer Morehead, KY	Provide legal counsel to the Faculty Rights and Responsibilities Committee	February 8, 1993	June 30, 1993	\$ 5,000.00	Reference

PERSONAL SERVICE CONTRACTS (continued)
January 21, 1993 through April 15, 1993

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Noel-Levitz Centers, Inc. - Michael Hovland Iowa City, IA	Train staff in methods for providing friendlier and more efficient service to the public	March 23, 1993	March 23, 1993	\$ 2,400.00	Reference
Dr. Virginia Gordon Burlington, VT	Provide staff and faculty development in the art of advising undecided students	April 22, 1993	April 23, 1993	\$ 1,459.00	Reference
McKinney Associates, Inc. - Byron Crawford Louisville, KY	Speaker sponsored by the Faculty/Staff Professional Development Committee	April 19, 1993	April 19, 1993	\$ 1,580.00	Reference
Henry G. Marks Lexington, KY	Consultant for project participants on mini-grant proposals	March 12, 1993	June 30, 1993	\$ 2,650.00	Reference
The Center for Faculty Evaluation and Development - Dr. William Cashin Manhattan, KA	Workshop Consultant on improving college teaching, assessment of college teaching and organization of teaching centers	April 2, 1993	April 3, 1993	\$ 2,500.00	Reference

PERSONAL SERVICE CONTRACTS (continued)
January 21, 1993 through April 15, 1993

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Annice Graves Sherman Oaks, CA	Conduct workshop on motivating students regarding current computer technology from a Afrocentric perspective	April 14, 1993	April 19, 1993	\$ 1,164.00	Reference

**APPROVE AMENDED PERSONNEL POLICY PG-26
TUITION WAIVER**

Background

PG-26 provides full-time faculty and staff members the opportunity to take one University course each academic term without tuition cost to the employee. The purpose of the policy is to encourage University employees to advance their education.

The Faculty Senate and Staff Congress initiated the proposals to enhance this employee benefit. The primary changes in this amendment to the tuition waiver policy are:

- 1) Changes the current provision of waiving tuition cost for one course (up to four semester hours) per academic term to waiving tuition and computer fee for 12 semester hours per academic year.
- 2) Allows full-time employees to transfer credit to spouses and dependent children.
- 3) Establishes the requirement that anyone using the tuition waiver to maintain a minimum of a 2.0 grade point average and otherwise be in good standing with the University.

For the past three years, the waiver of tuition fees under PG-26 has been at an average cost per year to the University of \$100,000. It is anticipated that this amendment allowing spouses and dependent children to use this benefit will cost the University an additional \$75,000 per year which has been incorporated in the proposed budget for 1993-94.

The Faculty Senate, Staff Congress, and Employee Benefits Committee all have recommended approval of this amendment.

Recommendation

That the Board of Regents approve the amendment to PG-26.

Policy: PG-26

Subject

Tuition Waiver

Approval Date: 07/01/85

Revision Date: 03/26/87

Revision Date:

PURPOSE:

To provide regular full-time faculty and staff members opportunity to advance their education by taking university courses without cost, if enrolled in the University.

ELIGIBILITY:

Any ~~regular full-time faculty or staff member~~ who has completed the probationary period, if applicable, ~~or any regular full-time faculty member~~ is eligible to request tuition waiver.

~~To receive benefits under this policy, the individual (employee or eligible dependent) shall be required to maintain a minimum of a 2.0 GPA excluding the first term of enrollment, and must otherwise be in good standing with the University. Eligible dependents include the employee's spouse and dependent children who are under 24 years of age at the end of the calendar year.~~

**TUITION WAIVER
LIMITS:**

A regular full-time faculty or staff member may take ~~one course~~ up to a maximum of ~~four~~ twelve credit hours each semester and, during the summer, only one course up to a maximum of four credit hours. ~~The course work must be within the University's three colleges.~~ academic year (fall and spring semester and summer I and II sessions). When the tuition waiver is used by the

employee, the waiver may be for university undergraduate or graduate courses.

The waiver is for tuition and computer fees only. The waiver does not cover any other course costs (special course fees, private lessons, tutoring, drop/add fees, course materials, etc.).

**TUITION WAIVER
REQUESTS:**

A request for tuition waiver is made on the Request for Payment of Registration Fees Form and must be approved by the supervisor and appropriate vice president. ~~A copy of~~ The form shall be presented to the Office of Personnel Services and a Tuition Waiver Voucher will be issued to the employee. The voucher must be presented by the eligible individual at the time of fee computation at the academic term registration.

**COURSES DURING
WORK HOURS:**

Permission ~~may~~ should be granted by a supervisor upon written request to take ~~classes~~ a maximum of four credit hours per term during assigned work hours. ~~If approved,~~ The work will be made up by adjusting the individual's work schedule. If the faculty or staff member cannot agree on suitable rescheduling arrangements, the matter shall be resolved by the appropriate vice president.

**ADDITIONAL
COURSES:**

Additional courses beyond the ~~four~~ maximum of twelve credit hours per semester ~~(or summer session)~~ academic year maximum may be taken outside normal working hours and at the faculty or staff member's own expense.

**TRANSFER OF
TUITION WAIVER
BENEFIT:**

In the event that a full-time faculty or staff member chooses not to use all or part of the twelve credit hours per academic year, all or any remaining credit hours may be given to their

spouse or dependent child for the current academic year.

When the tuition waiver credit is transferred to an eligible dependent, the waiver may be used for undergraduate and graduate courses leading to degree within an approved program of study.

The Tuition Waiver Voucher will identify the employee and, if applicable, the eligible spouse or dependent child.

No refund of credit (benefit) will be given to the employee for courses that are dropped after 5th day of classes each semester and after the 2nd day of classes for summer terms.

EFFECTIVE DATE:

This policy as amended on April 30, 1993, goes into effect in the fall semester 1993.

Policy: PSNE-5

Subject

Overtime Pay for
Employees Classified
as Staff Nonexempt

Approval Date: 07/01/85

Revision Date: 03/26/87

~~Revision Date:~~

PURPOSE:

To establish provisions for paying overtime at the rate of one-and-one-half times the regular rate of pay when an employee classified as staff nonexempt works beyond 40 hours in a week.

**OVERTIME
PHILOSOPHY:**

As a rule, it is expected that the University's various workloads should be accomplished within the basic schedule of the workweek. It is the policy of the University to discourage overtime work situations. Each supervisor is responsible for organizing, scheduling, and staffing workloads in a manner that will avoid the development of overtime work situations wherever possible.

This policy applies to occasional situations which require overtime work, such as the extension of departmental services with a resulting peak overload or unforeseen circumstances which prevent accomplishing the work during regular hours.

Overtime, if required, shall be performed only at the recommendation of the supervisor.

OVERTIME PAY:

Overtime is paid only for work in excess of 40 hours per week. It is calculated as one-and-one-

half time the employee's regular rate of pay. Paid sick leave, vacation leave, or holiday pay during a week will be considered as work time in computing the 40 hours. Work performed on University holidays is at the regular rate, unless it is overtime work.

A full-time employee who works in excess of his/her regular weekly schedule but less than 40 hours in the week shall receive equivalent time off for such hours under 40. Such equivalent time off is used for absences where vacation leave would be charged, is scheduled in the same manner as vacation, and is to be used for such absences before vacation leave is charged.

**COMPENSATORY
TIME:**

Normally, overtime will be paid to employees who work in excess of 40 hours per week; however, compensatory time, that is, granting time off for working overtime in lieu of wages, may be allowed in unusual circumstances. Compensatory time is discouraged by the University but can be substituted for pay if the following conditions apply:

1. There is a major operational or scheduling necessity which makes it mandatory to use compensatory time.
2. The employee will receive compensatory time at one-and-one-half times their hours worked.
3. The employee will receive compensatory time within the same pay period in which the overtime was worked or within the next two pay periods.
4. Approval to use compensatory time has been obtained from the appropriate vice president.

**EMERGENCY
CALL OUT:**

An employee who is called out by his/her supervisor outside their normal work schedule shall be credited with a minimum of two working hours. This applies only to emergency situations in which the work to be performed has not been previously scheduled.

**APPROVE AMENDED PERSONNEL POLICY PG-6
SEXUAL HARASSMENT**

Background

PG-6, currently titled Claims of Sexual Harassment, states the University's policy on sexual harassment and the procedures for filing a complaint. It has become necessary to amend the current policy to ensure compliance with recent court rulings and state and federal government requirements. Specifically, the policy needs to clearly identify to whom it applies and the exact procedures the University will follow in dealing with sexual harassment complaints.

The policy revision comes primarily from the lead of the most recent former Affirmative Action Officer with the extensive involvement of the current Affirmative Action Officer and members of the University's Affirmative Action Committee.

The following significant changes are included in the amendment to the policy:

- 1) Specifically identifies to whom the policy applies.
- 2) Defines and discusses consenting relationships and their possible inherent dangers in a supervisor/subordinate arrangement.
- 3) Establishes specific steps and actions for resolving both informal and formal complaints.

The amended policy has been reviewed by the University attorney and has been reviewed and approved by the Affirmative Action Committee and the University Council.

Recommendation

That the Board of Regents approve the amendment to PG-6.

(NOTE: Because this policy amendment is so extensive, and for clarity, the amended policy in final text is provided following the existing policy.)

Subject

Claims of Sexual
Harassment

Approval Date: 07/01/85
Revision Date: 03/26/87

PURPOSE: To outline the handling of sexual harassment claims.

PROHIBITION: Sexual harassment is a form of sex discrimination that is both reprehensible and unlawful. When it occurs on the campus, sexual harassment is contrary to the most fundamental ethical canons of the academic community. Sexual harassment violates the special bond of intellectual dependence and trust between students, faculty, and staff. Moreover, it undermines the collegial process of recruitment, appointment, and advancement at the University. Accordingly, the University holds that sexual harassment is intolerable and threatening to the vitality of the academic community. Therefore, proven acts of sexual harassment shall be grounds for dismissal.

DEFINITION: Sexual harassment is defined as unwelcome sexual advances, requests, and other verbal or physical conduct of a sexual nature, where submission to or rejection of such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive employment or educational environment. Sexual harassment has occurred when an individual submits to such conduct as an implicit or explicit term or condition of his or her employment or education, or when submission to or rejection of such conduct is used as

a basis for employment or educational decisions affecting such individual.

RESOLUTION OF
COMPLAINTS:

It is the responsibility of all regular or nonregular faculty or staff members and users of University facilities to report any conduct that is perceived to be sexual harassment.

When cases of alleged sexual harassment are brought to the attention of the University, they should be resolved confidentially in the least disruptive, most informal manner possible, suited to individual circumstances. Every effort will be made to allow alleged offenders and complainants an opportunity to resolve their difficulties informally.

If informal efforts are unsuccessful, formal procedures exist which allow both parties an opportunity to pursue a resolution. Complainants have the opportunity to pursue their allegations without fear of retribution and to seek relief from proved sexual harassment. Alleged offenders will have the opportunity to defend themselves and clear themselves of the complaint. Proven offenders will have the opportunity to make amends, based on an increased awareness of the effect of their behavior. Proven offenders may also be subject to formal sanctions, including dismissal from the University.

INFORMAL
PROCEDURE:

If an employee feels that he/she has been a victim of sexual harassment, the incident should be discussed informally with the Affirmative Action Officer. These discussions will be handled in a professional and confidential manner. No formal action on the alleged charge will be taken unless initiated by the complainant. If appropriate, an attempt will be made to resolve the problem through informal procedures.

If it appears that sexual harassment has occurred, the complainant may be advised to talk to and/or write a formal letter to the alleged harasser. If the complainant does not wish to talk with the alleged harasser, the Affirmative

Action Officer with the complainant's permission may contact the alleged harasser. If these actions are unsuccessful, a written statement may be taken with the complainant's permission to the Dean or supervisor with the intent of bringing the situation to the attention of the appropriate administrators.

FORMAL PROCEDURE:

If either the complainant or the alleged offender does not accept the decision of the appropriate Dean or appropriate Vice President, she or he may address a formal complaint through the University's policy on Affirmative Action/Equal Opportunity in Employment (see PG-5).

Policy PG-6

Subject

Sexual Harassment

Approval Date: 07/01/85

Revision Date: 03/26/87

Revision Date:

PURPOSE: To establish the University's policy on sexual harassment and the procedures for acting on claims of sexual harassment.

APPLICATION: This policy applies to all employees and students of the University including volunteers, invitees and subcontractors of the University.

Nothing contained in this policy shall be construed to supplant or modify existing laws of the Commonwealth of Kentucky and the United States. This policy shall not be used to remedy acts which are crimes under the laws of the Commonwealth of Kentucky or the United States.

DEFINITION: Sexual harassment (which includes harassment based upon gender) violates the standards of civility of societal conduct, subverts the mission of the University, and violates both state and federal laws and regulations. In its most serious forms, it may threaten the careers of students, staff and faculty and will not be tolerated at Morehead State University. For the purposes of this policy, sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when, (1) submission to such conduct is made either explicitly or implicitly a term or condition of an

individual's employment or academic advancement, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

Because the mere allegation of sexual harassment may be devastating to the careers and reputations of all parties, justice requires that nomenclature be uniform, that a clear policy concerning consensual relationships be established and that a fair, and well-understood procedure be adopted to carry out university policy.

Although sexual harassment may occur between persons of the same university status, i.e. student-student, faculty-faculty, the most invidious form of sexual harassment is that which occurs when power inherent in a faculty member, administrator, or supervisor's relationship to students, advisees, or subordinates is unfairly exploited: that is, where sexual harassment takes place in part because of a power differential which occurs between faculty and student or supervisor and subordinate. (Through out this policy, the term "faculty" or "supervisor" should be read to include any position of influence and/or authority.)

Because of the volatile nature of the claim of sexual harassment, the procedures set forth below employ the term "complainant" for the person making the claim of sexual harassment and "respondent" for the person against whom such claim is made. These terms should be employed throughout both the informal and formal procedures for resolving such claims to insure the dignity of all parties.

**CONSENTING
RELATIONSHIPS:**

Consenting romantic and sexual relationships between faculty/staff and student or between supervisor and employee are a fact of the adult university community. Nevertheless, while such relationships are not forbidden, they may be deemed unwise--especially in situations in which there is a power differential between the superior and subordinate, as in a faculty member's power to confer grades, praise, etc. Therefore, all individuals are specifically warned against the possible costs of even an apparently consenting relationship. A faculty/staff member who enters into a sexual relationship with a student or a supervisor with a subordinate, where a professional power differential exists, must realize that, if a charge of sexual harassment is made, it will be exceedingly difficult to prove immunity on grounds of mutual consent. In other words, the university body charged with investigating or adjudicating claims of sexual harassment may be expected to be somewhat unsympathetic to a defense based upon consent where the facts establish that a faculty/staff-student or supervisor-subordinate power differential exists.

Sanctions for violation of Morehead State University's sexual harassment policy may include removal from employment with the University, or, in the case of students, dismissal. Retaliation against any complainant is prohibited and the sanctions for such retaliation may be as severe as are sanctions for perpetration of the sexual harassment itself.

**PROCEDURES FOR
RESOLVING SEXUAL
HARASSMENT
COMPLAINTS:**

The policies and procedures set forth herein constitute the exclusive remedy for sexual harassment at Morehead State University. Although the policy against sexual harassment is uniform throughout the University, the procedures for resolving the complaint vary by the nature of the relationship between the complainant and the respondent and by whether the complainant chooses to try first to resolve matters through the informal procedures outlined below.

Although the President of the University, as the chief executive officer, is ultimately responsible for enforcement of university policy, two individuals (and

their designees) will share the responsibility as the primary persons for coordinating enforcement of the sexual harassment policy promulgated herein. [Each official will also have as an alternative designee, a person of the opposite gender. This will allow all complainants a choice of the gender to whom one wishes to bring a complaint.]

Depending upon the relationship of the complainant and respondent, the officials responsible for enforcement of the sexual harassment policy are as follows:

- a. Where both parties are students: the Vice-President for Student Life or designee.
- b. Where the complainant is a student (and the complaint does not involve the individual's status as an employee or workship) and the respondent is any other university employee, or where the complainant is an employee (regardless of whether that employee is also a student), and the respondent is any other person: the Affirmative Action Officer or designee. The Chair of the Affirmative Action Committee may be asked to assist with investigating the complaint process if deemed necessary.

Should the complainant or respondent actually be one of the officials named above, the matter would be referred to the President for designation of an appropriate official.

As often as is practicable, the names of the officials and their alternative gender designees shall be published in the Eagle Guide, the *Trailblazer*, *Update*, the Handbook for Administrative, Professional, and Support Staff and other appropriate university publications.

INFORMAL COMPLAINT PROCEDURE:

Because of the changing nature of men and women in the workplace and the years of reinforcement of societal norms which resulted in the generally accepted workplace domination of women by men, it is quite probable that some sexual harassment is unintentional or

derives from ignorance, lack of education or general insensitivity. While the effect on the complainant is the same whether the sexual harassment is intentional or not, part of the purpose of a sexual harassment policy is to heighten awareness of the problem and seek education and sensitivity training for those who may engage in it unintentionally. Also, there are circumstances in which misunderstandings develop and the necessity for formal action is obviated once all of the facts become known. Therefore, all potential complainants are invited to use the following informal procedure to resolve sexual harassment complaints. However, it is not the intent of Morehead State University to require any complainant to use any informal means to remedy sexual harassment. Where a complainant feels that the informal process is futile, uncomfortable, or unnecessary, he or she may resort directly to the formal process set forth below.

To begin the informal procedure, the complainant should simply notify orally or in writing the Vice President for Student Life or the Affirmative Action Officer. The official should invite the complainant to meet with the official or designee at the earliest possible time and the official should be sensitive to the fact that the meeting may need to take place after normal working hours so as to prevent disclosure to a supervisor or others. The official should listen fully to the complaint and offer his or her services in resolving the complaint informally. The University will ensure that the officials designated to receive complaints will have had sufficient training in sexual harassment counseling and arbitration. The official or designee should offer several possible options described below. In any case, the option(s) chosen should be with the complete approval of the complainant. Additionally, the complainant may drop the complaint at any time. Among the informal options available are:

1. The official should offer to talk directly to the respondent (out of the presence of the complainant).

2. The official should offer to talk to the respondent's supervisor up to and including the appropriate vice-president.
3. The official should offer the complainant the option of writing a letter to the respondent. The letter should be sent to the respondent at the respondent's place of business by certified, return-receipt mail. The letter should give a factual account of what happened, a description of how the writer feels about what happened and what corrective action should be taken. This informal technique may result in the official taking the action specified in options 1 & 2, above.

Unless the complainant exercises the "letter option," it shall be expected that the resolution of the problem on an informal basis shall be completed within ten working days of receipt. If the letter option is used, the informal process should be completed within 20 working days. These times are only guidelines since the complainant may abandon the informal process at any time.

**FORMAL COMPLAINT
PROCEDURE:**

Should the complaint not be resolved on an informal basis, or should the complainant choose directly the remedy of a Formal Sexual Harassment Complaint, the complainant must file a written statement with the appropriate official designated above. The statement will be called a "Formal Sexual Harassment Complaint." The Complaint must be in writing and must contain, at the very minimum, the following facts:

1. The name, address and telephone number of the complainant.
2. The full name, address and telephone number of the respondent, if known.
3. The date upon which the sexual harassment occurred, or if continuing, the date upon which the harassment started.

4. The exact nature of the sexual harassment described in plain understandable English. (It is NOT sufficient simply to state that one was verbally or physically harassed nor is it acceptable to simply repeat the prohibitions against sexual harassment stated in the official university policy.) The complainant may use as many paragraphs as he or she wishes to explain in as much detail as possible the nature of the harassment.
5. The steps, if any, which were taken to stop the harassment or resolve the problem. (It is not necessary that any steps have been taken. The University explicitly recognizes that some victims of sexual harassment may feel they have no viable options to stop the harassment.)
6. The names of any persons whom the complainant believes may have knowledge which would be helpful to the resolution or understanding of the nature of the complaint.
7. The names or titles of any person who should NOT be contacted regarding the complaint without the express permission of the complainant.
8. The nature of any immediate action which must be taken to protect the complainant from retaliation or further sexual harassment.
9. What ultimate action the complainant requests of the University, e.g. transfer of the complainant, dismissal or transfer of the respondent, etc.
10. The complaint should be signed at the end.

Each official is required to assist any prospective complainant in the completion of the complaint. It is the responsibility of the complainant to insure that the complaint reaches the appropriate official, preferably by hand delivery by the complainant so as to assure receipt

by the Vice-President for Student Life or the Affirmative Action Officer (or their designees). The receiving official must then determine if emergency action must be taken to protect the complainant or respondent. After such actions are taken, the official should begin to investigate the complaint. Throughout the investigation process, to the extent possible, confidentiality will be maintained as to the identities of the parties. However, it must be recognized by the complainant that anonymity cannot be maintained--certainly, not from the respondent.

After the receiving official takes any necessary remedial action, a copy of the complaint will be hand-delivered to the respondent by the official. A copy of the complaint will also be forwarded to the Office of the President. Within ten working days of the receipt of the complaint, the respondent may serve an answer in written form to the official. A copy will be given to the complainant and the President. After receipt of the response by the official, the official will have 15 working days to investigate the claim pursuant to the instructions contained in the Sexual Harassment Investigation Handbook. At the end of that time, the official will render such findings and report as the facts warrant. A copy of the report will be served upon the parties and the President. If the official believes the claim to be frivolous, he or she shall so state, and, if the President concurs, the claim will be dismissed as a final action by the President pursuant to state law.

If not dismissed as frivolous, the claim may end at this point with the implementation of the sanctions or other relief recommended to the President. If either party disagrees, a hearing may be requested--said hearing to be conducted by an ad hoc committee entitled "Sexual Harassment Grievance Committee." The Committee shall consist of six members, five who may vote, and a Chair who may only vote in case of a tie. The Committee shall consist of three men and three women selected by the President from slates of four each submitted by the Faculty Senate, Staff Congress and Student Government Association. Other than the gender requirement, the President may select any

number from any of the slates provided that there is at least one member of the Committee from complainant's representative group and one member from respondent's representative group, i.e., if complainant is a student, there must be at least one student member on the Committee.

Unless the parties otherwise agree, the hearing before the Committee will take place within 30 days of the constitution of the Committee. The proceedings will be taped. A quorum of four members is required. The only witnesses who may be heard are the parties, who will be sworn by a notary public. Any additional evidence either side wishes to submit may be submitted in writing provided that strongly sufficient reasons exist as to why such documents were not given to the investigating official and provided that such documents are submitted to the opposite party and the Committee within five working days prior to the hearing.

The Committee shall have five working days, exclusive of the day of hearing, within which to render its report. A copy will be sent to the President and the parties. The report will be recommendatory to the President. The President shall then, after a reasonable time for review, render a final decision. If the decision substantiates the claim made by the complainant, the decision (not the investigative report) will be forwarded to the Director of Personnel Services and appropriate supervisors. The investigative report will be kept in the Affirmative Action Officer's files.

**APPROVE AMENDED PERSONNEL POLICY PAd-5
SEARCH AND SCREENING PROCEDURES FOR
SENIOR-LEVEL NON-ACADEMIC ADMINISTRATIVE PERSONNEL**

**APPROVE PERSONNEL POLICY PAd-8
SEARCH AND SCREENING PROCEDURES FOR
SENIOR-LEVEL ACADEMIC ADMINISTRATIVE PERSONNEL**

Background

PAd-5 currently identifies the search and screening procedures for all senior-level administrative personnel. As a result of an initiative by the Faculty Senate, the following significant changes are proposed:

- 1) Separate policies are created to establish the search and screening procedures for non-academic (PAd-5 as amended) and academic (PAd-8) senior-level administrators.
- 2) Each policy clearly identifies to which positions the policy applies.
- 3) Clarifies the membership for the search committees.
- 4) Reaffirms the role of the Affirmative Action Officer in these searches.

Attached is PAd-5 as amended with the recommended changes highlighted. Also attached is PAd-8 as a new policy.

The Faculty Senate and Staff Congress have reviewed and recommended approval of the policies.

Recommendation

That the Board of Regents approve the amendment to PAd-5 and the new policy, PAd-8.

Policy: PAd-5

Subject

Search and Screening Procedures
for Senior-Level Non-Academic
Administrative Personnel

Approval Date: 07/01/85

Revision Date: 03/26/87

Revision Date:

PURPOSE:

To outline the search and screening procedures to be used when filling senior-level non-academic administrative personnel positions.

APPLICABLE TO:

Senior-level non-academic administrative positions including:

Vice President for Administration and
Fiscal Services

Vice President for Student Life

Vice President for University

Advancement

Director of Athletics

Director of Budgets and Management

Information

Internal Auditor

Affirmative Action Officer

Other non-academic administrators who
report directly to the President

POLICY:

The President or his designee shall establish search and screening committees where practical when filling vacancies in senior-level non-academic administrative positions.

**MAKE-UP OF THE
SEARCH COMMITTEE:**

The size and make-up of each committee will be determined by the President depending upon the nature of the position to be filled. However, each such committee shall have at least ~~one~~ **two** faculty members, ~~at least two staff members~~ and one student included in its composition.

Upon request, the Faculty Senate and Staff Congress shall provide a ~~panel~~ **slates** of ~~designated size of selected~~ faculty and staff members from which the President selects at least ~~one~~ **two** each. The Student Government Association shall provide a ~~panel~~ **list** of ~~designated size of selected~~ students from which the President selects at least one. Other members of the committee shall ~~may~~ be designated by the President.

The Office of Personnel Services acts in an advising role to the search and ~~screening~~ committee.

**ROLE OF THE
PERSONNEL
OFFICER:**

~~The Director of Personnel Services is responsible for monitoring the entire search and interviewing process to ensure affirmative action, equal opportunity, and adherence to public policy.~~

**ROLE OF THE
AFFIRMATIVE
ACTION OFFICER:**

~~As defined in the University Equal Opportunity and Affirmative Action Plan, the Affirmative Action Officer shall be responsible for monitoring the entire search and interviewing process to ensure affirmative action, equal opportunity, and adherence to public policy.~~

PROCEDURE:

1. When a senior-level ~~non-academic~~ administrative position becomes vacant, ~~the Director of Personnel Services, in cooperation with the President shall~~ **establish** designates a search committee.

2. In conjunction with the search committee, the Director of Personnel Services prepares the recruitment and advertisement copy for the search keeping in mind the University's commitment to affirmative action and equal employment opportunity.
3. Advertisements are placed by the Office of Personnel Services and responses are received and acknowledged by the Office of Personnel Services.
4. The resumes of all candidates are reviewed and evaluated by all members of the search and screening committee.
5. The committee shall submit to the President the names of candidates for consideration for interview.
6. The President shall select from the list those candidates to be invited for interviews by the committee, the President, and any others designated by the President. The President may ~~add to the list of those to be interviewed other candidates who have been screened by the committee~~ request the committee to submit additional candidates to be interviewed.
7. Following the interviews, the committee shall recommend a list of qualified candidates ~~without specifying a priority order.~~
8. The President shall select the final candidate from that list or request additional names or that an additional search be made ~~direct that the search be re-opened and extended.~~

Policy: PAd-8

Subject

Search and Screening Procedures for Senior-Level Academic Administrative Personnel.

Approval Date:

PURPOSE: To outline the search and screening procedures to be used when filling senior-level academic administrative personnel positions.

APPLICABLE TO: Senior-level academic administrative positions including:
Executive Vice President for Academic Affairs and Dean of Faculty
Associate/Assistant Vice President for Academic Affairs
Academic Deans
Director of Libraries
Director of Research, Grants and Contracts
Other Academic Administrators who report directly to the President or Executive Vice President for Academic Affairs

POLICY: The President shall establish search committees when filling vacancies in senior-level academic administrative positions.

MAKE-UP OF THE SEARCH COMMITTEE: The size and make-up of each committee will be determined by the President depending upon the nature of the position to be filled and must have a minimum of 5 members. However, each such

committee shall have a majority of faculty members and at least one staff member and one student included in its composition.

If the position is to be a Dean of a College, the faculty members selected are to be from that college and be representative of as many of the various departments in the college as possible.

If the position is to be Executive Vice President of Academic Affairs and Dean of Faculty, the Associate or Assistant Vice President for Academic Affairs, or a similar position, each college is to have an equal number of faculty members on the committee.

Upon request, the Faculty Senate shall provide a list of faculty members from which the President shall select the faculty members of the search committee. The Staff Congress shall submit a list from which the President shall select one. The Student Government Association shall provide a list of students from which the President shall select one. Other members of the committee shall be designated by the President.

The Office of Personnel Services shall act in an advising role to the search and screening committee.

**ROLE OF THE
AFFIRMATIVE
ACTION OFFICER:**

As defined in the University Equal Opportunity and Affirmative Action Plan, the Affirmative Action Officer shall be responsible for monitoring the entire search and interviewing process to ensure affirmative action, equal opportunity, and adherence to public policy.

PROCEDURE:

1. When a senior-level academic administrative position becomes vacant, the President shall establish a search committee.

2. In conjunction with the search committee, the Director of Personnel Services shall prepare the recruitment and advertisement copy for the search, keeping in mind the University's commitment to affirmative action and equal employment opportunity.
3. Advertisements shall be placed by the Office of Personnel Services and responses are received and acknowledged by the Office of Personnel Services.
4. The resumes of all candidates shall be reviewed and evaluated by all members of the search committee.
5. The committee shall submit to the President the names of candidates for consideration for interview.
6. The President shall select from the list those candidates to be invited for interviews by the committee, the President, and any others designated by the President. The President may request the committee to submit additional candidates to be interviewed.
7. Following the interviews, the committee shall recommend a list of qualified candidates.
8. The President shall select the final candidate from that list or direct that the search be re-opened and extended.

APPROVE MINIMUM SCOPE OF ANNUAL AUDIT (1992-93)

Background

The University is required to have an annual audit conducted of its financial activities. The Administration and Fiscal Services Committee makes recommendations to the full Board of Regents for the selection of an independent accounting firm to conduct the University's Annual Audit, and the minimum scope of the annual audit.

On February 5, 1993, the committee recommended, and the Board of Regents approved, an extension of the contract with Kelley, Galloway and Company, Ashland, Kentucky, to conduct the required audits for the year ending June 30, 1993. Kelley, Galloway and Company, working with the Assistant Vice President For Fiscal Services, the Controller, and the Internal Auditor, has outlined the scope of audit that will comply with all local, state, and federal audit requirements. A summary of the audit scope engagement document is attached.

Recommendation

That the Board approve the document outlining the minimum scope of the University's audit for the year ending June 30, 1993.

Minimum Scope of Audit
Morehead State University
for the year ending June 30, 1993

This document outlines the minimum scope of audit of Morehead State University (MSU) to be conducted by Kelley, Galloway and Company, CPA's, (the Firm) for the year ending June 30, 1993. Additional audit requirements and procedures may be added as situations warrant.

Internal Controls

The audit will include a consideration of the existing internal control structure to provide a basis for reliance thereon in determining the nature, timing and extent of selective audit tests to be applied to recorded transactions and data for certain periods of the year.

General Purpose Financial Statements

The firm will perform an audit of and issue its independent auditor's report on the balance sheet of MSU as of June 30, 1993 and the statements of changes in fund balances and current funds revenues, expenditures and other changes for the year then ending. The audit will be performed in accordance with generally accepted auditing standards and those principals and compliance requirements of the various accounting and auditing agencies, prescribed industry standards and governmental laws and regulations. The report would also include an independent auditor's report on supplemental information covering those supplemental schedules suggested to be reported on by the AICPA Audit Guide "Audits of Colleges and Universities".

Federal Awards Programs

The Firm will issue its independent auditor's reports covering the audit of MSU's Schedule of Federal Financial Assistance Programs for the year ending June 30, 1993. The audit of MSU's Federal Awards Programs will be performed in accordance with generally accepted auditing standards, Government Auditing Standards, issued by the Comptroller General of the United States, and OMB Circular A-133, "Audits of Institutions of Higher Education and Other Non-Profit Institutions".

The audit will include a review and evaluation of the internal control structure to provide a basis for reliance thereon in determining the nature, timing and extent of selective audit tests to be applied to recorded transactions and data for certain periods of the year. The review will be performed as required by Government Auditing Standards and OMB Circular A-133. As required by the applicable audit guide, Government Auditing

Standards and OMB Circular A-133, the firm will issue a letter containing any reportable conditions noted as a result of the audit, a report on compliance with laws and regulations, and a report on the internal control structure as related to Federal Financial Assistance Programs.

Intercollegiate Athletics Department

The Firm will perform certain agreed-upon procedures and issue a separate report covering the limited examination of the Intercollegiate Athletics Department and its related booster organization, for the year ending June 30, 1993. These procedures will be performed in accordance with the NCAA Financial Audit Guidelines, dated April 1989.

Corporation for Public Broadcasting (CPB)

The Firm will issue its independent auditor's report on the financial statements of CPB for the year ending June 30, 1993. The audit will be performed in accordance with generally accepted auditing standards and the Public Telecommunications Audit Guide and Requirements as they relate to the CPB Annual Financial Report for the year ending June 30, 1993.

Compliance Report Under KRS 164A.550 to 164A.630

The Firm will also issue a separate letter covering its study of MSU's internal accounting controls and administrative control procedures considered relevant to the criteria established by the Commonwealth of Kentucky Finance and Administration Cabinet as set forth in the Cabinet's "Minimum Audit Scope for Compliance", dated August, 1983.

Management Letter

As required by generally accepted auditing standards (Statement on Auditing Standards No. 60), the Firm will prepare a letter of reportable conditions noted during the audit related to inherent weaknesses of controls, procedures, policies or noncompliance with governmental laws or regulations and suggest possible improvements. The Firm will comment and discuss those or other matters with the Assistant Vice President for Fiscal Services, the Controller, Internal Auditor, the Vice President for Administration and Fiscal Services, the President and the University Board of Regents. The Firm also will submit ideas or observations that will help achieve the University's objectives or improve efficiency in operations. As required by the Commonwealth of Kentucky Auditor of Public Accounts, all such matters conveyed to management will be documented in writing to be forwarded to the Auditor of Public Accounts.

Recommendations to management will be in the format prescribed by the Auditor of Public Accounts. The Firm will document the resolution status of prior year

recommendations.

Closing Package

In accordance with the directive from the Commonwealth of Kentucky Auditor of Public Accounts, the Firm will provide a copy of the comprehensive financial statements and management letter to the Auditor of Public Accounts. In addition, a report issued under Codification of Statements on Auditing Standards AU 623.11 through 623.17 applicable to the "closing package" furnished by the University to the Finance and Administration Cabinet will be provided to be furnished to the Auditor of Public Accounts by October 1, 1993. If requested by the Auditor of Public Accounts and approved by the University, all working papers prepared by the audit team will be made available for review.

Audit of Subsequent Events

In accordance with the directive from the Auditor of Public Accounts, the Firm will update the audit procedures related to events subsequent to June 30, 1993 from the last day of field work (projected for late September, 1993) to December 16, 1993. The Firm will report the results of these updated procedures in a separate letter which shall be delivered to the Auditor of Public Accounts no later than December 18, 1993.

Timing of Reports

1. Two copies of the audit report and management letter will be forwarded to the Auditor of Public Accounts no later than October 1, 1993. If desired, the Auditor of Public Accounts will be allowed access to all working papers in connection with this audit.
2. The report on MSU's financial statements is required to be delivered by September 30, 1993.
3. The Firm will provide to the Auditor of Public Accounts by October 1, 1993 a confirmation of whether Agency Revenue Fund Receipts (per FAC Report 2151) and expenditures and transfers out for the General Fund and Agency Revenue Fund (per FAC Report 2120), were included in populations considered in the June 30, 1993 audit.
4. The Firm will provide a representation letter by October 1, 1993 to the Auditor of Public Accounts stating that the Firm is in compliance with generally accepted auditing standards and Government Auditing Standards concerning continuing education requirements, independence and peer review.

5. The Firm will notify the Auditor of Public Accounts of matters which come to its attention which may have a significant impact on the Commonwealth's financial statements.

April 30, 1993
VIII-B-12

AMEND BOARD OF REGENTS BYLAWS

Recommendation

That the Board of Regents amend its April 15, 1983, Bylaws.

**BYLAWS
BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY**

(Material shaded denotes proposed changes; material lined through denotes proposed deletions)

ARTICLE I

- A. The governing body of Morehead State University is the Board of Regents, which by statute is responsible for the essential government of the University.**
- B. The Board of Regents is composed of ten (10) members as determined by the applicable statutory law with the membership to be selected as provided therein.**
- C. Meetings: Meetings of the Board of Regents are of two kinds, regular meetings and special meetings.**
- 1. Regular Meetings - There shall be four (4) quarterly meetings of the Board of Regents each calendar year. These meetings shall be held on such dates and at such places for the succeeding calendar year as the Board of Regents shall determine at its last regular meeting of the calendar year. The meeting date(s) may be changed by the Chair in cases of need.**
 - 2. Special Meetings - Upon written request of the President of the University or of two (2) members of the Board, the Chair of the Board shall call a special meeting at a place designated by him/her, and the Board may at such special meeting transact any or all business that it may transact at a regular meeting. The Secretary shall give at least a two-day written notice of the meeting to all Regents.**
- D. Closed Sessions: No final action will be taken at any closed session of the Board. However, the Board may from time to time conduct closed sessions for the purposes authorized by KRS 61.810; e.g., engaging in:**
- 1. Deliberations on the future acquisition or sale of real property by a public agency, but only when publicity would be likely to affect the value of a specific piece of property to be acquired for public use or sold by a public agency;**

- 2. Discussions of proposed or pending litigation against or on behalf of the public agency;**
- 3. Discussions or hearings which might lead to the appointment, discipline, or dismissal of an individual employee, member or student without restricting that employee's, member's or student's right to a public hearing if requested, provided that this exception is designed to protect the reputation of individual persons and shall not be interpreted to permit discussion of general personnel matters in secret; and**
- 4. Meetings which federal or state law specifically require to be conducted in privacy.**

In conducting a closed session, discussion of property transactions under (1), or discussions closed for the purpose of protecting the reputation of individual persons under (3), the following requirements shall be met:

- 1. Notice shall be given in regular open meeting of the general nature of the business to be discussed in closed session and the reason for the closed session;**
- 2. Closed sessions may be held only after a motion is made and carried by a majority vote in open, public session;**
- 3. No matters may be discussed at a closed session other than those publicly announced prior to convening the closed session; and**
- 4. No final action may be taken at a closed session.**

E. Notice of Meetings: Due notice in writing of the regular meeting and of any changes in the dates, times, or places of a regular meeting of the Board or of a committee thereof shall be given by the Secretary of the Board of Regents. Such notice shall be delivered personally, by mail or telegram, or transmitted by facsimile machine to each local newspaper of general circulation, each news service, and each local radio or television station serving Morehead State University and the communities where the University's extended campus centers are located. The public will be provided a copy of the schedule of regular Board or committee meetings. In addition to the media organizations listed above, notice of special meetings shall be delivered to each media organization which has filed a written request, including a mailing address, to receive notice of special meetings. Notices of special meetings must be delivered to each of the above at least 24 hours prior to the time of such meeting, unless the 24

hour notice is specifically excepted by Kentucky Revised Statutes. All notices of special meetings shall indicate the item(s) of business to be considered. All meetings shall be held at times and places convenient to the public.

- F. **Quorum:** A majority of the members of the Board shall constitute a quorum for the transaction of business, but no appropriation of money nor any contract that requires an appropriation or disbursement of money shall be made, and no teacher employed or dismissed, unless a majority of all the members of the Board vote for it.

- G. **Agenda:** For all meetings the President shall prepare an Agenda which shall be mailed to each Regent ten (10) days prior to the meeting. All regular meeting agendas shall include the minimum of the following:
 - 1. Roll call;
 - 2. Report of the President; and
 - 3. Quarterly Financial Statement.

- H. **Conduct of Business:** All meetings shall be conducted in accordance with the principles of procedure prescribed in the most recent edition of Robert's Rules of Order.

ARTICLE II

- A. The general powers and duties conferred upon the Board of Regents to carry out the purposes of Morehead State University are provided by law in the Kentucky Revised Statutes 164.350. In addition thereto and included therein, such powers and duties are:
 - 1. The promotion of the mission and goals of the University;
 - 2. The authorization of the creation or discontinuance of degrees upon approval of the Council on Higher Education;
 - 3. The election of a Chair of the Board, Vice Chair, and Secretary, and the appointment of a Treasurer;
 - 4. The appointment and removal of the President of the University;

5. **The appointment of faculty members upon the recommendation of the President and the appointment of such administrative officers upon recommendation of the President;**
6. **The determination of guidelines for salary ranges for all faculty, administrative and University personnel and the establishment of insurance, retirement and other programs for the benefit of faculty, administrative and other personnel;**
7. **The establishment or discontinuance of any faculty rank;**
8. **The adoption of policies for granting leaves of absence and the approval of promotions for administration and faculty members;**
9. **The ~~review and~~ establishment of policies and procedures for granting tenure of faculty members;**
10. **The regulation of government and discipline of students and the regulation of government and discipline of faculty;**
11. **The determination of the number of divisions, departments, bureaus, offices, and agencies needed for the successful conduct of the University;**
12. **The approval of general budget policies which would govern student financial aid programs;**
13. **The fixing of special charges and other fees, subject to approval by the Council on Higher Education;**
14. **Upon appropriate clearances, the issuance of revenue bonds to finance projects required by or convenient for students under its governance;**
15. **The care and preservation of all property belonging to the University;**
16. **Provide for the submission of such reports and budget requests as may be required by State Government;**
17. **The approval of the annual budget;**
18. **The formulation and periodic revision of long-range plans; and**

19. **The granting of diplomas and conferring of degrees upon the recommendation of the President and faculty.**

ARTICLE III

A. The officers of the Board of Regents shall consist of the Chair, Vice Chair, President, Treasurer, Secretary to the Board of Regents, and such other officers as the Board of Regents deems necessary to carry out its responsibility of governing the University.

1. **Chair - The Chair shall be elected annually as provided by law and the Chair will continue to serve until the annual election is held. The Chair is charged with the duty of maintaining that level of interest and activity among the members of the Board of Regents as will best contribute to the determination of Board policies, wise planning for the future, intelligent and considerate observance of the rights of the faculty, staff, and student body. The Chair shall preside at all Board of Regents' meetings and shall fix the order of business and shall perform such additional duties as may be imposed on his/her office by statute or by the direction of the Board.**
2. **Vice Chair - The Vice Chair shall be elected annually. The Vice Chair acts for the Chair when the latter is absent from a meeting.**
3. **President - The President of the University shall be the chief executive and academic officer of the University. The President may be a member of the General Faculty.**

The President shall be elected by the Board for such term as the Board deems advisable, not to exceed four (4) years. The President shall attend all meetings of the Board of Regents.

As chief executive and academic officer of the University, the President shall:

- (a) **Be responsible for the operation of the University in conformity with the purposes and policies as determined by the Board of Regents and to develop rules and regulations as are necessary to carry out the purposes expressed herein;**

- (b) Act as adviser to the Board of Regents and shall have responsibility for recommending for consideration those policies and programs which in his/her opinion will best promote the interests of the University;**
- (c) Recommend to the Board of Regents long-range educational goals and programs and the new degrees which may be best suited to attain those goals and programs;**
- (d) Recommend to the Board promotions, leaves of absence, sabbaticals of the faculty and other personnel to the Board for ratification;**
- (e) Be authorized to develop a suitable organization for the effective administration of the University and to designate positions and their titles subject to ratification by the Board;**
- (f) Be authorized to appoint and determine compensation, subject to subsequent ratification by the Board, of any employee of the University under conditions set by the Board;**
- (g) Be authorized, after consultation with the appropriate officer(s) or employee and the affected individual, subject to subsequent ratification by the Board, to suspend any member of the University at any time for proper cause;**
- (h) Be responsible for supervising the establishment and maintenance of proper relationships through the Director of the Alumni Association with alumni and the alumnae;**
- (i) Maintain effective relationships with the students, guarding and protecting their best interests;**
- (j) Be responsible for the discipline of students with the power to impose appropriate penalties including expulsion;**
- (k) Prepare and submit to the Board a biennial budget request as required by law;**

- (l) **Make to the Board of Regents, according to a schedule established by the Board, written reports which shall contain a full account of receipts of money from all sources, amount and purpose of disbursements thereof, and the financial condition of the University; and**
- (m) **Perform such other duties as may be required by the Board of Regents.**

4. **Secretary - The Board of Regents shall elect a Secretary at the time other officers are elected for a term not to exceed one (1) year.**

The Secretary will attend all meetings of the Board and shall record all the Minutes of all proceedings and shall perform all statutory duties and other functions which are usual to the duties of a Secretary and shall assist the Board in the discharge of its official duties.

5. **Treasurer - The Board of Regents shall appoint a Treasurer at the time other officers are elected for a term not to exceed one (1) year. The Treasurer shall be responsible for the funds of the Board of Regents and such other statutory duties and responsibilities as may be delegated to the office by the Board of Regents. No member of the Board of Regents shall be appointed Treasurer.**

B. Time and Procedures for Election of Officers:

1. **A Chair, Vice Chair, and Secretary shall be elected annually at the first quarterly meeting to serve for the ensuing calendar year or until the officers are elected according to the following procedural guidelines:**
- (a) **The Chair declares that nominations are in order;**
 - (b) **The Chair recognizes any member for the purpose of making a nomination;**
 - (c) **If after each member has had an opportunity to make a nomination and only one name has been placed in nomination for that particular office, the Chair shall declare that person elected by unanimous consent; and,**

- (d) If more than one name is placed in nomination for a particular office, a vote shall be taken. Names shall be voted upon in the same order in which the nominations occurred. The nominee first receiving a vote of majority of members present and voting shall be declared elected.

ARTICLE IV

A. The standing committees of the Board of Regents are: Administration and Fiscal Services Committee, Academic Affairs Committee and Student Life and External Relations Committee. The Board may reorganize its committee structure after a new member is appointed to the Board of Regents and may from time to time establish ad hoc committees to facilitate its work.

1. Administration and Fiscal Services Committee - The Administration and Fiscal Services Committee is composed of members of the Board who are appointed by the Chair.

~~The Administration and Fiscal Services Committee will familiarize itself with institutional policies, procedures, state agency and legislative requirements for fiscal administration to enable it to initially review, evaluate and advise the full Board of its consideration of recommendations made by the President on financial and budget proposals and policies relating to:~~ will familiarize itself with the institutional policies, procedures, state agency and legislative requirements related to its responsibilities to enable it to review, evaluate, advise and recommend to the full Board on matters related to:

- (a) The University's Biennial Operating and Capital Budget Request, Six-Year Capital Plan and Biennial Information Resources Plan in accordance with the guidelines prescribed by the Council on Higher Education, Governor's Office, Legislative Research Commission and Six-Year Capital Planning Advisory Board;
- (b) The development of the University's Annual Operating Budget;
- (c) The University's Quarterly Financial Report and adjustments to the annual operating budget;

- (d) **The University's Campus Master Plan;**
- (e) **The issuance of Consolidated Educational Building and Revenue Bonds, Housing and Dining System Revenue Bonds or State Property and Building Commission Project Bonds as relates to the construction, renovation, maintenance or acquisition of equipment in accordance with the University's capital plan and strategic plan;**
- (f) **The selection of an independent accounting firm to conduct the University's annual audit;**
- (g) **The minimum scope of the annual audit;**
- (h) **A review of the annual audit and consideration of any fiscal policies necessary to the effective financial management of the institution;**
- (i) **The selection of the University's bank;**
- (j) **All Non-academic personnel policies and those academic personnel policies that have financial implications;**
- (k) **All Regular Personnel Actions and Personal Service Contracts in accordance with the parameters established by the Board;**
- (l) **Agreements with external agencies;**
- (m) **Any other administrative or reporting requirements necessary to ascertain the fiscal integrity of the institution; and**
- (n) **Any other administrative or fiscal matters which the President or the Board may identify from time to time.**

2. **Academic Affairs Committee - The Academic Affairs Committee is composed of members of the Board who are appointed by the Chair.**

~~The Academic Affairs Committee advises the President on new programs and matters of an academic affairs nature which require in-depth study prior to their submission to the total Board. will familiarize itself with institutional policies, procedures, state agency and legislative requirements related to its responsibilities to enable~~

~~it to review, evaluate, advise and recommend to the full Board on matters relating to:~~

- (a) ~~The determination of admission standards for undergraduate and graduate programs;~~
- (b) ~~The approval of New programs of studies or the suspension or deletion of existing programs;~~
- (c) ~~The approval of recommendations for Promotion, tenure, and emeritus status for faculty;~~
- (d) ~~The approval of recommendations for Sabbatical or education leaves for faculty;~~
- (e) ~~The approval of New or amended policies relating to Academic Affairs;~~
- (f) ~~The approval of The granting of undergraduate and graduate degrees conferred at each commencement; and~~
- (g) ~~Other academically related matters which the President or the Board may ask the committee to consider.~~

3. Student Life and External Relations Committee - The Student Life and External Relations Committee is composed of members of the Board who are appointed by the Chair.

~~The Student Life and External Relations Committee is responsible for reviewing and recommending to the full Board new and amended policies and other non-curricular proposals relating to:~~
~~will familiarize itself with institutional policies, procedures, state agency and legislative requirements related to its responsibilities to enable it to review, evaluate, advise and recommend to the full Board on matters relating to:~~

- (a) ~~The Student Conduct Code;~~
- (b) ~~Applicable Federal student aid regulations;~~
- (c) ~~The Office of Public Safety Policy Manual;~~
- (d) ~~The Crime Awareness and Campus Security Act of 1990;~~

- (e) **The Drug-Free Schools and Communities Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989;**
- (f) **The Constitution of the Student Government Association;**
- (g) **Motor Vehicle Regulations;**
- (h) **Applicable student housing regulations;**
- (i) **Other matters relating to the quality of student life which the President or the Board of Regents may ask the committee to consider;**
- (j) **Intercollegiate athletics;**
- (k) **The University's relationships with the Morehead State University Foundation, Inc., the Morehead State University Alumni Association, Inc., and any other external organization associated with the mission of the University;**
- (l) **Commercial use of the University's statutory name, in whole or in part, athletic team nicknames, and the graphic design properties of the University; and**
- (m) **Other matters relating to the level of general support of the University which the President or Board of Regents may ask the committee to consider.**

4. **Participation by Non-Members - The President will attend and participate in all meetings of the Board of Regents unless excused when the President's status is under consideration. He may attend all meetings of committees of the Board. The President, with the approval of the Board members, may invite other members of the University staff or faculty to accompany him in attendance at any meeting. They may address the Board or otherwise participate upon request of the Board, any member, or the President.**

Other members of the University community and members of the public are welcome to attend open meetings of the Board or any of its committees but may not address the Board or otherwise participate in the meetings except pursuant to a previously approved request for appearance to be heard, or upon specific request of the Board or committee at its meeting.

Except as provided above, persons desiring to be heard by the Board of Regents will first submit to the President in writing the subject matter and the reason for desiring a hearing before the Board of Regents, or a committee thereof, ten (10) days prior to a scheduled meeting. The President shall call the request to the attention of the Chair, who shall determine whether or not the subject matter is relevant and material to Morehead State University. The Chair may, at his/her discretion, designate the appropriate committee of the Board to give initial consideration to the matter and make a report to the Board. The President may, in his/her discretion, under special circumstances, waive the ten-day notice provision and establish a lesser notice period.

ARTICLE V

- A. The Board of Regents hereby recognizes and approves the Constitutions of the Faculty Senate, Staff Congress and Student Government Association Constitution, and all personnel manuals and same shall govern in its respective jurisdiction except where in conflict with these Bylaws as same are hereby constituted or may be hereinafter amended, in which case the Bylaws of the Board of Regents shall govern and prevail.

ARTICLE VI

- A. All communications of the University directed to the Board of Regents shall be channeled through the Office of the President. All communications from the Board of Regents shall be similarly channeled through the Chair and copies thereof furnished to the President.

ARTICLE VII

- A. All Minutes of the Board of Regents shall after their approval by the Board of Regents and upon the direction of the Chair be open to inspection by any citizen according to established procedures for such inspection under existing statutes governing freedom of information and open records. All Regents shall be provided with approved copies of all Minutes of their actions. Similarly, all other public records, as provided by Kentucky Revised Statutes, shall be made available to the public in accordance with those statutes.

ARTICLE VIII

- A. The President shall be authorized to execute in the name and on behalf of the University any instrument which may require the name of the University to be signed thereto and the Secretary shall have the authority to attest same. The Chair or Vice Chair shall be authorized to sign when a member of the Board's signature is required.**

ARTICLE IX

- A. These Bylaws may be amended at any regular meeting by the Board of Regents by a majority vote of all the members of the Board, provided the proposed amendment(s) have been submitted to the Board at least ten (10) days prior to the meeting upon which the amendment(s) are to be voted upon. The ten-day provision may be waived upon a vote of the majority of the membership.**

REPORT ON 1990-91 FEDERAL FINANCIAL ASSISTANCE PROGRAMS AUDIT

In addition to reporting on the accountability for funds, the audit for the University's Federal Financial Assistance Programs includes a review of compliance with administrative requirements of these Title IV Programs that are funded through the Department of Education. The auditor's must note any findings or questioned costs in a schedule that is a part of the audit report that is sent to the Department of Education.

The University is required to submit a corrective action plan for any finding or questioned cost to the Department of Education. The Department of Education may request that the auditor perform a follow-up review of the corrective action plan. The results of that review are addressed to the President and Board of Regents, and copies are sent to the Department of Education.

The 1990-91 Audit Report for the Title IV Financial Assistance Programs for Morehead State University contained a finding for which the Department of Education requested a follow-up report. That finding, contained on page 38 of the 1990-91 Audit Report issued by Kelley, Galloway and Company, noted that certain refund/repayment calculations, performed at that time by the Office of Financial Aid, had been miscalculated. The miscalculations resulted in incorrect amounts being requested to be refunded from student financial aid recipients and incorrect amounts of money being returned to the applicable Title IV programs.

Refund/repayment calculations may be required when financial aid recipients leave school prior to completion of a semester. In some cases, financial aid monies or portions thereof must be refunded by the student and repaid to the financial aid programs.

As requested by the Department of Education, the Office of Financial Aid, in conjunction with the Internal Auditor and the Office of Accounting and Budgetary Control, recalculated the refunds/repayments applicable to the 1990-91 fiscal year. Kelley, Galloway and Company has reviewed those refund/repayment work papers and has issued a follow-up report letter. A copy of the auditor's letter is attached.

The responsibility for refund/repayment calculations was changed from the Office of Financial Aid to the Office of Accounting and Budgetary Control during the 1991-92 fiscal year. The audit of the University's Federal Financial Assistance Programs for the fiscal year ended June 30, 1992 did not disclose any instances of miscalculated refunds/repayments.



Kelley, Galloway & Company, PSC
CERTIFIED PUBLIC ACCOUNTANTS

Members of the Board of Regents
 and Dr. Ronald G. Eaglin, President
 Morehead State University
 Morehead, Kentucky

We have audited the financial statements of Morehead State University (the University) as of and for the years ended June 30, 1992 and 1991, and have issued our independent auditor's reports thereon (containing unmodified opinions) dated September 24, 1992 and September 24, 1991, respectively. At the request of the U.S. Department of Education as outlined in their program determination letter (Audit Control No. 04-26519) for the year ended June 30, 1991, we have also performed certain agreed-upon procedures to test the University's recomputations of refunds/repayments related to all Title IV recipients for the year ended June 30, 1991. Our procedures were as follows:

1. We obtained a copy of the University's worksheets entitled "Department of Education 1990-1991 Review of Refunds and Repayments", a copy of which is attached at Exhibit I.
2. We tested the completeness of Exhibit I and recomputed totals as follows:

<u>Program</u>	<u>Over (Under) Repayment or Refunds</u>	<u>Incorrect Payments to Department of Education</u>	<u>Total University Over or (Under)payments to Title IV Programs</u>
Perkins	\$ 566	\$ -	\$ 566
PELL	822	717	1,539
GSL	(751)	-	(751)
SEOG	12	90	102

The incorrect payments by the University were made to the Department of Education on February 2, 1993.

3. After the University had recomputed 100% of the refund/repayments, we selected five (5) recomputations for testing. One exception was noted and has been corrected on the attached Exhibit I. We then selected an additional five (5) students for testing of the recomputations and noted no exceptions.

Because the above procedures do not constitute an audit in accordance with generally accepted auditing standards, we do not express an opinion on this specific segment of the University's internal control structure, accounting procedures or financial reporting. In connection with the procedures referred to above, except as noted

above related to incorrect payments totalling \$807 at 2. and the recomputation exception at 3., no matters came to our attention that caused us to believe that the University's recomputations of refunds and repayments reflected on Exhibit I were not proper.

Reference is made to our Independent Auditor's Report on Compliance with Specific and General Requirements Applicable to Major Federal Financial Assistance Programs and Requirements Applicable to Nonmajor Program Transactions dated September 24, 1991.

This report is intended for the information and use of management, the Board of Regents and the Department of Education. This restriction is not intended to limit the distribution of this report, which is a matter of public record.

Kelley, Galloway & Company, PC

February 25, 1993

REPORT ON 1991-92 AUDIT MANAGEMENT LETTER

The management letter issued by Kelley, Galloway and Company at the end of the audit of the 1991-92 fiscal year contained three recommendations for improvements in the internal control structure and operating efficiency of the University. The recommendations have been implemented as follows:

Accounts Receivable

The auditors' recommended that the software utilized by the University to manage accounts receivable be amended to reflect aging categories in more detail. The software allowed for receivables aging in categories of current, thirty-one to sixty days, sixty-one to ninety days, and over ninety days old.

The receivable software has been modified to extend the aging of accounts beyond ninety days. The new categories available will comply with the auditors' recommendation.

The auditors further recommended that additional information be obtained from collection agencies employed by the University to pursue delinquent accounts. That information is being provided by the collection agencies to the University on a monthly basis and includes name, account number, account balance, collections on account, and the status of collection efforts.

In addition to the changes recommended by the auditors, the University has initiated a self-review of the policies and procedures that relate to accounts receivable. This review is being conducted by the Fiscal Services staff and has been structured to coincide with and compliment a review being made by the internal auditor.

As a result of the review, some policy and procedural changes have been implemented. The major change involves the timing of moving a delinquent account from an active status to a written-off status, and the placement of these written-off accounts with an outside collection agency.

During the 1991-92 fiscal year, programming was completed on a module to track written-off accounts. Prior to this change, the detail of transactions for accounts that had been written-off was available only by researching a printed copy of that information. This lack of electronic access to the detail hindered both the placement of accounts with outside collectors and follow-up procedures on those collection efforts. The module that has been designed and implemented to track the written-off accounts is identical for the most part, to the module that tracks active receivables. The module provides complete detail and electronic access to all transactions. The module greatly improves control and enhances the collection efforts for accounts that have been written off. Collection efforts are continued for accounts in the written-off status, but these accounts are not presented as assets on the University's financial statements.

Prior to the software changes, accounts were reviewed, written-off and placed with outside collection agencies on an annual basis. Accounts considered for write-off and collection placement were at least three semesters old.

The new policy requires that accounts are reviewed three times per year. Any account for which a payment plan is not active will be transferred to a written-off status and placed with an outside collector.

To begin this process, a one-time, major write-off review was required for accounts previously classified in the "over ninety-day" category. As of March 1, just over \$881,000 in accounts receivable were transferred to a written-off status and those accounts that had not previously been placed with outside collectors were placed at that time.

The Internal Auditor's report, when issued, will contain other recommendations for further policy and procedure changes that will have an effect on accounts receivable. These recommendations will include areas of direct impact such as the student credit granting policy. These recommendations will also involve areas with an indirect effect on receivables such as the manner in which student schedule changes are recorded on the academic sector of the data base, and the way those changes are reported to the receivables operation for billing.

Bank reconciliations

This recommendation required deadlines to be established for the completion of bank reconciliations, and also required the preparer to sign and date each reconciliation when completed. The reconciliation should also be reviewed and initialed by the appropriate supervisor as soon as possible following the reconciliation date.

This recommendation has been implemented, with the exception of establishing a deadline for the completion of each reconciliation. The reconciliation process is started each month as soon as information is received from the bank. Most accounts are reconciled quickly and forwarded to the Senior Accountant for review. The Senior Accountant reviews the reconciliations, and initials the report to document the review. A log is maintained on a personal computer to record the date the reconciliations are completed and the date the reconciliations are reviewed.

An exception to the above process would occur of course, if problems are encountered with the reconciliation of any account. If problems do arise, the Accounting Clerk who prepares the reconciliations notifies the Senior Accountant and/or the Controller. Either of those individuals will monitor the progress of the reconciliation, and provide assistance to the Accounting Clerk with a reconciliation as needed.

Due to the extremely large volume of transactions that flow through some of the University's bank accounts, and the fact that problems do sometimes arise with reconciliations, the establishment of a date certain for the completion of bank accounts on a monthly basis is not practical. The notification process when problems occur, and

the monitoring of the resolution of those problems by the Controller and Senior Accountant, provides very strong controls for the bank reconciliation process and should more than comply with the auditor's recommendation.

Reconciliation of withholding accounts

The auditors recommended that all withholding accounts be reconciled from payroll records to the general ledger at least quarterly. The withholding accounts are now being reconciled from payroll reports to the general ledger on a monthly basis. This recommendation has been fully implemented.

**REAL PROPERTY LEASES
AS OF APRIL 1, 1993**

LESSOR	LEASE ID	LOCATION/DESCRIPTION	STREET LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
		PARKING LOTS			
Mr. & Mrs. James Caudill	PR 3121	Morehead, 36 space paved parking lot	University Boulevard	06/30/93	\$ 3,600
Mr. Paul Blair	PR 3122	Morehead, 63 space gravel parking lot	5th Street	06/30/93	\$ 4,020
Baptist Church	PR 3123	Morehead, 36 space gravel parking lot	2nd Street	06/30/94	\$ 2,592
Church of Christ	PR 3744	Morehead, 25 space gravel parking lot	2nd Street	06/30/93	\$ 1,500
Mr. Harold Bellamy	PR 3691	Morehead, 46 space gravel parking lot	Off Main Street	06/30/93	\$ 3,478
Mrs. Jane Holbrook	PR 3745	Morehead, 23 space gravel parking lot	Off Main Street	06/30/93	\$ 1,739
Rowan Co. Fiscal Court		Morehead, 85 space gravel parking lot	Adjacent to Physical Plant	Continuing	\$ 2,400
		OTHER			
Mr. Ed Mabry	PR 3143	Morehead, 37 acre crop land	Adjacent to University Farm	06/30/93	\$ 1,110
FIVCO Area Development District	PR 3508	Ashland area, Extended Campus Center, 14,100 sq. ft. classroom/office space	Ashland	06/30/94	*\$ 1
FIVCO Area Development District	PR 3779	Ashland area, Extended Campus Center, 557 sq. ft. office space	Ashland	06/30/94	\$ 3,063
Frederick & May Lumber Co.	PR 3387	West Liberty, Licking Valley Extended Campus Center 5,315 sq. ft. classroom/office space	West Liberty	06/30/95	\$ 31,094

* Based on flat rate of \$2.50 @ 14,100 sq. ft. = \$35,250 annual cost

**PROPERTIES LEASED
AS OF JUNE 1, 1992**

(CONTINUED)

LESSOR	LEASE ID	LOCATION/DESCRIPTION	STREET LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
Highland Plaza Associates	PR 3634	Prestonsburg, Big Sandy Extended Campus Center, 14,250 sq. ft. classroom/office space	Prestonsburg	06/30/99	\$128,250
Mr. Harold Bellamy	PR 3440	Morehead, Adult Learning Center, 1,603 sq. ft. classroom/office space	Main Street	06/30/96	\$ 9,398
Eastern Kentucky Tobacco Warehouse	PR 3596	Morehead, 20,000 sq. ft. storage space	U.S. 60 East	06/30/93	\$ 14,400
Mrs. Rebecca Ross	MSU - 2	Morehead, Adjacent to University Golf Course Driving-Range	Morehead	06/30/94	\$ 5,100

*Utilities based on flat rate of \$2.50 @ 14,100 sq. ft. = \$35,250 annual cost

REPORT ON CAPITAL CONSTRUCTION PROJECTS

The University routinely provides the Board with information regarding major capital construction projects. The University now has several projects that are in various stages of planning and implementation. The status report that follows describes the scope of each of these projects, and provides information about the architects, engineers, and contractors assigned, as well as the funding sources.

During the past four years, the Board of Regents has authorized the issuance of Housing and Dining System Revenue Bonds, Series K (for the renovation of Fields Hall), L (for the renovation of Thompson Hall) and M (for the renovation of Mays/Butler Halls, and other housing system improvements). These projects have been completed, and all costs associated have been paid. Each of these project accounts has a balance of funds remaining. The balances total approximately \$1.6 million and are the result of cost underruns on the projects and interest that has been earned on the bond sales proceeds during construction periods.

The supplemental trust indentures for the bond issues extends to the University the option of using these excess funds for projects in the Housing and Dining System other than the projects for which the bonds were sold. The projects for the Cartmell Hall elevators, floor tile replacement, HVAC upgrades, and Waterfield Hall renovation qualify for the expenditure of the funds remaining in the bond accounts. The remaining capital construction projects will be funded as designated in the report with State Property and Building Commission Project Revenue Bonds, Consolidated Educational Building Revenue Bonds, and agency funds.

REPORT ON CAPITAL PROJECTS

Project Name: Alumni Tower Roof
Project Scope: \$400,000
Project Fund Source: Housing & Dining System Revenue Bonds Series M
Project Engineer: Chrisman-Miller-Woodford, Inc.
Project Contractor: Packs, Inc.
Morehead, Kentucky

A metal canopy roof over the east and west sides of the lower flat roof/terrace will be installed at Alumni Tower Residence Hall. Necessary repairs will be completed and a precast concrete paving system will be placed on the existing lower roof/terrace. The existing guard rails will be removed, modified and reinstalled around the exterior of the paver system. New drainage and lighting will be provided as part of the canopy system.

The scheduled completion date is April 30.

Project Name: Housing System Improvements
Cartmell Hall Elevators
Project Scope: \$1,800,000 (\$217,350 Construction Estimate)
Project Fund Source: Housing & Dining System Revenue Bonds Series M
Project Engineer: Chrisman-Miller-Woodford, Inc.

The cables, control system, and doors will be replaced on the three elevators at Cartmell Residence Hall. Other work will include upgrades for ADA compliance and replacement of wall finishes and controls in the main lobby area.

The plans and specifications are complete and the project is in the bidding stage. The work will be scheduled to begin upon award of the contract with completion within one year. Specifications require that only one elevator be out of service for repairs at any time.

Project Name: Housing System Improvements
Floor Tile Replacement
Project Scope: \$1,800,000 (\$186,859 Construction Estimate)
Project Fund Source: Housing & Dining System Revenue Bonds Series M
Project Architect: Chrisman-Miller-Woodford, Inc.

The asbestos containing floor tile will be replaced at Alumni Tower and Mignon Tower Residence Halls.

Design work is in progress.

Project Name: Housing System Improvements
HVAC Upgrades
Project Scope: \$1,800,000 (\$482,200 Construction Estimate)
Project Fund Source: Housing & Dining System Revenue Bonds Series M
Project Architect: Chrisman-Miller-Woodford, Inc.
Project Contractor: Lagco, Inc.
Lexington, Kentucky

Chillers at Alumni Tower, Regents, Wilson, and Cartmell Residence Halls will be replaced. Each of the chillers are over 25 years old and use a type of refrigerant which will be banned as of 1995. Also included is the replacement of purge units on fourteen (14) chillers made necessary because of the refrigerant ban. The new, high-efficiency purge units will limit the loss of refrigerants from the chillers and the HVAC systems. The 26 year old cooling tower at Alumni Tower will also be replaced.

A contract has been awarded for work to begin and be complete during this calendar year.

Project Name: Housing System Improvements
Waterfield Hall Renovation
Project Scope: \$1,800,000 (\$730,750 Construction Estimate)
Project Fund Source: Housing & Dining System Revenue Bonds Series M
Project Architect: Chrisman-Miller-Woodford, Inc.

Renovations at Waterfield Hall will include repair/restoration of restroom facilities, replacement of asbestos containing floor tiles, replacement of windows, replacement of lock hardware, replacement of damaged doors, enclosure of open stairwells, and replacement of fire doors.

The plans and specifications are complete. Bidding and award of the contract will be scheduled for late summer in order that work may begin on or before January of 1994 and be completed prior to the beginning of the 1994 Fall Semester.

Project Name: Heating Plant Improvements
Project Scope: \$1,310,000
Project Fund Source: State Property & Building Commission Projects 48 & 50
Sale Dates: December 1988 and January 1991
Project Engineer: Central Associated Engineers

Several maintenance-type repairs and modifications are proposed at the Heating Plant. Included are the replacement of a fifty-five (55) year old coal handling system, replacement of two twenty (20) year old water-softeners, the construction of a coal storage facility, repairs and/or modifications to the facility's exterior structure, and the installation of a protective covering around the exterior steel breeching.

The design work is in progress.

Project Name: Lappin Hall Renovation
Project Scope: \$5,365,000
Project Fund Source: Consolidated Educational Building Revenue Bonds Series
Sale Date: June 1992
Project Architect: Associated Designers, Inc.
Project Contractor: Woodford Builders, Inc.
Lexington, Kentucky

The construction of an approximate 40,000 sq. ft. annex is in progress to the west of the existing facility. The annex will contain space for animal care facilities, chemical storage, hazardous waste storage, laboratories and laboratory support facilities. When Phase II of the project is funded, the unfinished chemistry laboratories and greenhouse space will be completed. Mechanical systems are being installed to accommodate the new space and the original section of Lappin Hall when it is renovated. The exterior structure is designed to match and blend with the existing structure. The new facility will be compliant with all current regulatory codes.

A construction contract was awarded and work began on the project in August of 1992. Because of above normal rainfall and inclement winter weather conditions, the project is slightly behind schedule; however, the contractor has assured the University that the lost time can be made up and that the project will be complete by the scheduled completion date of November 19, 1993.

Project Name: Life/Safety Project
Project Scope: \$400,000
Project Fund Source: State Property & Building Commission Bonds
(To Be Issued)
Project Engineer: Howard K. Bell Consulting Engineer, Inc.

A sprinkler system at the Library will be installed, the fire alarm system at Claypool-Young Art Building and Radar Hall will be replaced, and several facilities not yet connected to the central fire alarm monitoring system will be connected.

Design work is in progress.

Project Name: Tennis Court Repairs
Project Scope: \$124,300
Project Fund Source: Agency Funds

The eight upper tennis courts, which have extensive cracking and deterioration, will be repaired. The north retaining wall and drainage systems around the tennis courts will be repaired.

The University has requested engineering and construction oversight assistance from the Department For Facilities Management.

**APPROVE REVISIONS IN STUDENT CONDUCT CODE
FOR 1993-94**

Background

The Student Conduct Code establishes expectations for student conduct and provisions for reviewing actions which are not in keeping with the educational goals of the university. This document, published in the Eagle, the student handbook, applies to the behavior of students on university property or facilities owned, controlled, or being used by the university.

The conduct code affirms guidelines for individual behavior through established student rights and responsibilities: the rights of academic freedom and personal integrity, the right of appropriate use of university facilities, and the right of personal safety and well-being. Moreover, the conduct code clearly states the administrative procedures regarding due process and channels of communication for students who violate or take exception to university standards of conduct.

Analysis

The present Student Conduct Code was approved by the Board of Regents in 1991. The code is reviewed annually, and this year's process resulted in changes requiring Board action. The amendments, mostly minor or editorial, include title updates and clarification of the due process procedures. The university attorney and various university standing committees were involved in the review process.

Recommendation

That the Board of Regents approve revisions in the 1993-94 Student Conduct Code, effective fall semester 1993-94.

Note: Phrases shaded denote proposed new narrative. Strike-out phrases denote proposed deletions.

STUDENT CONDUCT CODE

INTRODUCTION

The learning process at Morehead State University is directed toward the individual. It is believed that learning is most effective when it is self-initiated and self-directed and when the responsibility for that learning rests with each individual. It is also believed that a higher degree of maturity and responsibility for all members of the community accompany such individual action.

Through the accompanying rules and regulations, Morehead State University establishes expectations for student conduct and provisions for reviewing actions which are not in keeping with the educational nature of the university. These behavioral expectations and administrative procedures are provided to assist the student with self-learning and responsibility.

The students, faculty, and staff constitute the university community that is Morehead State University. Any community should have common interests, but in a university they are quite varied and at times, conflicting. To facilitate mutual accommodation of interests, Morehead State University has affirmed guidelines for individual behavior. Membership within the community carries with it not only the implied adherence to these guidelines, but responsibility for supporting these guidelines when the behavior of peers is in variation with these expectations.

Morehead State University provides assurance of opportunity for its members to achieve their educational objectives and supports the maintenance of the intellectual and educational environment where freedom of discussion and expression of views are encouraged and protected. The responsibility to secure and respect the general conditions necessary for free inquiry and free expression is essential to an educational community. In order to maintain the educational process, each member of the university community must accept responsibility for personal actions and respect for university regulations and the laws of the larger society.

Because there is a diversity of opinion regarding ethical and moral standards, each individual should strive to develop a personal ethic or morality. While the university does not regard itself as the arbiter of morals, it does reserve the right to make members aware of the expectations of the larger society and the university community and to insist that individual behavior be changed to conform with university guidelines.

Redress of grievances must entail adherence to and respect for federal, state, and local laws as well as university policies. Students who take exception to laws and regulations are afforded channels of communication to express opinion and to work for constructive change. **Individuals, regardless of intent or circumstances, must be prepared to accept the consequences of their action.** Each individual is encouraged to accept the opportunity for free discussion within the judicial framework of guaranteed rights.

JURISDICTION

This Student Conduct Code applies to the behavior of students on university property or facilities owned, controlled, or being used by the university. Federal laws and Kentucky Revised Statutes apply to students whether on or off the campus. Violations of law will be subject to the penalties imposed by law as well as the sanctions contained in this document. This document governs student conduct off campus when such behavior impairs university functioning or another member of the university community or endangers the university community. Misconduct may subject the violator to the provisions of law and the sanctions contained herein. Students are subject to university policies, rules, and regulations published in official publications of the university including but not limited to the *University Catalog* and the *Student Handbook*.

STUDENT RIGHTS AND RESPONSIBILITIES

Students are guaranteed the rights of free speech and peaceful assembly, and nothing contained in this document is intended to limit these freedoms. These rights must be exercised in a peaceful, reasonable, and orderly manner and in approved areas which will not violate the rights of any member of the university community.

The right to academic freedom and individual integrity

Morehead State University maintains that the principles of academic freedom and free inquiry, freedom from discrimination, and freedom from abridgement of personal rights are fundamental to the conditions of higher education, and no university rules shall interfere with the exercise of these rights.

1. Academic freedom requires all persons to respect the rights and dignity of others and to acknowledge another's right to express different opinions. Freedom of inquiry and expression and intellectual honesty are also principles of academic freedom.

2. No student or student group shall willfully discriminate against another person on a basis not reasonably related to the educational or job function involved, including, but not limited to, age, sex, sexual preference, handicap status, race, religion, national origin, or marital status.

3. No student either singly or in concert with others shall abridge the personal rights of another student by willfully:

A. Disrupting or preventing the peaceful and orderly conduct of classes, meetings, or other university activities; see Appendix **FE**.

B. Interfering with lawful freedom of others to express their views, including invited speakers;

C. Falsifying or forging official university documents or records or filing falsified records within the university with the intent to mislead;

D. Lying, cheating, stealing, or plagiarizing; see Appendix **GF**.

E. Violating authorized rules and regulations of the university in connection with university functions or services such as residence halls, food service, health service, library, student activities, and social events;

F. Inciting others to violate university rules and regulations;

G. Bringing unfounded charges against another for the purpose of harassment or defamation.

The right of appropriate use of university facilities

No student, either singly or in concert with others, shall willfully:

1. Obstruct the free movement of any person, vehicle, passageway, entrance, or exit;

2. Refuse to leave any university property after being requested to do so by authorized members of the university community;

3. Damage or destroy personal or university property or appropriate for personal use another's or university property without proper authorization;

4. Enter any university office or student room without permission of the duly assigned occupant;

5. Enter or remain in any university facility after hours without the written permission from those authorized.

6. Refuse to show his or her student identification card when requested by a university official who has been properly identified.

The right of personal safety and well-being

No student, either singly or in concert with others, shall willfully:

1. Cause physical injury to any person or threaten with force or violence;

2. Harass or intimidate another person;

3. Have in his or her possession any firearm, weapons, fireworks, or explosive device regardless of whether a license to possess the same has been issued, without the written authorization of the president of the university or his/her designee;

4. Misuse or tamper with fire safety equipment, including fire extinguishers and fire alarms.

5. Cause false fire alarms or bomb threats;

6. Endanger persons or property;

7. Have in his or her possession or consume alcoholic beverages in public or on university owned or controlled grounds or exhibit drunken behavior on university owned or controlled property;

8. Use, possess, transfer, or sell drug paraphernalia, marijuana, or any other legally controlled substance on university owned or controlled property.

ADMINISTRATIVE ACTION IN DISCIPLINARY MATTERS

Disciplinary action involving an individual or an identified student group may be administered by the vice president for student life ~~and or the~~ dean of students ~~or his/her designee serving as a university judicial officer~~. The student or student group retains the right of appeal specified below.

Disciplinary situations that are related to an identified group or part of a community may be directed to the following:

Student Court

Panhellenic Council

Interfraternity Council

Decisions of the above groups are subject to review by the vice president for student life ~~and the~~ dean of students or the Student Disciplinary Committee. Additionally, the Student Disciplinary Committee serves as the appellate body for students wanting to appeal administrative actions or action of the above mentioned groups.

Peremptory Suspension

The ~~vice president for student life~~ or his/her designee ~~serving as university judicial officer~~ may peremptorily suspend a student in cases of flagrant or repeated violation of the Student Conduct Code, university policies or procedures, and/or federal, state, or civil law, especially when occurring under crisis or emergency circumstances. The student retains the right of a hearing as outlined below. This hearing shall take place within five class days following the date of peremptory suspension. Under the terms of peremptory suspension a student may be asked to leave the campus immediately.

Disciplinary Procedures

Charges

Student members of the university community may have charges brought against them by individual students, faculty, or staff or by academic departments or administrative offices of the university (i.e., registrar, library, public safety, etc.). Charges must be in writing and filed with the ~~vice president for student life and~~ dean of students. In cases where a department or office is bringing a charge against a student, the unit head will designate a representative who will file charges with the ~~vice president for student life and~~ dean of students.

Preliminary evaluation of charges

The ~~vice president for student life and~~ dean of students' ~~designee serving as university judicial officer~~ will determine, upon presentation of a written charge, whether the charge merits further action. If the ~~judicial officer~~ dean of students believes that the accusation should be dropped, he or she shall inform the person who filed the charge. Should the

individual disagree with the ~~judicial officer's~~ ~~dean of students'~~ decision, he or she may make a written request to the vice president for student life ~~and dean of students~~ for a review of the charge and information. The vice president for student life ~~and dean of students~~ shall then direct the ~~judicial officer~~ ~~dean of students~~ to either terminate or proceed with further action in accordance with this document.

Action by the ~~judicial officer~~ ~~dean of students~~

When the ~~judicial officer~~ ~~dean of students~~ determines that the charge warrants further disciplinary action, he or she shall conduct ~~or request a designee to conduct~~ an investigation. The investigation shall include written notification to the accused of the charges and who filed them and consultation with the accused for the purpose of establishing necessary facts of the incident in question. Once the investigation is completed, the ~~judicial officer~~ ~~dean of students~~ will take one of the following actions:

1. If the ~~judicial officer~~ ~~dean of students~~ decides that no further action is warranted, he or she shall notify the accused and accuser in writing. In the event that the accuser disagrees with this decision, he or she may request a review in writing by the vice president for student life ~~and dean of students~~. Should the vice president ~~and dean of students~~ feel that the charge and information merits further consideration or action, he or she may refer the case to the Student Disciplinary Committee.
2. If the ~~judicial officer~~ ~~dean of students~~ decides that the charge warrants further action, one of the following actions will be taken:
 - A. If in the judgment of the ~~judicial officer~~ ~~dean of students~~ the charge is of such nature that possible suspension or dismissal could result upon conviction, then he or she shall refer the case to the Student Disciplinary Committee. However, if the accused states in writing that he or she agrees to accept the decision of the ~~judicial officer~~ ~~dean of students~~ without appeal and signs a form showing that the accused understands and accepts specific rights which he or she is waiving, then ~~that administrator~~ ~~the dean of students~~ may impose the sanction.
 - B. If the charge is substantiated but insufficient to cause suspension or dismissal, the ~~judicial officer~~ ~~dean of students~~ shall take appropriate action (e.g. warning, probation or restitution). If the accused student disagrees with the action, he or she may request in writing within five class days that the ~~judicial officer~~ ~~dean of students~~ refer the case to the Student Disciplinary Committee. The ~~judicial officer~~ ~~dean of students~~ shall honor this request.
 - C. In disciplinary situations that involve identified groups or part of a community, the ~~judicial officer~~ ~~dean of students~~ may refer the case to another disciplinary agency (e.g., Student Court, Panhellenic Council, or Interfraternity Council). These disciplinary agencies will have the authority to impose the sanctions of warning, probation, and restitution through the ~~university judicial officer~~ ~~dean of students~~. In the event that the disciplinary agency feels suspension or dismissal is warranted they may refer the case to the Student Disciplinary Committee through the ~~judicial officer~~ ~~dean of students~~.
 - D. Should the ~~vice~~ president for student life or his/her designee determine that an accused student's presence is of a serious or immediate threat to the university, a student may be peremptorily suspended. The ~~vice~~ president ~~for student life~~

or his/her designee shall direct the Student Disciplinary Committee to conduct a hearing within five class days to determine the validity of the suspension and whether suspension should continue. This hearing will follow the hearing guidelines outlined below.

Sanctions

Any student violating the Student Conduct Code shall be subject to one or more of the following disciplinary actions:

Warning

The sanction of warning may be imposed by the vice president for student life ~~and/or the dean of students upon the recommendation of the Student Disciplinary Committee or his/her designee serving as the university judicial officer.~~

A warning is an official written notice advising the student that his or her conduct has been found in violation of the Student Conduct Code. In addition, the student is advised against recurrence of behavior in violation of the Student Conduct Code.

Probation

The sanction of probation may be imposed by the vice president for student life ~~and/or the dean of students upon the recommendation of the Student Disciplinary Committee or his/her designee serving as university judicial officer.~~

Probation is a written notice that it has been determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code. Probation may carry behavioral restrictions on the student. If an individual is on probation and charged with another violation of the Student Conduct Code, the case will be referred to the Student Disciplinary Committee for consideration of suspension or dismissal from the university.

Suspension or dismissal

The sanctions of suspension or dismissal from the university may be imposed by the ~~vice president for student life and dean of students~~ ~~Student Disciplinary Committee~~ upon the recommendation of the ~~Student Disciplinary Committee~~ ~~dean of students~~. Suspension or dismissal from a residence hall may be imposed by the ~~vice president for student life and dean of students upon the recommendation of his/her designee serving as the university judicial officer.~~ Suspension from the university or a residence hall is for a specific period of time, where dismissal is for an indefinite period. **Either action resulting in a student being separated from the university may be imposed even though the violator has not received a previous sanction of warning or probation.**

Only when a sanction of suspension has been removed by expiration or when dismissal has been removed by action of the president or his/her designee may a student apply for readmission. Normally, dismissed students must wait two years before requesting removal of the dismissal sanction from their records and annually thereafter. Students who have been suspended or dismissed must meet all other university requirements before being reinstated.

Restitution

In certain circumstances, restitution by the violator to the university or to members of the university community may be imposed separately or in conjunction with other sanctions above.

STUDENT DISCIPLINARY COMMITTEE

The Student Disciplinary Committee serves as the hearing committee for students who have been charged with violations of the Student Conduct Code that may lead to suspension or dismissal from the university. In addition, the committee is the appellate body for judicial decisions made by the vice president for student life and ~~or the~~ dean of students ~~or his/her designee serving as the university judicial officer.~~

Membership and Responsibilities

1. The Student Disciplinary Committee will consist of one faculty member from each college, two staff members from the executive managerial and/or professional nonfaculty categories, and four students, one of whom shall be the president of the Residence Hall Association. Faculty are elected by the Faculty Senate, and staff members are selected by the Staff Congress and appointed by the President. The term of service for the faculty and staff shall be two years with half of the members being replaced each year. Student members are appointed annually by the President upon the recommendation of the Student Government Association and serve for one year. Although every reasonable effort shall be made to have all members of the Student Disciplinary Committee present, five members shall constitute a quorum.

2. A chairperson is elected by the committee from the faculty/staff membership. The chairperson shall be responsible for making arrangements for the hearing, insuring due process, and having the hearing committee render a decision on whether there is substantial evidence that the student has violated university policies, rules, regulations, or the Student Conduct Code and issue a sanction when appropriate.

3. The person conducting the investigation shall present to the hearing committee the charge against the accused and the evidence and facts establishing the charge.

4. Hearing committee members, excluding the chairperson except in case of a tie, will have one vote as to whether there is substantial evidence that the student has violated university policies, rules, regulations, or the Student Conduct Code on each charge. The decision will be determined by a simple majority of a quorum of the hearing committee. When it is determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code, the hearing committee shall recommend the sanction by a simple majority vote of a quorum of the hearing committee.

5. The chairperson shall notify in writing within five class days the ~~university judicial officer~~ dean of students of the hearing committee's recommendations and return all records and documents of the case and hearing to the ~~judicial officer~~ dean of students.

6. Within five class days after receiving the hearing committee's formal recommendation, the ~~university judicial officer~~ dean of students will inform the student in writing of the action, including a concise summary of the evidence relied on for the decision and the conditions of appeal. The ~~judicial officer~~ dean of students will also notify appropriate individuals.

7. Members of the Student Disciplinary Committee who cannot continue to serve shall notify the president, who shall arrange for another appointment. Members of a hearing committee who cannot serve on a particular case will notify the chairperson. In the case where the chairperson cannot serve on a particular case, he or she shall notify the president, who will arrange for a chairperson pro tem, directly or through a designee.

Student Disciplinary Committee hearing and procedural due process

1. The ~~university judicial officer~~ dean of students shall notify the accused in writing of the charges filed, who made the charges, sufficient information surrounding the charge so that a defense can be prepared, and the sanctions to which the accused may be subject if it is determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code.

2. Upon request the accused will be permitted to review the evidence and obtain a copy of each document.

3. The hearing must be held no earlier than five class days and no later than 10 class days from the date of notification. At the request of the accused and with the agreement of the Student Disciplinary Committee chairperson, a hearing may be held earlier than five days.

4. For extenuating circumstances, the accused may request a postponement of the hearing. The chairperson shall rule on this request.

5. The accused and accuser shall be informed of the specific hearing procedures and format. All hearings will be closed to the public and must provide for the following:

- A. The accused and accuser may be accompanied by an advisor selected from the student body, faculty, or staff. The advisor serves only in a support role and may not participate in the direct examination, cross-examinations, and argument.
- B. The accused and accuser will be given the opportunity to hear the evidence presented and to cross-examine witnesses who testify.
- C. The accused and accuser may present witnesses, who will testify under oath, and make arguments. Reasonable limits may be placed by the chairperson on the direct examination, cross-examinations, and argument.
- D. The accused may remain silent, which fact will not be considered as adverse against the accused.
- E. At the conclusion of the presentation of all evidence, the Student Disciplinary Committee will move into executive session for deliberation.

6. An accused student's academic performance or similarly unrelated facts will not be taken into consideration in the determination of whether there is substantial evidence that the student has violated university policies, rules, regulations, or the Student Conduct Code. However, they may be used in determining an appropriate sanction if it has been

established that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code.

7. All proceedings except deliberations in executive session of the Student Disciplinary Committee will be tape recorded. The accused, upon request, may receive copies of these records at a reasonable cost.

8. The accused may appeal the hearing committee's recommended decision to the president under the conditions and stipulations outlined in the appeals section below.

Miscellaneous considerations for Student Disciplinary Committee hearings

1. Should the accused fail to appear and the Student Disciplinary Committee determines that the notification process was reasonable and adequate, the case will be heard in absentia and decided upon with available evidence.

2. If the accused student withdraws or otherwise leaves the university, the Student Disciplinary Committee shall have the option of conducting a hearing with the accused present if possible.

3. Additional ad hoc hearing committees may be appointed by the university president as required or in emergency situations. Such committees will be constituted in the same manner and with the same composition as the Student Disciplinary Committee.

4. The vice president for student life ~~and dean of students~~ can modify or remand a case back to the Student Disciplinary Committee for cause. Cause would include, but is not limited to, outcome of court proceedings or availability of new evidence.

APPEALS PROCESS

The Student Disciplinary Committee shall serve as the appellate body for judicial decisions made by the ~~vice president for student life and dean of students or his/her designee serving as a university judicial officer~~. Judicial decisions made by the Student Disciplinary Committee may be appealed to the president. Such appeal would be for determining the fairness of the findings when it has been determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code and/or the propriety of the sanction imposed. An appeal is not simply a second hearing. Appeals must be filed in writing with the ~~judicial officer dean of students~~ within five class days after receiving written notification of action of the ~~vice president for student life and dean of students~~ or the Student Disciplinary Committee. **The appeal must clearly state the reasons for seeking modification of the decision.**

The accused who has filed an appeal may request in a written petition to the vice president for student life ~~and dean of students~~ reinstatement during the appeal process of all or part of his or her rights and/or privileges which were denied by the action being appealed. Such reinstatement usually includes only class attendance.

Appeal to the Student Disciplinary Committee

When it has been determined by the ~~vice president for student life and dean of students or his/her designee serving as judicial officer~~ that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code, the student may appeal the decision to the Student Disciplinary Committee. The appeal hearing is to determine:

- A. Whether the hearing was conducted fairly and within prescribed due process procedure.
- B. Whether there is new evidence or relevant information not available at the time of the original hearing.
- C. Whether the original decision is supported by substantial evidence.
- D. Whether the university regulations alleged to have been violated were properly interpreted or applied by the ~~judicial officer~~ dean of students.

The chairperson of the Student Disciplinary Committee will review the written appeal and any other appropriate material to determine if the criteria for an appeal has been met. If it has not, the chairperson shall notify the student and the ~~judicial officer~~ dean of students that the appeal has been denied. If the appeal committee decides that an appeal does meet the criteria, the chairperson will set a date for the appeal, to be heard in closed session. The following procedure will be used:

- A. The accused will give his or her reasons for requesting a dismissal or modification of charges and/or sanctions.
- B. The ~~vice president for student life and dean of students or his/her designee serving as university judicial officer~~ will present the reasons for the action taken against the accused.
- C. The appeal committee may ask questions of the accused and/or the ~~vice president for student life and dean of students (or designee)~~.
- D. The appeal committee will move to an executive session for deliberation.

Decisions of the appeal committee will be reached by a simple majority vote of a quorum of the appeal committee. The decision will be relayed in writing to the accused and the ~~judicial officer~~ dean of students, who will notify appropriate individuals and maintain all discipline records.

The appeal committee may recommend or remand a case, dismiss some or all charges, affirm the original decision, or reduce the sanction imposed.

Presidential Review

Judicial decisions of the Student Disciplinary Committee, either as the initial hearing agency or as an appeals agency, may be appealed to the president. The president shall make a decision after reviewing all recommendations and supporting material. The decision of the president is final. The decision will be relayed in writing to the accused and the ~~judicial officer~~ dean of students, who will notify appropriate individuals and maintain all discipline records.

DISCIPLINE RECORDS AND RELEASE OF INFORMATION

1. Discipline records are maintained by the ~~judicial officer~~ dean of students within the office of the ~~vice president for student life and dean of students~~. The ~~judicial officer~~ dean of students is responsible for safeguarding all discipline records and ensuring confidentiality.

2. When it has been determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code, the student's records will be kept for five years. Should a student receive other sanctions during this five year period, records of all violations will be retained until there is a period of five years following the most recent sanction. All other records (i.e., on students acquitted or where a determination of no further action is made by the ~~judicial officer~~ dean of students) are kept for a reasonable period of time pending no appeal and destroyed.

3. If an individual is suspended or dismissed, complete records of the proceedings and all pertinent documents, including any records of previous discipline action, shall be maintained permanently by the ~~judicial officer~~ dean of students.

4. A student's admissions record will indicate any action that prohibits readmission as long as the prohibition is in effect. Once a sanction has been removed by expiration or action of the vice president for student life ~~and dean of students~~, the notation will be removed from the record by action of the ~~judicial officer~~ dean of students.

Release of information

1. When it has been determined that there is substantial evidence that a student has violated university policies, rules, regulations, or the Student Conduct Code and the appeal process (if any) is completed, the dean of the college in which the student is enrolled will be notified of probation, suspension, or dismissal. When the student is suspended or dismissed, the registrar will be notified to withdraw the student and necessary notations will be placed on the student's admissions record. Parents of students who are placed on probation, suspension, or dismissal will be notified within the provisions of the Buckley Amendment. The vice president for student life ~~and dean of students~~ shall determine the release of information relative to a case to other members of the university on a need-to-know basis.

2. The individual or agency which initiated the charge will be notified of acquittals and disciplinary action. Notices of such action will include a statement of confidentiality and a request for care in the security of information.

Implementation

1. The ~~judicial officer~~ dean of students shall be responsible for coordinating the provisions of the Student Conduct Code and will provide the orientation and training for those identified with the functions outlined in this document.

2. This document supersedes and replaces the previous Rights and Responsibilities and Disciplinary Hearing Bodies section of *The Eagle* Student Handbook and the original judicial procedures of the Student Disciplinary Committee. Records created or sanctions imposed under previous documents will be continued, amended, stored, or destroyed as appropriate to conform to the provisions of this document.

April 30, 1993
VIII-C-2

**APPROVE REVISION IN PUBLIC SAFETY POLICY MANUAL
1993/94**

Background

The Public Safety Policy Manual is reviewed and updated annually. The only substantive change for 1993/94 is a revision of the mission statement to reflect the role and responsibility of Public Safety in supporting the goals and mission of the university community.

Recommendation

That the Board of Regents approve a revision in the 1993/94 Public Safety Policy Manual.

MISSION

The mission of the Office of Public Safety is to assist and support the university community in creating and maintaining an environment that is safe, conducive to learning, and responsive to the needs of students, employees, and guests of the university. These efforts are achieved through police services dedicated to the preservation of order, prevention of crime, and the security of facilities and resources dedicated to the educational process.

~~The mission of the Office of Public Safety is to preserve the rights of citizens and reduce fear in the University community through the prevention of crime, protection of persons and property, and the maintenance of order in public places. To anticipate and respond to events that threaten public order and the protection of life and property.~~

~~In the furtherance of such a mission, it is essential that officers and employees remember that in the execution of their duties they act not for themselves but for the good of the public. They shall respect and protect the rights of individuals and perform their services with honesty, courage, discretion, and sound judgment.~~

~~Public Safety Officers must seek and preserve public confidence by demonstrating impartial service to law, and by offering service and trust to all members of the public.~~

~~It is the expressed policy of this unit that Public Safety Officers use force only when the exercise of persuasion, advice, and warning is found insufficient to obtain public cooperation to the extent necessary to secure observance of the law or to restore order, and to use only the minimum degree of physical force necessary upon any particular occasion to achieve a police objective.~~

~~The Office of Public Safety shall develop and implement procedures to assure the effective delivery of the services required to meet the mission of the Office of Public Safety. Inherent in this responsibility shall be the goal to assure all applicable state and federal regulations affecting the protection of life and property within the University community are implemented and disseminated as appropriate. Such procedures shall assure at a minimum University compliance with all aspects of the Right to Know & Campus Security Act of 1990 (Title II of Public Law 101-542).~~

~~The contents of this manual have been developed to guide and assist officers and employees in achieving this mission and accomplishing these goals. Adherence to these principles and guidelines by officers and employees of the office will eliminate the need for~~

~~disciplinary action and will insure our acceptance by the campus community as a truly professional public safety unit.~~

~~An attempt has been made to make those appropriate personnel policies in this manual consistent with the University Personnel Policy Manual. However, the provisions in this manual setting forth Public Safety personnel policies take precedence over those policies in the University Personnel Policy Manual which may be less restrictive.~~

**APPROVE STUDENT HOUSING AND DINING REQUIREMENTS
IMPLEMENTATION FALL 1994/95**

Background

During the past two years the number of students living in university housing has declined. The corresponding reduction in revenue and the increase in debt service for housing renovations has resulted in a greater dependency on general fund resources for housing expenditures. The availability of off-campus housing and our present policy requiring only freshmen to live on campus have contributed significantly to the lower occupancy rates.

In order to address this issue and to accomplish our goal to make housing and dining operations self-sufficient, it is necessary to expand the pool of students required to live in university housing and to implement a mandatory food plan. This proposed policy change represents the first phase of a five-year plan to balance the housing budget without utilizing general fund dollars.

Analysis

Currently, only full-time students who have earned fewer than 30 semester credit hours and recipients of institutional scholarships are required to live in university housing. Meal and dining club programs are optional for all students. The proposed policy will require new and returning full-time students who have earned fewer than 60 semester credit hours to live in university housing and to enroll each semester in a minimum \$300 dining club plan. Housing waivers will be granted to (1) students who will be at least 21 years of age during the semester of enrollment; (2) single parents; (3) married students; (4) students commuting from their parent's/guardian's permanent residence; (5) students who have documented medical needs; and (6) veterans. Dining club waivers may be granted to students who have medically documented dietary needs.

Implementation is scheduled for the 1994 Fall Semester. However, new freshmen and transfer students enrolling this fall (1993) are included under this policy and will be required to live in university housing and purchase the minimum dining club plan beginning with the 1994 Fall Semester. In fairness to students enrolled under our present policy, exceptions will be granted for those who may not meet the credit hour requirement by the implementation date.

The new policy has the potential of reversing a two-year decline in housing occupancy. An analysis of student data indicates that, had this policy been in effect this past

fall, approximately 350 to 400 more students would have been required to live in university housing, pushing occupancy to near our 100% level of 3,800 students.

Another positive aspect that must be considered with this change is the potential effect on retention. National studies have shown that students who live in the residence hall make better grades, maintain continuous enrollment, graduate sooner, and are more involved with university life than students who live off campus.

The economic impact to the university of a fixed buy-in to the dining club program would probably not be all that significant. The university receives a 5% commission on gross sales. However, if the sales volume should increase dramatically, we should have leverage to negotiate a higher commission rate with the contractor. The long-term benefit of a program of this type would accrue to the students. Increased sales levels will increase the contribution to covering the fixed costs of the contractor and, ultimately, should result in smaller price increases on the food that is purchased by the students. Increased sales volume should also allow more options for the types of food service concepts that can be offered by the contractor. This is particularly true of the fast food market that is so popular with university students, since the granting of a franchise is based primarily upon gross sales potential.

Recommendation

That the Board of Regents approve mandatory university housing and minimum dining club requirements for all students, with noted exceptions, who have earned fewer than 60 semester credit hours, effective Fall Semester 1994/95.

RESCIND MANDATORY STUDENT HEALTH INSURANCE POLICY

Background

In 1985, the Board approved an institutional policy requiring all students enrolled full time to subscribe to a health insurance program contracted through the university or waive the institutional plan by signing a statement certifying comparable coverage. The institutional requirement was supplanted by a statute enacted by the 1990 General Assembly requiring students enrolled at least three-quarter time to participate in a basic health insurance program coordinated through the institutions or show proof of comparable coverage.

On August 22, 1991, a temporary injunction enjoining the Universities of Kentucky and Louisville from enforcing the law was amended to include all public and private institutions of higher education in the Commonwealth. In compliance with the amended court order, we ceased enforcement, electing to offer the coverage to our students on an optional basis. In light of those events and advice from legal counsel, the Board approved on October 4, 1991, the suspension of the institution policy requiring full-time students to have health insurance for the 1991/92 school year.

The Board again suspended the institution's requirement on May 22, 1993 for the 1992/93 school year as there was no indication at that time when the Court's decision might be forthcoming. In 1992/93 we implemented a program that was optional while remaining responsive to student needs and in compliance with the state mandated program should the statute be upheld.

On July 31, 1992 the Franklin Circuit Court granted a permanent injunction prohibiting enforcement of the mandatory health insurance provisions enacted by the 1990 General Assembly (KRS 304.18-115). The Court declined to address the legality of an institution, by policy, establishing a requirement of health insurance.

Analysis

Without further action of the Board, the institutional policy requiring full-time students to have health insurance for the 1993/94 school year will be in effect.

In preparing for the 1993/94 school year, quotes were received from the insurance carrier for both a voluntary and tight waiver program. Quotes were received for a policy that, based on past history, will be more responsive to student needs than the program offered last year satisfying the state mandated requirements.

Information concerning the policy and premiums was shared with the Student Life Committee and the Student Government Association. Each group provided feedback. This feedback and a concern for and sensitivity to the fee increases that students will experience in the next academic year were discussed and considered.

In light of the feedback received, an **optional** program of student health insurance is indicated as the preferred program by students. An optional student health insurance program can be offered to students for the 1993/94 school year. The plan includes optional spouse and dependent coverage.

Recommendation

That the Board of Regents rescind the institutional policy requiring full-time students to have health insurance.

**APPROVE STUDENT GOVERNMENT ASSOCIATION
CONSTITUTIONAL AMENDMENTS**

Background

The Morehead State University Student Government Association Constitution was originally approved by the Board of Regents on May 8, 1971. Several amendments have been submitted to and approved by the Board of Regents since that date.

Article XII - Amendments presently states: "An amendment shall become effective when ratified by a two-thirds majority of those voting in a campus-wide election, and when approved by the Student Life Committee and the Board of Regents."

The 1992-93 Student Congress, by a majority vote, has proposed three amendments to the present constitution. A special election for these amendments was held on April 27, 1993, for the ratification of the student body.

In addition, these amendments were presented to the Student Life Committee, were approved by this body, and are now being submitted to the Board of Regents for approval.

A summary of the three amendments follows:

**Amendment 1 - Article IV - The Executive Branch
Section 1. Officers**

This amendment changes the titles of all officers except the president. The present titles of vice president, secretary, treasurer, public relations director, and programs director are proposed to change to: executive vice president, vice president for administration, vice president for finance, vice president for publicity, and vice president for programming respectively.

**Amendment 2 - Article V - The Student Congress
Section 1. Membership**

This amendment changes the composition of the representative membership of the Student Congress as follows:

1. Class representative membership decreases from 20 representatives to 15 representatives.

2. Married student housing membership changes from two representatives to one representative.
3. One African-American student representative is added.
4. One International student representative is added.
5. One Non-Traditional student representative is added.
6. Two representatives per college are added.
7. One Student Activities Council representative is added.
8. One Interfraternity Council representative is added.
9. One Panhellenic Council representative is added.

The net change in the Student Congress representative membership, including the Executive Committee, increases from 45 to 53.

**Amendment 3 - Article XII - Amendments
Section 1. Procedure**

This amendment makes the following change: Presently an amendment passes the student body by a two-thirds majority of those voting in a campus-wide election. The proposed amendment would change this to an amendment passes the student body by a two-thirds majority of those voting on the actual amendment in a campus-wide election.

Recommendation

That the Board of Regents approve these amendments to the Student Government Association Constitution.

CONSTITUTIONAL AMENDMENT #1
Article IV - The Executive Branch
Section 1

Section I. Officers: The executive branch shall consist of a committee of president, executive vice president, secretary vice president for administration, treasurer vice president for finance, public relations director vice president for publicity, and programs director vice president for programming. These elected officials constitute the Executive Committee and in doing so may not serve as a chairperson of a standing committee. All administrative functions of the Student Government Association shall be vested in this branch.

CONSTITUTIONAL AMENDMENT #2
Article V - The Student Congress
Section 1. Membership

Section 1. Membership: The membership of the congress of the University Student Government Association shall be composed of:

- A. The Executive Committee.
- B. The class representatives, numbering approximately 20 ~~15~~, will be elected from the following classifications: freshman; sophomore; junior; senior; and graduate. The number of representatives elected from each classification will be determined on the same ratio to 20 ~~15~~ as each class's full-time enrollment at the beginning of the last spring term to the total full-time university enrollment. It will be rounded off to the nearest whole number. In cases where the fraction is exactly half way between integers, it will be rounded up to the nearest whole number. Reapportionment of this legislative representative for the next session of congress shall be enacted in the spring term of each year and shall be based on each classification's full-time enrollment figure at the beginning of the spring term of the present school year.
- C. A residence hall president shall be elected from each of the residence halls and will represent his or her specific residence hall.
- D. ~~Two married student representatives~~ One family housing student representative shall be elected from that constituency. ~~Married Family housing~~ students are defined as only those students living in university ~~married family~~ housing.
- E. Two commuter representatives shall be elected from that constituency. Commuters are defined as students not living in university housing.
- F. ~~One African American student representative shall be elected by that constituency. The voting shall take place during the Black Coalition elections with the elected president serving as this representative.~~
- G. ~~One International student representative shall be elected by that constituency. The voting shall take place during the Cosmopolitan Club elections with the elected president serving as this representative.~~
- H. ~~One Non-Traditional student representative shall be elected by that constituency. The voting shall take place during the Non-Traditional Eagles Society elections with the elected president serving as this representative.~~
- I. ~~Two representatives per college shall be elected by their constituents. These representatives will also serve as student members on committees within their college.~~
- J. ~~One representative of the Student Activities Council shall be elected by that constituency. The voting shall take place during the Student Activities Council elections with the elected president serving as this representative.~~
- K. ~~One representative of the Interfraternity Council shall be elected by that constituency. The voting shall take place during the Interfraternity Council elections with the elected president serving as this representative.~~
- L. ~~One representative of the Panhellenic Council shall be elected by that constituency. The voting shall take place during the Panhellenic Council elections with the elected president serving as this representative.~~
- M. ~~All class representatives, married student representatives, and commuter~~

~~representatives~~ Each representative will be a member of a standing committee of congress, ~~each representative having.~~ Each representative will have his or her preference of the standing committee to which he or she belongs. This selection will be made within two weeks following the congressional election. Each member will list his or her preferences first, second, and third, and shall then be assigned to a committee by the executive vice president with the approval of ~~from the president and congress.~~ Residence hall presidents may volunteer for committee assignments, but are excluded from any mandatory participation.

CONSTITUTIONAL AMENDMENT #3
Article XII - Amendments
Section I.

Section I. Procedure: Amendments and changes to this constitution may be proposed by majority vote of congress or by a petition signed by not less than 10 percent of the Student Association. An amendment shall become effective when ratified by two-thirds majority of those voting on the actual amendment in a campus wide election, and when approved by the Student Life Committee and the Board of Regents.

REPORT ON CONTRACT FOR HEALTH SERVICES

The University has contracted for medical services in the Caudill Health Clinic for many years. The Morehead Clinic has submitted the successful bid each year since the process began. The contract was last bid in 1992 for the 92-93 FY. Morehead Clinic was awarded the contract at that time. We are in the first year of an optional three year renewal period for the 1993-94 school year. On our request, Mr. Phillip Martin, administrator of the Morehead Clinic submitted a proposal for renewal of the contract for 1993-94. A bid of \$157,320.00, reflecting a ten percent increase over 1992-93, has been submitted for 1993-94. It should be noted that the Morehead Clinic has provided services at the same rate for two years, 1991-92 and 1992-93. The ten percent increase for 1993-94 is directly related to the Clinic's ability to attract and retain physician's assistants. The services provided by the Morehead Clinic continue to be evaluated favorably. Patient load shows no evidence of significantly decreasing in the near future. The changing student profile is presenting more complicated health issues for clinic staff to deal with.

The Morehead Clinic under terms of the contract provides a physician to be Medical Director of the health clinic and to consult with health clinic personnel. Two physician's assistants (PA), under supervision of a physician, provide medical services to students in the health clinic from 8:00 a.m. to 4:30 p.m. Monday through Friday during Fall and Spring semesters. One PA is in the clinic during summer terms. A select group of physicians are provided with at least one scheduled in the health clinic daily for referrals. A consulting pharmacist is available to clinic personnel under terms of the contract. Family planning consultation for students is provided one day per week, up to a maximum of four hours per day schedule.

University professional staff in the health clinic include three registered nurses and a laboratory assistant. Support staff include two clerk typists (one with the major responsibility of medical transcription), a secretary specialist (who also serves the Counseling Center), and a half time custodian.

Full-time students pay a \$35.00 per semester Student Health Fee. Part-time students pay \$5.00 per visit. Revenue generated from these fees is projected to approximate all expenditures for Counseling and Health Services.

A health services report for FY 91-92 indicates 15,497 patient visits. This is an increase of 1% over FY 90-91. Thirty-three patients were admitted for observation and 6,966 lab tests were performed in the clinic laboratory. The semi-annual report for FY 92-93 shows 10,127 patient visits.

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Board of Regents

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Mr. John M. Rosenberg -- Prestonsburg

President

Dr. Ronald G. Eaglin -- Morehead

Morehead State University

Morehead, Kentucky

To: The Board of Regents
 Morehead State University

It is my pleasure to transmit herewith the recommended 1993-94 University Budget encompassing all operating units.

The budget totals \$61.49 million of which some \$32.36 million will be provided as a direct state appropriation.
 The remaining funds represent tuition and fee receipts and miscellaneous sales and services.

The 1993-94 budget may be summarized as follows:

Educational & General Revenues

	<u>\$ Millions</u>	<u>%</u>
State Appropriation	\$32.36	61.9%
Tuition and Fees	17.07	32.7%
Sales & Services of Educational Activities	0.87	1.7%
Other	1.97	3.8%
Total Educational & General	\$52.27	100.0%
Auxiliary Services	9.22	100.0%
Total Available Revenues	\$61.49	100.0%

Institutional Expenditures

	<u>\$ Millions</u>	<u>%</u>
Personnel	\$36.56	59.5%
Operating	13.68	22.2%
Capital Outlay	2.30	3.7%
Grants, Loans, Benefits	2.87	4.7%
Debt Service	6.08	9.9%
Total Expenditures	\$61.49	100.0%

Included herein are the detailed expenditure budgets for each of the units of the University along with the detailed sources of revenues.

April 30, 1993

RONALD G. EAGLIN, PRESIDENT

**Resolution
Budget Adoption
1993-94**

BE IT RESOLVED, that upon due consideration and upon recommendation of the President, the following budget authorizations, totaling **\$61,490,000**, are approved for Morehead State University from unrestricted current funds, for the fiscal year beginning July 1, 1993, and ending June 30, 1994, subject to the realization and receipt of revenues totaling a like amount. Expenditure of funds from restricted sources such as state, federal or private gifts, grants, contracts or appropriations are authorized, subject to the realization of funds.

In the event current fund revenues now estimated should not be realized to equal **\$61,490,000** the President shall take appropriate action to reduce budget authorizations to amounts sufficient to insure that expenditures do not exceed available revenues. The President may make other adjustments to the budget subject to the following:

In the event actual revenues exceed estimated revenues, the President may authorize an increase in the unrestricted current funds expenditure budget in amounts not greater than two percent of the Board's authorized expenditure level. The Board may ratify increases and reauthorize expenditure levels within the two percent cap during a regular or special Board meeting. Increases greater than two percent of the authorized expenditure budget must have prior approval of the Board.

The President may authorize and approve internal operating budget adjustments as the President determines such adjustments to be in the best interest of the University. Except, if adjustments to any one of the five divisions (i.e. President-Administration, University Advancement, Academic Affairs, Student Life, and Administration & Fiscal Services), increase the total operating expenditure authorization of a division by more than seven percent, then it must have prior approval of the Board. The Board may ratify increases and reauthorize expenditure levels within the seven percent limitations during a regular or special Board meeting.

The purchase of any item of equipment greater than \$100,000 must have the prior approval of the Board of Regents and be contained in the Biennial Legislative Appropriations Act in accordance with revised KRS 45.750. A report on the purchase of any item of equipment with a cost of greater than \$50,000 shall be provided as part of the quarterly financial report.

A capital construction project greater than \$200,000 must have the prior approval of the Board of Regents and be contained in the Biennial Legislative Appropriations Act in accordance with KRS 45.750. A report of any capital construction projects with a cost of greater than \$50,000 shall be provided as part of the quarterly financial report.

The President shall report to the Board in advance any major deviations from the approved operating budget.

The Quarterly Financial Report shall contain a report that reflects each budget unit's July 1 opening appropriation, amendments to the opening budget, expenditures to date, and remaining balance. This report shall provide the necessary detail for amending the budget as permitted by this resolution.

In the incurrence of financial obligations and the expenditure and disbursement of University funds resulting from this authorization, all units and individuals within the University shall observe and adhere to applicable laws, regulations, and policies of the Commonwealth of Kentucky and Morehead State University which govern the expenditure of funds. Heads of the various budget units shall not authorize nor incur financial obligations in excess of the budget authorization for that budgetary unit.

Upon approval of the budget, the President is directed to have printed a detail line item operating unit budget to guide and control the expenditures as authorized.

Mission Statement for Morehead State University
(Adopted by the Council on Higher Education, June 8, 1977)

Morehead State University shall serve as a residential, regional university providing a broad range of educational programs to the people of northern and eastern Kentucky. Recognizing the needs of its region, the University should offer programs at the associate and baccalaureate degree levels which emphasize traditional collegiate and liberal studies. Carefully selected two-year technical programs should be offered as well.

Subject to demonstrated need, selected master's degree programs as well as the specialist programs in education should be offered. A retrenchment or elimination of duplicative or nonproductive programs is desirable, while development of new programs compatible with this mission is appropriate.

The University should continue to meet the needs of teacher education in its primary service region and continue to develop programs to enhance the economic growth in Appalachia. The University should provide applied research, service, and continuing education programs directly related to the needs of the primary service region.

Because of the University's proximity to other higher education and postsecondary institutions, it should foster close working relationships and develop articulation agreements with those institutions.

EDUCATIONAL AND GENERAL REVENUE AND EXPENDITURE SUMMARY

	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
REVENUES			
TUITION AND FEES	\$15,869,010	\$14,972,000	\$17,072,800
STATE APPROPRIATIONS	\$32,141,800	\$31,416,900	\$32,355,000
UNRESTRICTED GIFTS	\$0	\$75,000	\$0
SALES AND SERVICES	\$1,021,190	\$919,200	\$867,400
OTHER CHARGES	\$1,400,680	\$669,800	\$599,100
FUND BALANCE	\$0	\$600,000	\$1,200,000
INDIRECT COST REIMB	\$202,708	\$150,000	\$180,000
TOTAL EDUCATIONAL AND GENERAL	\$50,635,388	\$48,802,900	\$52,274,300
EXPENDITURES			
INSTRUCTION	\$21,940,627	\$19,665,219	\$20,954,772
RESEARCH	\$77,663	\$40,000	\$50,000
PUBLIC SERVICE	\$972,482	\$686,474	\$852,348
LIBRARIES	\$1,836,877	\$1,677,266	\$1,839,647
ACADEMIC SUPPORT	\$3,806,947	\$3,574,808	\$3,832,596
STUDENT SERVICES	\$5,258,015	\$4,752,297	\$4,867,192
INSTITUTIONAL SUPPORT	\$6,089,893	\$6,488,359	\$7,166,219
OPERATIONS & MAINTENANCE	\$4,460,162	\$4,589,775	\$5,103,274
FINANCIAL AID	\$2,513,447	\$2,580,492	\$2,872,492
TOTAL E & G EXPENDITURES	\$46,956,113	\$44,054,690	\$47,538,540
TRANSFERS			
MANDATORY	\$3,210,857	\$4,288,510	\$4,290,060
NON-MANDATORY	\$958,476	\$459,700	\$445,700
TOTAL E & G TRANSFERS	\$4,169,333	\$4,748,210	\$4,735,760
TOTAL EDUCATIONAL AND GENERAL	\$51,125,446	\$48,802,900	\$52,274,300

AUXILIARY ENTERPRISES REVENUE AND EXPENDITURE SUMMARY

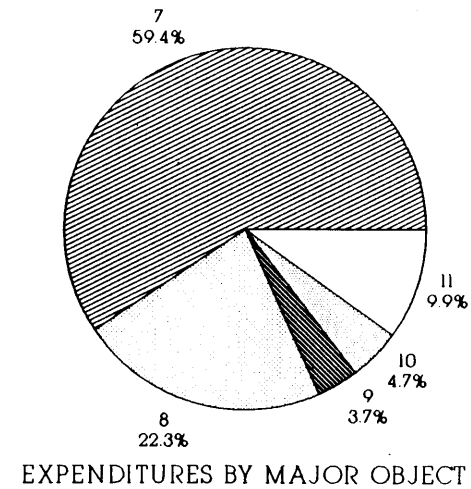
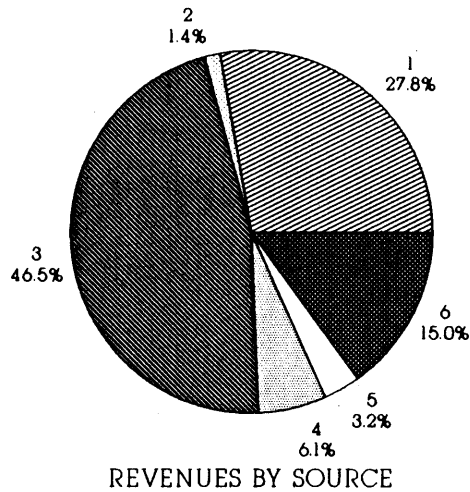
	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
REVENUES			
HOUSING	\$5,247,611	\$5,208,200	\$5,450,400
FOOD SERVICES	\$517,710	\$484,200	\$489,500
UNIVERSITY STORE	\$2,592,765	\$2,545,000	\$2,900,000
GOLF COURSE	\$115,175	\$132,300	\$139,800
OTHER SOURCES	\$49,733	\$212,000	\$236,000
TOTAL AUXILIARY ENTERPRISES	\$8,522,994	\$8,581,700	\$9,215,700
EXPENDITURES			
HOUSING	\$3,423,150	\$3,491,531	\$3,640,572
FOOD SERVICES	\$343,505	\$397,200	\$402,721
UNIVERSITY STORE	\$2,380,287	\$2,218,475	\$2,535,624
GOLF COURSE	\$149,783	\$174,401	\$161,199
OTHER	\$154,728	\$292,183	\$296,674
TOTAL AUXILIARY EXPENDITURES	\$6,451,453	\$6,573,790	\$7,036,790
TRANSFER - HOUSING DEBT SERVICE	\$1,786,833	\$2,007,910	\$2,178,910
TOTAL AUXILIARY SERVICES	\$8,238,286	\$8,581,700	\$9,215,700
INSTITUTIONAL TOTAL	\$59,363,732	\$57,384,600	\$61,490,000

Summary of Unrestricted Revenues and Expenditures 1993-94 Operating Budget

	Opening Budget 1992-93	Percent of Total	Recommended 1993-94	Percent of Total
Revenues by Source				
Tuition and Fees	\$14,972,000	30.7%	\$17,072,800	32.7%
Governmental Appropriations - Regular	\$27,678,000	56.7%	\$28,614,550	54.7%
Governmental Appropriations - Debt Service	\$3,738,900	7.7%	\$3,740,450	7.2%
Sales and Services of Educational Activities	\$919,200	1.9%	\$867,400	1.7%
Other Sources	\$1,494,800	3.1%	\$1,979,100	3.8%
Total Educational and General	<u>\$48,802,900</u>	<u>100.0%</u>	<u>\$52,274,300</u>	<u>100.0%</u>
Sales and Services of Auxiliary Enterprises	\$8,581,700	100.0%	\$9,215,700	100.0%
Total Revenues	<u><u>\$57,384,600</u></u>		<u><u>\$61,490,000</u></u>	
Expenditures by Major Object				
Personnel	\$34,623,146	60.3%	\$36,559,120	59.5%
Operating	\$12,624,863	22.0%	\$13,683,661	22.3%
Capital Outlay	\$1,649,539	2.9%	\$2,295,617	3.7%
Grants, Loans, Benefits	\$2,580,492	4.5%	\$2,872,492	4.7%
Debt Service	\$5,906,560	10.3%	\$6,079,110	9.9%
Total Expenditures	<u><u>\$57,384,600</u></u>	<u><u>100.0%</u></u>	<u><u>\$61,490,000</u></u>	<u><u>100.0%</u></u>
Expenditures by Major Function				
Educational and General				
Instruction	\$19,665,219	44.6%	\$20,954,772	44.1%
Research	\$40,000	0.1%	\$50,000	0.1%
Public Service	\$686,474	1.6%	\$852,348	1.8%
Library	\$1,677,266	3.8%	\$1,839,647	3.9%
Academic Support	\$3,574,808	8.1%	\$3,832,596	8.1%
Student Services	\$4,752,297	10.8%	\$4,867,192	10.2%
Institutional Support	\$6,488,359	14.7%	\$7,166,219	15.1%
Operations & Maintenance	\$4,589,775	10.4%	\$5,103,274	10.7%
Student Financial Aid	\$2,580,492	5.9%	\$2,872,492	6.0%
Total E & G Expenditures	<u>\$44,054,690</u>	<u>100.0%</u>	<u>\$47,538,540</u>	<u>100.0%</u>
Transfers	\$4,748,210		\$4,735,760	
Total Educational and General	<u>\$48,802,900</u>		<u>\$52,274,300</u>	
Auxiliary Enterprises				
Student Services	\$6,573,790	76.6%	\$7,036,790	76.4%
Mandatory Transfers	\$2,007,910	23.4%	\$2,178,910	23.6%
Total Auxiliary Enterprises	<u>\$8,581,700</u>	<u>100.0%</u>	<u>\$9,215,700</u>	<u>100.0%</u>
Total Expenditures	<u><u>\$57,384,600</u></u>		<u><u>\$61,490,000</u></u>	

**MOREHEAD STATE UNIVERSITY
BUDGETED REVENUES & EXPENDITURES
FY 1993-94**

C-4



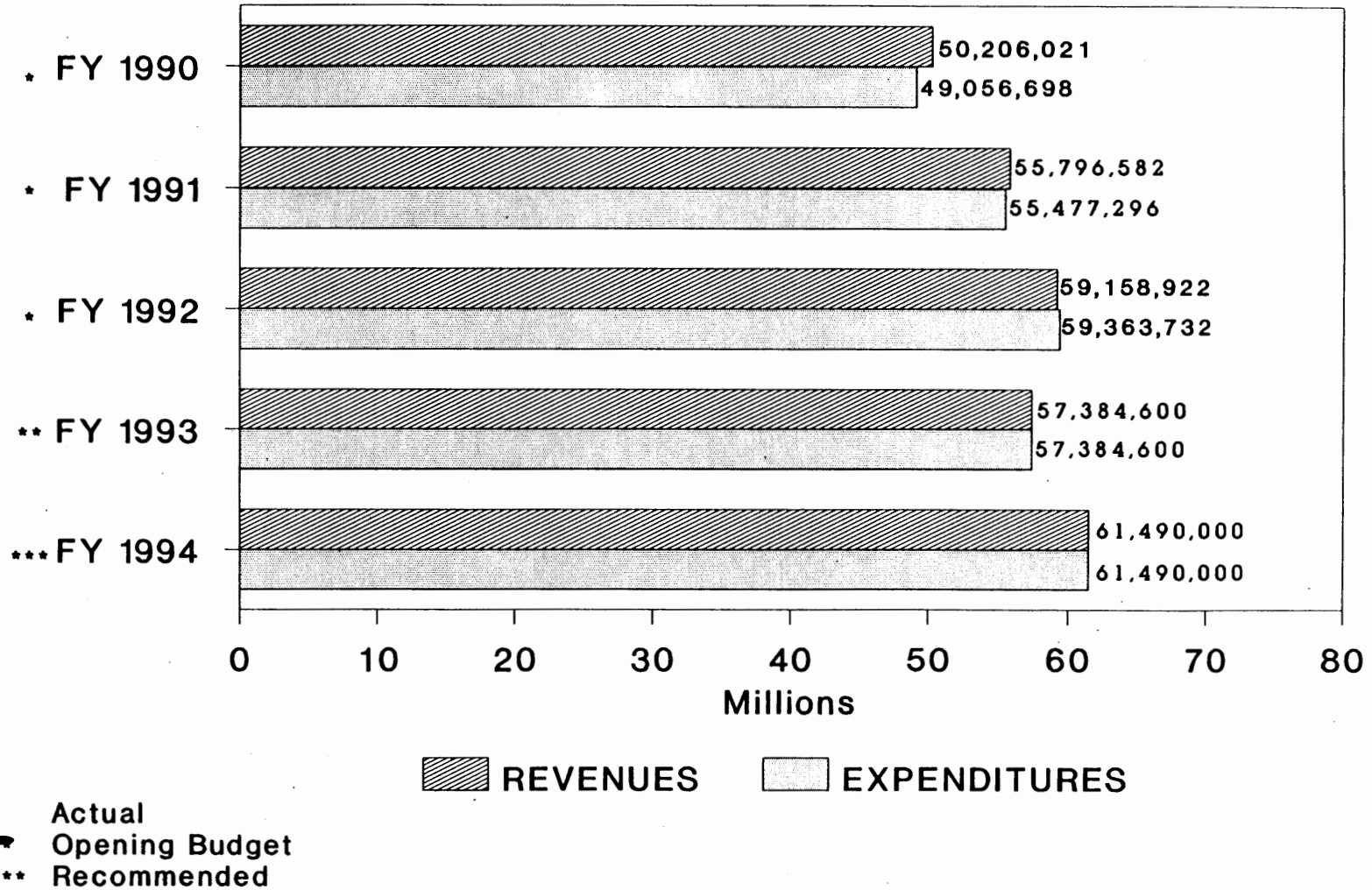
REVENUES BY SOURCE

1. Tuition & Fees	\$17,072,800	27.8%
2. Sales & Services of Educ. Act	867,400	1.4%
3. State Appropriations - Operating	28,614,550	46.5%
4. State Appropriations - Debt Service	3,740,450	6.1%
5. Other Sources	1,979,100	3.2%
6. Auxiliary Services	9,215,700	15.0%
TOTAL REVENUES	\$61,490,000	100.0%

EXPENDITURES BY MAJOR OBJECT

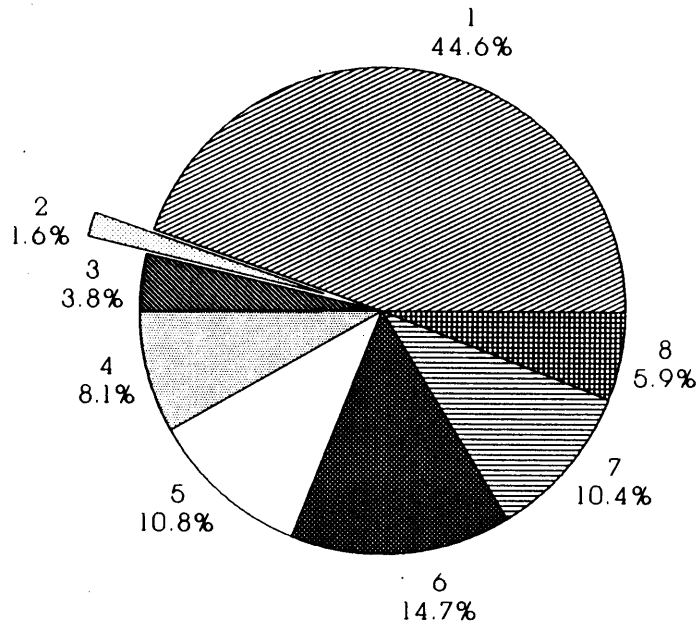
7. Personnel	\$36,559,120	59.5%
8. Operating	13,683,661	22.3%
9. Capital Outlay	2,295,617	3.7%
10. Grants, Loans, Benefits	2,872,492	4.7%
11. Debt Service	6,079,110	9.9%
TOTAL EXPENDITURES	\$61,490,000	100.0%

MOREHEAD STATE UNIVERSITY ANALYSIS OF REVENUES VS EXPENDITURES

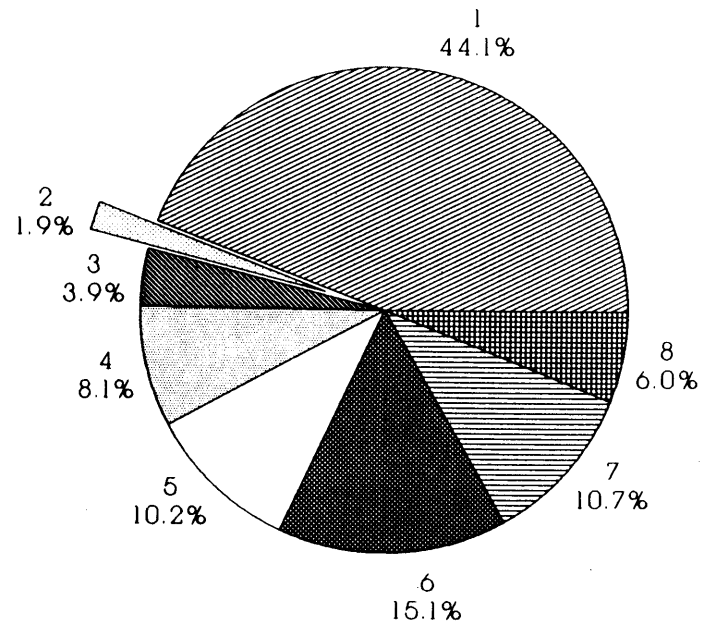


MOREHEAD STATE UNIVERSITY E & G EXPENDITURES ANALYSIS

PROPOSED 1992/93



PROPOSED 1993/94



- 1 = INSTRUCTION
- 2 = RESEARCH & PUBLIC SERVICE
- 3 = LIBRARY
- 4 = ACADEMIC SUPPORT
- 5 = STUDENT SERVICES
- 6 = INSTITUTIONAL SUPPORT
- 7 = OPERATION & MAINTENANCE
- 8 = FINANCIAL AID

**RECOMMENDED FEE SCHEDULE
MOREHEAD STATE UNIVERSITY
EFFECTIVE FALL SEMESTER 1993**

<u>TUITION & MANDATORY FEES *</u>	<u>FY 1992-93</u>		<u>FY 1993-94</u>	
	<u>FULL-TIME** FALL & SPRING SEMESTERS</u>	<u>PART-TIME & SUMMER TERM PER CREDIT HR</u>	<u>FULL-TIME** FALL & SPRING SEMESTERS</u>	<u>PART-TIME & SUMMER TERM PER CREDIT HR</u>
Resident				
Undergraduate	\$760	\$63	\$845	\$70
Graduate	\$830	\$92	\$925	\$103
Non-Resident				
Undergraduate	\$2,100	\$175	\$2,345	\$195
Graduate	\$2,310	\$257	\$2,585	\$287

* Tuition rate includes Student Activity and Service Fee of \$90 for 1992/93 and \$95 for 1993/94.

** Full-time rate applies to undergraduate students taking 12-18 credit hours and graduate students taking 9-12 credit hours. Additional per credit hour fee as listed will be charged to undergraduate students enrolled for more than 18 credit hours and to graduate students enrolled for more than 12 credit hours.

	<u>FY 1992-93 PER SEMESTER</u>	<u>FY 1993-94 PER SEMESTER</u>
Computer Fee - Full-Time Student	\$20.00	\$20.00
- Part-Time Student	\$10.00	\$10.00
- Per Summer Term	\$10.00	\$10.00
Student Health Fee - Full-Time Student	\$35.00	\$35.00
Summer term	\$6.00	\$6.00
Per Visit - Part-time student	\$5.00	\$5.00

STUDENT HOUSING

<u>RESIDENCE HALL RENTALS</u>	<u>FY 1992-93</u>			<u>FY 1993-94</u>		
	WEEKLY	PER SEMESTER	PER SUMMER TERM	WEEKLY	PER SEMESTER	PER SUMMER TERM
Alumni Tower	\$45.00	\$620.00	\$185.00	\$48.00	\$665.00	\$198.00
Butler Hall	\$44.00	\$590.00	\$178.00	\$47.00	\$630.00	\$190.00
Cartmell Hall	\$45.00	\$620.00	\$185.00	\$48.00	\$665.00	\$198.00
Cooper Hall	\$45.00	\$620.00	\$185.00	\$48.00	\$665.00	\$198.00
East Mignon Hall	\$47.00	\$640.00	\$191.00	\$50.00	\$685.00	\$204.00
Fields Hall	\$52.00	\$700.00	\$204.00	\$56.00	\$750.00	\$218.00
Mignon Tower	\$47.00	\$640.00	\$191.00	\$50.00	\$685.00	\$204.00
Mignon Hall	\$47.00	\$640.00	\$191.00	\$50.00	\$685.00	\$204.00
Nunn Hall	\$47.00	\$640.00	\$191.00	\$50.00	\$685.00	\$204.00
Regents Hall	\$45.00	\$620.00	\$185.00	\$48.00	\$665.00	\$198.00
Thompson Hall	\$52.00	\$700.00	\$204.00	\$56.00	\$750.00	\$218.00
Waterfield Hall	\$44.00	\$590.00	\$178.00	-	-	-
West Mignon Hall	\$47.00	\$640.00	\$191.00	\$50.00	\$685.00	\$204.00
Wilson Hall	\$45.00	\$620.00	\$185.00	\$48.00	\$665.00	\$198.00
Mays Hall Apartments	1 Room Unit = \$390 per month			1 Room Unit = \$390 per month		
	2 Room Unit = \$490 per month			2 Room Unit = \$490 per month		
	3 Room Unit = \$585 per month			3 Room Unit = \$585 per month		

Rental rates as per above are established for standard occupancy.

Private and semi-private occupancy (not applicable to Mays Hall Apartments):

Private rooms and semi-private suites, subject to availability, are billed at 150% of the standard rate listed above.

Private suites, subject to availability, are billed at 300% of the standard rate listed above.

<u>COURSE AND RELATED FEES</u>	<u>FY 1992-93</u>	<u>FY 1993-94</u>
	<u>PER SEMESTER</u>	<u>PER SEMESTER</u>
<u>COLLEGE OF APPLIED SCIENCES & TECHNOLOGY</u>		
Floral Design - AGR 317	\$27.00	\$27.00
Nursing Program Testing Fee		
- NURB 350	\$6.00	\$6.00
- NURB 351	\$6.00	\$6.00
- NURB 450	\$17.00	\$17.00
- NURB 253	\$6.00	\$6.00
- NURB 360	\$12.00	\$12.00
- NURA 101	\$6.00	\$6.00
- NURA 102	\$6.00	\$6.00
- NURA 204	\$35.00	\$35.00
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Camera Rental Fee - Jour 285	\$10.00	\$15.00
Historical Tours transportation fee - HIST 544	\$60.00	\$60.00
Music		
Composition Recital	\$75.00	\$75.00
Private lessons - per half hour per week per semester	\$45.00	\$45.00
Recital fee, junior & senior (2 hrs)	\$45.00	\$45.00
Recital fee, senior (3 hrs) & graduate (2 hrs)	\$75.00	\$75.00
Instrument Rental Fee	\$11.00/\$16.00	\$11.00/\$16.00
<u>COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES</u>		
Military Science Activity Fee	\$5.00	\$5.00
<u>OTHER FEES</u>		
Correspondence Course Registration	\$15.00	\$15.00
	(plus tuition)	(plus tuition)
Deferred payment application fee		
- \$1 - \$1,000	\$35.00	\$35.00
- Over \$1,000	\$70.00	\$70.00
Non-Payment fee	\$75.00	\$75.00
Physical Exams:		
Family Planning	-	\$23.00
Student Teaching	\$16.00	\$16.00
Student Insurance	cost	cost
Telecourse Registration Fee	\$15.00	\$15.00
	(plus tuition)	(plus tuition)

SALES AND SERVICES OF EDUC. ACTIVITIES**FY 1992-93****FY 1993-94****Athletics Admission Prices**

Football - season reserved (5 home games)	\$30.00	\$30.00
- season reserved faculty/staff	\$24.00	\$24.00
- season box	\$300.00	\$300.00
- gate reserved	\$6.00	\$6.00
- gate general admission	\$4.00	\$4.00
- gate general admission-child 12 & under	\$4.00	\$4.00

Men's & Women's Basketball - season reserved	\$60.00	\$60.00
- season reserved faculty/staff	\$48.00	\$48.00
- gate reserved	\$6.00	\$6.00
- gate general admission	\$4.00	\$4.00
- gate general admission-child 12 & under	\$4.00	\$4.00

Volleyball - season reserved - Single	\$20.00	\$20.00
- Alumni	\$16.00	\$16.00
- season reserved - Family	\$35.00	\$35.00
- Alumni	\$28.00	\$28.00
- gate general admission	\$3.00	\$3.00
- children under 12	\$1.00	\$1.00

Athletics events parking		
- automobile/passenger van	\$2.00	\$2.00
- motor home	\$5.00	\$5.00

Bowling

Fee per game	\$1.25	\$1.25
Shoe rental	\$0.75	\$0.75

Career Placement - per package

Job Vacancy Bulletin (per quarter)	-	\$15.00
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Change of schedule (voluntary)	\$10.00	\$10.00
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Child Development Laboratory

- per semester	\$875.00	TBD
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Graduation Fee	\$10.00	\$10.00
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I.D. Card - with special events	\$90.00	\$90.00
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I.D. Card replacement	\$10.00	\$10.00
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Late registration	\$50.00	\$50.00
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SALES AND SERVICES OF EDUC. ACTIVITIES (CONT)

FY 1992-93

FY 1993-94

Library		
Fines		
Overdue library item - per day	\$0.25	\$0.25
Overdue reserve items - per hour	\$0.25	\$0.25
Overdue recalled items - per day (maximum \$20)	\$1.00	\$1.00
Overdue library AV equipment - per day	\$2.00	\$2.00
IMPACT Center - copy	\$0.10	\$0.10
- lamination	\$0.40-\$2.75	\$0.40-\$2.75
Lost item charges		
Non-print	cost	cost
Regular print minimum	\$50.00	\$50.00
Serial Issue Minimum	\$7.00	\$7.00
Serial Volumn Minimum	\$70.00	\$70.00
Other library fees		
Graphics	\$0.40-\$2.50	\$0.40-\$2.50
Locker rentals - per semester	\$4.00	\$4.00
Microform reader-printer - per copy	\$0.20	\$0.20
Online database searches	cost	cost
Testing Fees (subject to change by sponsoring agencies)		
ACT (residual)	\$20.00	\$20.00
BSN Challenge Examination	\$65.00	\$75.00
CLEP	\$45.00	\$50.00
College of Education Graduation Exit Exam		
- On Campus	\$10.00	\$10.00
- Off Campus	\$18.00	\$18.00
CPP	-	\$20.00
CTBS - Initial	\$10.00	\$10.00
- Retest	\$3.00	\$3.00
Departmental Proficiency	\$45.00	\$45.00
GED	\$10.00	\$15.00
GED - Retest	-	\$3.00
Guidance and Counseling Exam		
- on campus	\$10.00	\$10.00
- off campus	\$18.00	\$18.00
Miller Analogies	\$45.00	\$45.00
Nelson - Denny Reading Exam	\$7.00	\$7.00
Strong-Campbell Interest Inventory	\$7.00	\$7.00
Thesis binding - per copy	cost	cost
Transcripts	\$2.00	\$2.00
University Farm		
Equine breeding fees	\$100.00-\$750.00	\$100.00-\$750.00
board fees - per day	\$6.00	\$6.00
Stable rentals per month - student		
- full service	\$150.00	\$150.00
- partial service	\$75.00	\$75.00

OTHER CHARGES

	<u>FY 1992-93</u>	<u>FY 1993-94</u>
Air conditioner installation	\$35.00	\$35.00
Blueprint fee	\$2.50	\$2.50
Coin operated copiers - per copy	\$0.10	\$0.10
Communications repair services		
Audio - per hour	\$14.20	\$14.20
Video - per hour	\$17.80	\$17.80
Key replacement fee	\$30.00	\$30.00
Lock change - residence hall	\$25.00	\$25.00
Physical education - (optional)		
Men - uniform,towel & lock	\$6.00	\$6.00
Women - towel & lock	\$6.00	\$6.00
(includes refundable deposit of \$2.00)		
Post Office box rental - per semester	\$2.00	\$2.00
Service charge - returned checks	\$20.00	\$20.00
Shuttle bus rental	\$1.95/mile or \$21.00/hour	\$1.95/mile or \$21.00/hour
Special lab tests - health center	cost	cost
Tour bus rental	\$2.10/mile or \$23.00/hour	\$2.10/mile or \$23.00/hour
TV Productions		
Dubbing fees - per hour		
- less than one hour	\$6.00	\$6.00
- video to video or off air taping	\$12.00	\$12.00
Editing - per hour	\$60.00	\$60.00
ENG.-EFP. Package - per hour	\$50.00	\$50.00
- director/operator	\$12.00	\$12.00
- audio	\$10.00	\$10.00
International standards television videotape conversion	-	\$10.00
Studio fees - per hour		
- one camera	\$140.00	\$140.00
- two cameras	\$200.00	\$200.00
- three cameras	\$230.00	\$230.00
- four cameras	\$260.00	\$260.00
University Tent - per day	\$160.00	\$160.00

OTHER CHARGES (CONT)

	<u>FY 1992-93</u>	<u>FY 1993-94</u>
Vehicle Registration Fee & Fines		
Parking Fees		
Faculty/Staff and Student - per year	\$35.00	\$35.00
Student, June - August	\$7.00	\$7.00
Student, January - August	\$21.00	\$21.00
Temporary Parking Fees		
90 Days to 180 Days	-	\$21.00
Under 90 Days	-	\$14.00
Weekly (2 week limit)	\$2.00	\$2.00
Traffic Fines		
Fraudulent Registration	\$25.00	\$35.00
Handicapped parking space violations	\$25.00	\$25.00
Violations - non-registered vehicles	\$15.00	\$15.00
Penalties after end of semester		
- \$10-\$49 balance	\$10.00	\$10.00
- \$50+ balance	\$25.00	\$25.00
Violations - registered vehicles	\$5.00	\$5.00
- after 1 weeks (after 2 weeks 1991/92)	\$10.00	\$10.00
Towing Fee	Per contract cost	Per contract cost
- impound fee per day	+ \$10 Admin Fee	+ \$10 Admin Fee
	\$3.00	\$3.00
Water analysis		
Total Coliform		
- Public	\$8.00	\$8.00
- Private	\$10.00	\$10.00
Fecal		
- Coliform (Private)	\$8.00	\$10.00
- Verification/Confirmation	-	\$12.00
- Wastewater	\$80.00	\$80.00
Water - per 100 gallons	\$0.25	\$0.25

AUXILIARY SERVICES

FY 1992-93
PER MONTH

FY 1993-94
PER MONTH

STUDENT FAMILY HOUSING (EFFECTIVE JULY 1)

Apartments - one bedroom	\$255.00 π	\$255.00 π
- with air conditioning	\$265.00 π	\$265.00 π
Gilley Apartments	\$260.00 #	\$315.00 *
Lakewood Terrace - 2 bedroom	\$270.00 #	\$325.00 π
- 3 bedroom	\$290.00 #	\$345.00 π
Studio Apartment	\$235.00 π	\$235.00 π
Ward Oates Duplexes	\$275.00 #	\$330.00 *

FACULTY/STAFF HOUSING (EFFECTIVE JULY 1)

514 N. Wilson Avenue	\$335.00 #	\$345.00 #
ADUC Apartment	\$255.00 π	\$265.00 π
McClure Circle and N. Wilson Avenue	\$320.00 #	\$330.00 #

Housing/Room Deposits

Faculty/Staff Housing	\$100.00	\$100.00
Faculty/Staff Hsg - pet damage deposit	\$100.00	\$100.00
Mays Hall	\$100.00	\$100.00
Residence Halls	\$75.00	\$75.00
Student Family Housing	\$100.00	\$100.00

Derrickson Agricultural Complex -
Student Room Rentals - per semester

\$315.00	\$315.00
(plus work assignment)	(plus work assignment)

Rate includes utilities	*
Rate includes utilities and cable TV	π
Rate Does Not Include Utilities	#

OTHER AUXILIARY SERVICES

	<u>FY 1992-93</u>	<u>FY 1993-94</u>
Golf Course Fees		
Cart-9 holes	\$8.00	\$9.00
-18 holes	\$14.00	\$15.00
Single Rider -9 holes	\$5.50	\$6.50
-18 holes	\$9.00	\$10.00
Club rentals	\$4.00	\$4.00
Greens Fee-student (Add \$1 for wkends & holidays)	\$6.00	\$7.00
Fac/Staff (Add \$2 for wkends & holidays)	\$7.00	\$8.00
others (add \$1 for weekends & holidays)	\$10.00	\$11.00
Membership (1)		
-faculty/staff single	\$220.00	\$245.00
-faculty/staff family	\$330.00	\$365.00
-others single	\$250.00	\$275.00
-others family	\$385.00	\$425.00
-students (annual)	\$125.00	\$140.00
-students (per semester option)	\$42.00	\$50.00
Driving Range - Bucket of Balls		\$2.00
Hand Pull Carts	-	\$1.00
 (1) Memberships are per calendar year.		
 Guest Room Rentals-per person per night		
University Center	\$20.00	\$20.00
Residence Halls	\$12.00	\$12.00
 Laundry		
Wash - per cycle	\$1.00	\$1.00
Dry - per cycle	\$0.50	\$0.50
 Meal Plans-per semester		
19 Meal Plan	\$695.00	To
15 Meal Plan	\$650.00	Be
10 Meal Plan	\$505.00	Determined
(lost card replacement)	\$15.00	\$15.00
Resale prices for the University Store, Concessions, soft drink vending, etc., will be established as appropriate.		
 Telecommunications Services (optional)		
Voice Mail Box - per semester	\$20.00	\$20.00
- per month	\$5.00	\$5.00
Asynchronous Data Interface (ADI) - per semester	\$20.00	\$20.00
- per month	\$5.00	\$5.00
ADI Refundable Deposit	\$25.00	\$25.00

<u>FACILITIES RENTALS</u>	FY 1992-93 RENTAL FEES		FY 1993-94 RENTAL FEES	
	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>
Academic-Athletic Center - per day	\$1,242.00	\$621.00	\$1,550.00	\$775.00
ADUC Meeting Rooms				
Crager - per 4 hours	\$124.00	\$62.00	\$155.00	\$78.00
- per day	\$248.00	\$124.00	\$310.00	\$155.00
Commonwealth, Gold, Eagle Dining				
- per 4 hours	\$38.00	\$19.00	\$48.00	\$24.00
- per day	\$74.00	\$37.00	\$96.00	\$48.00
Eagle Meeting, East A&B-per 4 hrs	\$14.00	\$7.00	\$20.00	\$10.00
- per day	\$26.00	\$13.00	\$40.00	\$20.00
Riggle - per 4 hours	\$38.00	\$19.00	\$48.00	\$24.00
- per day	\$74.00	\$37.00	\$96.00	\$48.00
Alumni Center				
- per 4 hrs (after 4:30 p.m. weekdays)	\$64.00	\$32.00	\$80.00	\$40.00
- per day (Sat. or Sun. Only)	\$124.00	\$62.00	\$160.00	\$80.00
Ashland Area Extended Campus Center Meeting Room	\$58.00	\$27.00	\$72.00	\$36.00
Big Sandy Extended Campus Center Meeting Room - Prestonsburg	\$58.00	\$27.00	\$72.00	\$36.00
Bowling Lanes per hour	\$50.00	\$25.00	\$62.00	\$31.00
Breckinridge Auditorium				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$126.00	\$63.00	\$160.00	\$80.00
Button Auditorium				
- per 4 hours	\$248.00	\$124.00	\$310.00	\$155.00
- per day	\$496.00	\$248.00	\$620.00	\$310.00
- audio control system/hour	\$22.00	\$11.00	\$22.00	\$11.00
- lighting control system/hour	\$14.00	\$7.00	\$14.00	\$7.00
Button Drill Room				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$124.00	\$62.00	\$160.00	\$80.00
Duncan Recital Hall				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$124.00	\$62.00	\$160.00	\$80.00
Fields Hall				
Seminar Room 1 - per 4 hours	-	-	\$20.00	\$10.00
- per day	-	-	\$40.00	\$20.00
Seminar Room 2 - per 4 hours	-	-	\$48.00	\$24.00
- per day	-	-	\$96.00	\$48.00

<u>FACILITIES RENTALS (CONT)</u>	<u>FY 1992-93 RENTAL FEES</u>		<u>FY 1993-94 RENTAL FEES</u>	
	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>	<u>COMMERCIAL</u>	<u>NON-PROFIT</u>
Fulbright Auditorium (Baird 117)				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$124.00	\$62.00	\$160.00	\$80.00
Golf Course				
- weekday - morning	\$312.00	\$156.00	\$390.00	\$195.00
- afternoon	\$436.00	\$218.00	\$546.00	\$273.00
- all day	\$884.00	\$442.00	\$1,106.00	\$553.00
- Saturday/Sunday - morning	\$1,242.00	\$621.00	\$1,552.00	\$776.00
- afternoon	\$1,552.00	\$776.00	\$1,940.00	\$970.00
- all day	\$2,482.00	\$1,241.00	\$3,102.00	\$1,551.00
- total weekend	\$3,726.00	\$1,863.00	\$4,658.00	\$2,329.00
Jayne Stadium				
- per day	\$622.00	\$311.00	\$776.00	\$388.00
Kibbey Theatre				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$124.00	\$62.00	\$160.00	\$80.00
Licking Valley Extended Campus Center Meeting Room - West Liberty	\$58.00	\$29.00	\$72.00	\$36.00
Laughlin Health Building				
- Per day	\$496.00	\$248.00	\$620.00	\$310.00
- Dance Studio per hour	\$26.00	\$13.00	\$32.00	\$16.00
- Gym North per hour	\$26.00	\$13.00	\$32.00	\$16.00
- Gym South per hour	\$26.00	\$13.00	\$32.00	\$16.00
- Weight Room per hour	\$26.00	\$13.00	\$32.00	\$16.00
- Wrestling Room per hour	\$26.00	\$13.00	\$32.00	\$16.00
McClure Pool				
- per hour, includes minimum of 2 guards	\$38.00	\$19.00	\$48.00	\$24.00
Reed Auditorium (Room 419)				
- per 4 hours	\$64.00	\$32.00	\$80.00	\$40.00
- per day	\$126.00	\$63.00	\$160.00	\$80.00
Richardson Arena				
- per day	\$622.00	\$311.00	\$776.00	\$388.00
Wetherby Gymnasium				
- per day	\$622.00	\$311.00	\$776.00	\$388.00

FACILITIES RENTALS (CONT)

OVERTIME COMPENSATION SCHEDULE FOR FACILITIES RENTALS
(weekends and after 4 p.m. weekdays)

	<u>FY 1992-93</u>	<u>FY 1993-94</u>
Maintenance Technician	\$19/hour	\$19/hour
Custodian	\$15/hour	\$15/hour
Media Technician	\$22/hour	\$22/hour
Mover	\$16/hour	\$16/hour
Public Safety Officer	\$16/hour	\$16/hour
Traffic Control Officer	\$10/hour	\$10/hour

CONFERENCES AND OTHER EVENTS

Fees for conferences, continuing education activities and other university-sponsored events are established by the President. The scheduling party will be billed for activities requiring a special cleanup.

REFUND POLICY

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

Fall and Spring Semesters

Refund Percentages

First five days of classes	75%
Next ten days of classes	50%
Next five days of classes	25%
No refunds are given after the first twenty days of classes.	

Summer Terms

Refund Percentages

First two days of classes	75%
Next four days of classes	50%
Next two days of classes	25%
No refunds are given after the first eight days of classes.	

MEAL PLANS

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

REVISIONS OF FEE SCHEDULE

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

FY 93-94 REVENUE

<u>DESCRIPTION</u>	<u>ACTUAL</u> <u>1991-92</u>	<u>OPENING</u> <u>BUDGET</u> <u>1992-93</u>	<u>PROJECTED</u> <u>1993-94</u>
TUITION AND FEES			
Resident Classification			
Fall Semester - U/G	\$3,994,832	\$3,950,000	\$4,533,700
Fall Semester - Grad	\$533,678	\$616,000	\$645,300
Spring Semester -U/G	\$3,732,794	\$3,530,000	\$4,080,330
Spring Semester - Grad	\$563,887	\$542,000	\$580,770
Summer Session - U/G	\$730,338	\$490,000	\$600,000
Summer Session - Grad	\$543,912	\$390,000	\$480,000
Subtotal	\$10,099,441	\$9,518,000	\$10,920,100
Non-Resident Classification			
Fall Semester - U/G	\$2,242,264	\$2,132,000	\$2,460,000
Fall Semester - Grad	\$164,383	\$181,000	\$183,000
Spring Semester - U/G	\$2,055,078	\$1,918,000	\$2,214,000
Spring Semester - Grad	\$169,100	\$144,000	\$164,700
Summer Session - U/G	\$202,687	\$144,000	\$144,000
Summer Session - Grad	\$56,105	\$42,000	\$42,000
Subtotal	\$4,889,617	\$4,561,000	\$5,207,700
TOTAL TUITION	\$14,989,058	\$14,079,000	\$16,127,800
INSTRUCTION FEES			
Computer	\$184,476	\$260,000	\$300,000
Correspondence	\$57,296	\$47,000	\$47,000
Deferred Payment	\$99,499	\$90,000	\$90,000
Health	\$457,492	\$420,000	\$440,000
History & Military Science	\$0	\$2,000	\$2,000
KET Course	\$4,271	\$5,000	\$5,000
Music	\$33,098	\$31,000	\$31,000
Non-Payment	\$41,250	\$38,000	\$30,000
Other	\$2,570	\$0	\$0
TOTAL INSTRUCTION FEES	\$879,952	\$893,000	\$945,000
TOTAL TUITION & FEES	\$15,869,010	\$14,972,000	\$17,072,800

FY 93-94 REVENUE

<u>DESCRIPTION</u>	<u>ACTUAL</u> <u>1991-92</u>	<u>OPENING</u> <u>BUDGET</u> <u>1992-93</u>	<u>PROJECTED</u> <u>1993-94</u>
STATE APPROPRIATIONS			
State General Fund - Operating	\$32,141,800	\$27,678,000	\$28,614,550
Debt Service	\$0	\$3,738,900	\$3,740,450
TOTAL STATE APPROPRIATIONS	\$32,141,800	\$31,416,900	\$32,355,000
UNRESTRICTED GIFTS	\$0	\$75,000	\$0
SALES AND SERVICES OF EDUCATIONAL ACTIVITIES			
Athletics			
Basketball Gate Receipts	\$116,810	\$120,000	\$80,000
Basketball Guarantees	\$56,000	\$30,000	\$67,000
EAF Support	\$73,074	\$135,000	\$135,000
Football Gate Receipts	\$61,047	\$65,000	\$50,000
Football Guarantees	\$35,000	\$40,000	\$45,000
NCAA/OVC Proceeds	\$179,453	\$180,000	\$145,000
Other Athletic Revenues	\$2,000	\$20,000	\$17,000
Sub Total Athletics	\$523,384	\$590,000	\$539,000
Academy of Arts	\$24,101	\$0	\$0
Bowling Lane	\$12,280	\$11,000	\$8,500
Breeding Program	\$19,295	\$0	\$0
Change of Schedule Fees	\$50,227	\$46,000	\$50,000
Child Dev Laboratory	\$23,645	\$31,500	\$24,000
Folk Art Sales (shown as auxiliary 1993/94)	\$121,616	\$0	\$0
Graduation Fee	\$0	\$11,000	\$11,000
Inst. Food Laboratory	\$34,185	\$35,500	\$35,000
I.D.Card Replacement	\$3,870	\$4,800	\$4,800
Late Registration Fees	\$28,700	\$22,400	\$23,100
Other	\$8,036	\$0	\$0
Testing Fees	\$43,753	\$32,000	\$32,000
Transcript Fees	\$33,592	\$20,000	\$25,000
University Farm	\$94,506	\$115,000	\$115,000
TOTAL SALES AND SERVICES	\$1,021,190	\$919,200	\$867,400

FY 93-94 REVENUE

<u>DESCRIPTION</u>	<u>ACTUAL</u> <u>1991-92</u>	<u>OPENING</u> <u>BUDGET</u> <u>1992-93</u>	<u>PROJECTED</u> <u>1993-94</u>
OTHER CHARGES			
Access Card Services	\$11,584	\$4,700	\$0
Arts In Morehead	\$0	\$500	\$500
Bulk Postage Revenues	\$64,647	\$0	\$0
Check Write-Off Revenues	\$20,260	\$0	\$0
Continuing Education	\$80,843	\$70,000	\$70,000
Facilities Usage Fees	\$15,217	\$0	\$0
Health Clinic	\$5,452	\$3,700	\$5,300
IMPACT Center	\$3,269	\$0	\$3,100
Investment Income	\$288,236	\$147,000	\$90,000
Library Fees & Fines	\$41,187	\$35,500	\$43,000
Long Distance Commission	\$36,697	\$40,000	\$0
Media Services	\$3,347	\$2,000	\$2,000
MSU Foundation Supp Serv	\$115,741	\$23,000	\$23,000
Other Income	\$105,014	\$0	\$17,000
Parking	\$260,711	\$271,000	\$261,600
Postage Recharges	\$256,006	\$0	\$0
Sale of Surplus Property	\$17,200	\$12,500	\$19,000
Service Charges	\$15,699	\$15,500	\$9,700
Telephone Pay Stations	\$1,399	\$400	\$400
Trail Blazer Advertising	\$34,836	\$21,000	\$29,000
TV Productions	\$3,303	\$3,000	\$2,500
Water Testing Laboratory	\$20,032	\$20,000	\$23,000
TOTAL OTHER CHARGES	\$1,400,680	\$669,800	\$599,100
FUND BALANCE	\$0	\$600,000	\$1,200,000
INDIR & ADM COST RECOVERY	\$202,708	\$150,000	\$180,000
TOTAL EDUCATION & GENERAL	\$50,635,388	\$48,802,900	\$52,274,300

FY 93-94 REVENUE

<u>DESCRIPTION</u>	<u>ACTUAL</u> <u>1991-92</u>	<u>OPENING</u> <u>BUDGET</u> <u>1992-93</u>	<u>PROJECTED</u> <u>1993-94</u>
HOUSING			
Residence Halls			
Fall	\$2,300,199	\$2,266,000	\$2,273,600
Spring	\$1,992,378	\$2,040,000	\$2,046,300
Summer	\$106,731	\$110,000	\$130,000
Subtotal	\$4,399,308	\$4,416,000	\$4,449,900
Student Family Housing	\$477,341	\$390,000	\$460,000
Faculty and Staff Housing	\$93,221	\$122,000	\$55,300
Workshop/Convention Hsg	\$172,180	\$175,000	\$200,000
Utility Recharges			
Electric	\$935	\$2,000	\$2,000
Gas	\$6,818	\$10,000	\$10,000
Water	\$2,457	\$4,200	\$4,200
Subtotal	\$10,210	\$16,200	\$16,200
Laundry	\$95,351	\$89,000	\$89,000
Long Distance Commissions	\$0	\$0	\$180,000
TOTAL HOUSING	\$5,247,611	\$5,208,200	\$5,450,400

FY 93-94 REVENUE

<u>DESCRIPTION</u>	<u>ACTUAL</u> <u>1991-92</u>	<u>OPENING</u> <u>BUDGET</u> <u>1992-93</u>	<u>PROJECTED</u> <u>1993-94</u>
FOOD SERVICES			
Commissions	\$198,532	\$194,000	\$194,000
Concessions	\$48,719	\$36,000	\$36,000
External Vending(machines)	\$23,641	\$16,200	\$22,000
Student Access Card	\$0	\$5,000	\$4,500
Vending(soft drinks)	\$246,818	\$233,000	\$233,000
TOTAL FOOD SERVICES	\$517,710	\$484,200	\$489,500
UNIVERSITY STORE	\$2,592,765	\$2,545,000	\$2,900,000
OTHER SOURCES			
Facilities Usage Fees	\$0	\$17,500	\$17,500
Folk Art Sales	\$0	\$140,000	\$140,000
Golf Course	\$115,175	\$132,300	\$139,800
Licensing Agreement	\$0	\$0	\$15,000
University Center			
Guest Room Rentals	\$8,495	\$8,000	\$8,000
P. O. Box Rentals	\$823	\$500	\$500
Rec Room Games	\$40,955	\$46,000	\$45,000
Voice Mail Commissions	\$0	\$0	\$10,000
TOTAL OTHER SOURCES	\$165,448	\$344,300	\$375,800
TOTAL AUXILIARY SERVICES	\$8,523,534	\$8,581,700	\$9,215,700
TOTAL AVAILABLE REVENUE	\$59,158,922	\$57,384,600	\$61,490,000

PROGRAM AREA BUDGET - SUMMARY

EDUCATIONAL & GENERAL	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
PRESIDENT - ADMINISTRATION	\$593,389	\$497,349	\$268,322
UNIVERSITY ADVANCEMENT	\$3,641,029	\$3,228,606	\$1,537,770
ADMINISTRATION & FISCAL SERVICES	\$9,061,348	\$9,100,033	\$9,080,529
STUDENT LIFE	\$5,210,204	\$4,925,653	\$7,525,086
ACADEMIC AFFAIRS	\$28,033,781	\$25,164,226	\$27,699,255
OTHER	\$416,362	\$1,138,823	\$1,427,578
TRANSFERS	\$4,169,333	\$4,748,210	\$4,735,760
TOTAL E & G	\$51,125,446	\$48,802,900	\$52,274,300
AUXILIARY SERVICES	\$8,238,286	\$8,581,700	\$9,215,700
TOTAL INSTITUTION	<u>\$59,363,732</u>	<u>\$57,384,600</u>	<u>\$61,490,000</u>

Note:

This schedule and the Program Area Budget Detail presented on F-2 through F-5 reflect organizational structures in place for 1991/92 and 1992/93 and the proposed reorganization for 1993/94.

To facilitate a multi-year comparison of individual budget units, the Organizational Summary in Section G and Operating Budget Detail in Section H reflect all units in the same division proposed in the 1993/94 reorganization for all three years presented.

PROGRAM AREA BUDGET - DETAIL

PROGRAM AREA DESCRIPTION	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>PRESIDENT-ADMINISTRATION</i>			
TOTAL PERSONNEL	\$369,179	\$325,850	\$177,714
TOTAL FRINGE	\$83,046	\$75,702	\$40,929
TOTAL OPERATING	\$139,167	\$95,797	\$49,679
TOTAL CAPITAL	\$1,997	\$0	\$0
<i>TOTAL PRESIDENT-ADMINISTRATION</i>	\$593,389	\$497,349	\$268,322
<i>DIVISION OF UNIVERSITY ADVANCEMENT</i>			
TOTAL PERSONNEL	\$1,652,487	\$1,500,217	\$938,404
TOTAL FRINGE	\$365,347	\$376,984	\$235,415
TOTAL OPERATING	\$1,517,240	\$1,311,245	\$224,156
TOTAL CAPITAL	\$105,955	\$40,160	\$139,795
<i>TOTAL UNIV ADVANCEMENT</i>	\$3,641,029	\$3,228,606	\$1,537,770
<i>DIVISION OF ADMINISTRATION AND FISCAL SERVICES</i>			
TOTAL PERSONNEL	\$4,419,801	\$4,807,798	\$4,395,867
TOTAL FRINGE	\$1,153,895	\$1,176,907	\$1,072,805
TOTAL OPERATING	\$2,769,670	\$2,551,966	\$2,661,575
TOTAL CAPITAL	\$717,982	\$563,362	\$950,282
<i>TOTAL ADMIN & FISCAL SERVICES</i>	\$9,061,348	\$9,100,033	\$9,080,529
<i>DIVISION OF STUDENT LIFE</i>			
TOTAL PERSONNEL	\$1,648,210	\$1,385,394	\$2,366,640
TOTAL FRINGE	\$334,609	\$314,274	\$527,986
TOTAL OPERATING	\$697,087	\$642,493	\$1,732,068
TOTAL GRANTS,LOANS,BENEFITS	\$2,513,447	\$2,580,492	\$2,872,492
TOTAL CAPITAL	\$16,851	\$3,000	\$25,900
<i>TOTAL STUDENT LIFE</i>	\$5,210,204	\$4,925,653	\$7,525,086
<i>VICE PRESIDENT FOR ACADEMIC AFFAIRS AND DEAN OF FACULTY</i>			
TOTAL PERSONNEL	\$1,374,538	\$1,403,341	\$1,271,088
TOTAL FRINGE	\$323,822	\$380,923	\$350,719
TOTAL OPERATING	\$435,772	\$446,823	\$454,261
TOTAL CAPITAL	\$486,329	\$373,726	\$473,726
<i>TOTAL ACADEMIC AFFAIRS - VP</i>	\$2,620,461	\$2,604,813	\$2,549,794

PROGRAM AREA BUDGET - DETAIL

<u>PROGRAM AREA DESCRIPTION</u>	<u>ACTUAL 1991-92</u>	<u>OPENING BUDGET 1992-93</u>	<u>RECOMMENDED 1993-94</u>
<i>ACADEMIC SUPPORT SERVICES</i>			
TOTAL PERSONNEL	\$504,723	\$434,048	\$1,006,474
TOTAL FRINGE	\$106,274	\$103,208	\$263,468
TOTAL OPERATING	\$145,689	\$106,911	\$467,813
TOTAL CAPITAL	\$3,550	\$0	\$0
<i>TOTAL ACADEMIC SUPPORT SERVICES</i>	\$760,236	\$644,167	\$1,737,755
<i>GRADUATE AND EXTENDED CAMPUS PROGRAMS</i>			
TOTAL PERSONNEL	\$486,885	\$1,595,756	\$1,894,481
TOTAL FRINGE	\$184,399	\$224,362	\$295,794
TOTAL OPERATING	\$647,884	\$578,997	\$726,926
TOTAL CAPITAL	\$202,617	\$0	\$0
<i>TOTAL GRAD & EXT CAMPUS PROGRAMS</i>	\$1,521,785	\$2,399,115	\$2,917,201
<i>COLLEGE OF HUMANITIES (FORMERLY ARTS & SCIENCES)</i>			
TOTAL PERSONNEL	\$7,569,308	\$6,290,770	\$4,350,521
TOTAL FRINGE	\$1,755,409	\$1,605,778	\$1,136,797
TOTAL OPERATING	\$609,452	\$489,570	\$355,852
TOTAL CAPITAL	\$91,178	\$0	\$0
<i>TOTAL HUMANITIES</i>	\$10,025,347	\$8,386,118	\$5,843,170
<i>COLLEGE OF BUSINESS</i>			
TOTAL PERSONNEL	\$2,045,699	\$1,662,367	\$1,873,125
TOTAL FRINGE	\$464,819	\$417,568	\$480,356
TOTAL OPERATING	\$96,766	\$85,252	\$88,986
TOTAL CAPITAL	\$3,433	\$0	\$0
<i>TOTAL COLLEGE OF BUSINESS</i>	\$2,610,717	\$2,165,187	\$2,442,467
<i>COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES</i>			
TOTAL PERSONNEL	\$4,796,257	\$3,856,682	\$4,056,897
TOTAL FRINGE	\$1,059,707	\$962,093	\$1,030,225
TOTAL OPERATING	\$278,039	\$211,773	\$239,774
TOTAL CAPITAL	\$16,699	\$6,000	\$6,000
<i>TOTAL COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES</i>	\$6,150,702	\$5,036,548	\$5,332,896

PROGRAM AREA BUDGET - DETAIL

PROGRAM AREA DESCRIPTION	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>COLLEGE OF SCIENCES & TECH (FORMERLY APPLIED SCI & TECH)</i>			
TOTAL PERSONNEL	\$3,061,320	\$2,772,598	\$5,002,615
TOTAL FRINGE	\$718,120	\$718,968	\$1,300,100
TOTAL OPERATING	\$544,196	\$436,712	\$573,257
TOTAL CAPITAL	\$20,897	\$0	\$0
<i>TOTAL SCIENCE AND TECH</i>	\$4,344,533	\$3,928,278	\$6,875,972
<i>OTHER</i>			
TOTAL PERSONNEL	\$0	\$0	\$10,000
TOTAL FRINGE	\$182,338	\$830,623	\$1,023,378
TOTAL OPERATING	\$228,546	\$308,200	\$394,200
TOTAL CAPITAL	\$5,478	\$0	\$0
<i>TOTAL OTHER</i>	\$416,362	\$1,138,823	\$1,427,578
<i>E & G EXPENDITURES</i>			
TOTAL PERSONNEL	\$27,928,407	\$26,034,821	\$27,343,826
TOTAL FRINGE	\$6,731,785	\$7,187,390	\$7,757,972
TOTAL OPERATING	\$8,109,508	\$7,265,739	\$7,968,547
TOTAL GRANTS,LOANS,BENEFITS	\$2,513,447	\$2,580,492	\$2,872,492
TOTAL CAPITAL	\$1,672,966	\$986,248	\$1,595,703
<i>TOTAL E & G EXPENDITURES</i>	\$46,956,113	\$44,054,690	\$47,538,540
<i>TRANSFERS</i>			
TOTAL PERSONNEL	\$0	\$0	\$0
TOTAL FRINGE	\$0	\$0	\$0
TOTAL OPERATING	\$367,790	\$389,860	\$389,860
TOTAL DEBT SERVICE	\$2,843,067	\$3,898,650	\$3,900,200
TOTAL CAPITAL	\$958,476	\$459,700	\$445,700
<i>TOTAL TRANSFERS</i>	\$4,169,333	\$4,748,210	\$4,735,760
<i>EDUCATIONAL & GENERAL</i>			
TOTAL PERSONNEL	\$27,928,407	\$26,034,821	\$27,343,826
TOTAL FRINGE	\$6,731,785	\$7,187,390	\$7,757,972
TOTAL OPERATING	\$8,477,298	\$7,655,599	\$8,358,407
TOTAL GRANTS,LOANS,BENEFITS	\$2,513,447	\$2,580,492	\$2,872,492
TOTAL DEBT SERVICE	\$2,843,067	\$3,898,650	\$3,900,200
TOTAL CAPITAL	\$2,631,442	\$1,445,948	\$2,041,403
<i>GRAND TOTAL E & G</i>	\$51,125,446	\$48,802,900	\$52,274,300

PROGRAM AREA BUDGET - DETAIL

<u>PROGRAM AREA DESCRIPTION</u>	<u>ACTUAL 1991-92</u>	<u>OPENING BUDGET 1992-93</u>	<u>RECOMMENDED 1993-94</u>
<i>AUXILIARY SERVICES</i>			
TOTAL PERSONNEL	\$1,385,200	\$1,143,278	\$1,185,966
TOTAL FRINGE	\$269,748	\$257,657	\$271,356
TOTAL OPERATING	\$4,734,665	\$4,969,264	\$5,325,254
TOTAL DEBT SERVICE	\$1,786,833	\$2,007,910	\$2,178,910
TOTAL CAPITAL	\$61,840	\$203,591	\$254,214
<i>TOTAL AUXILIARY SERVICES</i>	<i>\$8,238,286</i>	<i>\$8,581,700</i>	<i>\$9,215,700</i>
<i>INSTITUTIONAL TOTALS</i>			
TOTAL PERSONNEL	\$29,313,607	\$27,178,099	\$28,529,792
TOTAL FRINGE	\$7,001,533	\$7,445,047	\$8,029,328
TOTAL OPERATING	\$13,211,963	\$12,624,863	\$13,683,661
TOTAL GRANTS,LOANS,BENEFITS	\$2,513,447	\$2,580,492	\$2,872,492
TOTAL DEBT SERVICE	\$4,629,900	\$5,906,560	\$6,079,110
TOTAL CAPITAL	\$2,693,282	\$1,649,539	\$2,295,617
<i>GRAND TOTAL INSTITUTIONAL</i>	<i>\$59,363,732</i>	<i>\$57,384,600</i>	<i>\$61,490,000</i>

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
BOARD OF REGENTS	\$64,697	\$11,857	\$12,231
PRESIDENT	\$270,315	\$244,205	\$256,091
SCHOOL RELATIONS	\$103,954	\$63,716	\$0
TOTAL PRESIDENT-ADMINISTRATION	\$438,966	\$319,778	\$268,322
VP FOR UNIVERSITY ADVANCEMENT	\$281,436	\$234,427	\$240,252
MOONLIGHT SCHOOL	\$41,417	\$0	\$0
PUBLICATIONS & PRINTING SERVICES	\$221,545	\$187,751	\$278,850
ALUMNI RELATIONS & DEVELOPMENT	\$285,745	\$171,413	\$435,797
DEVELOPMENT	\$203,356	\$188,052	\$0
INSTITUTIONAL RELATIONS	\$154,024	\$138,322	\$141,831
OFFICE OF PUBLICATIONS	\$128,368	\$76,691	\$0
WMKY RADIO	\$368,802	\$339,130	\$441,040
OFFICE OF CONFERENCE SERVICES	\$54,461	\$56,507	\$0
TOTAL UNIV. ADVANCEMENT	\$1,739,154	\$1,392,293	\$1,537,770

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
VP FOR ADMIN & FISCAL SERVICES	\$145,508	\$149,529	\$155,890
BUDGETS & MANAGEMENT INFORMATION	\$174,380	\$149,695	\$152,802
FISCAL SERVICES	\$163,578	\$213,002	\$225,278
ACCOUNTING & BUDGETARY CONTROL	\$590,063	\$534,092	\$550,333
PAYROLL	\$78,893	\$51,888	\$72,241
PURCHASING	\$143,333	\$125,957	\$139,153
POST OFFICE	\$354,682	\$83,687	\$83,900
STUDENT ID CARD	\$52,130	\$58,574	\$60,334
PERSONNEL SERVICES	\$282,668	\$321,554	\$327,679
RISK MANAGEMENT	\$79,635	\$77,874	\$85,422
OCCUPATIONAL SAFETY & HEALTH	\$133,801	\$102,245	\$109,541
INTERNAL AUDITOR	\$48,022	\$48,762	\$50,362
INFORMATION TECHNOLOGY	\$404,125	\$439,430	\$419,582
ACADEMIC COMPUTING	\$637,596	\$683,392	\$699,360
USER SERVICES	\$290,412	\$413,815	\$536,985
TECHNICAL SERVICES	\$354,736	\$383,931	\$312,742
NETWORK SERVICES	\$482,482	\$972,403	\$450,211
COMPUTER CENTER	\$128,768	\$47,292	\$132,243
INFO TECH ALLOCATIONS	(\$710,936)	(\$1,125,807)	(\$486,000)
STAFF CONGRESS	\$7,033	\$8,738	\$8,738
PHYSICAL PLANT ADMINISTRATION	\$505,424	\$593,460	\$467,906
RECYCLING PROGRAM	\$0	\$0	\$28,429
GENERAL SERVICES	\$252,745	\$247,511	\$259,732
POWER PLANT	\$498,476	\$624,492	\$659,141
BUILDING MAINTENANCE	\$1,275,854	\$1,181,160	\$1,323,687
LAND AND GROUNDS MAINTENANCE	\$185,968	\$195,103	\$198,668
UTILITIES - E & G	\$778,348	\$777,665	\$867,665
CUSTODIAL SERVICES	\$870,943	\$881,845	\$840,901
PEST CONTROL	\$26,497	\$24,975	\$25,562
WAREHOUSE	(\$9,706)	\$0	\$0
FACILITY REMODELING	\$405,720	\$405,070	\$785,070
MOTOR POOL	\$349,892	\$315,515	\$314,297
UPHOLSTERY SHOP	\$43,500	\$20,394	\$40,000
MAINTENANCE ALLOCATIONS	(\$857,300)	(\$779,660)	(\$817,325)
TOTAL ADMIN & FISCAL SERVICES	\$8,167,270	\$8,227,583	\$9,080,529

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
VICE PRESIDENT FOR STUDENT LIFE	\$198,393	\$183,292	\$191,901
COUNSELING & HEALTH SERVICES	\$451,548	\$384,020	\$434,529
FINANCIAL AID	\$347,516	\$289,271	\$360,711
GRANTS AND SCHOLARSHIPS	\$2,304,278	\$1,970,492	\$2,137,492
INSTITUTIONAL WORK-STUDY	\$0	\$290,000	\$290,000
TUITION WAIVER	\$209,169	\$320,000	\$445,000
STUDENT DEVELOPMENT	\$138,012	\$143,750	\$90,983
STUDENT ACTIVITIES	\$625,463	\$508,585	\$553,807
CHEERLEADERS	\$18,102	\$11,970	\$14,970
MINORITY STUDENT AFFAIRS	\$135,225	\$108,321	\$78,606
PUBLIC SAFETY	\$525,276	\$533,320	\$547,232
STUDENT SERVICES	\$101,310	\$100,315	\$0
SUB TOTAL STUDENT LIFE	\$5,054,292	\$4,843,336	\$5,145,231
DIRECTOR OF ATHLETICS	\$288,754	\$257,018	\$271,817
CHEERLEADERS	\$1,645	\$0	\$0
TRAINER	\$137,249	\$115,840	\$129,517
SPORTS INFORMATION	\$85,436	\$74,461	\$75,121
BASEBALL-MEN'S	\$132,892	\$119,634	\$141,295
BASKETBALL-MEN'S	\$345,026	\$331,254	\$330,709
FOOTBALL	\$779,042	\$773,714	\$792,187
GOLF-MEN'S	\$36,708	\$37,431	\$37,737
SOCCER	\$11,904	\$0	\$0
TENNIS-MEN'S	\$25,913	\$31,414	\$32,738
SWIMMING	\$20,382	\$20,212	\$37,995
CROSS COUNTRY	\$22,398	\$24,864	\$66,351
BASKETBALL-WOMEN'S	\$186,794	\$182,559	\$218,652
SOFTBALL-WOMEN'S	\$55,445	\$57,681	\$66,733
TENNIS-WOMEN'S	\$30,138	\$32,387	\$33,774
VOLLEYBALL-WOMEN'S	\$110,951	\$116,974	\$130,271
RIFLE	\$0	\$0	\$14,958
SUBTOTAL ATHLETICS	\$2,270,677	\$2,175,443	\$2,379,855
TOTAL STUDENT LIFE	\$7,324,969	\$7,018,779	\$7,525,086

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
EXEC. VP FOR ACAD AFFAIRS & DEAN OF FACULTY	\$114,110	\$250,286	\$282,346
LIBRARY AND INSTRUCTIONAL MEDIA	\$1,836,877	\$1,677,266	\$1,839,647
FACULTY DEVELOPMENT FUND	\$16,588	\$55,679	\$53,679
FACULTY SENATE	\$14,561	\$14,053	\$14,629
RESEARCH, GRANTS & CONTRACTS	\$206,398	\$207,177	\$187,665
UNDIST INSTRUCTIONAL SUPPORT	\$155,952	\$134,828	\$171,828
TOTAL ACADEMIC AFFAIRS-VP	\$2,344,486	\$2,339,289	\$2,549,794
UNDERGRADUATE PROGRAMS (DEAN) PLANNING	\$229,490	\$211,420	\$216,845
HONORS PROGRAM	\$154,423	\$177,571	\$134,549
REGISTRAR	\$26,378	\$23,017	\$16,591
ADMISSIONS	\$275,975	\$265,524	\$271,082
CRITICAL THINKING CENTER	\$577,111	\$543,806	\$530,421
INTERNATIONAL EDUCATION	\$0	\$0	\$20,288
AREA HEALTH EDUCATION SYSTEMS	\$6,223	\$2,911	\$2,911
ACADEMIC SERVICES CENTER	\$16,060	\$18,645	\$18,645
CAREER PLANNING & PLACEMENT	\$405,310	\$333,163	\$372,208
TESTING CENTER	\$104,077	\$71,831	\$74,221
TOTAL ACADEMIC SUPPORT SERVICES	\$1,898,200	\$1,725,916	\$1,737,755
GRAD & EXT CAMPUS PROGRAMS (DEAN) CONTINUING EDUCATION	\$214,589	\$561,848	\$567,695
FACULTY RESEARCH	\$278,331	\$168,330	\$226,177
INDIRECT COST REBATE	\$71,501	\$40,000	\$50,000
REGIONAL CAMPUS	\$6,162	\$0	\$0
SUMMER SESSIONS	\$211,417	\$282,304	\$282,304
FACULTY RECRUITING	\$10,000	\$781,865	\$981,865
MSU-ASHLAND EXT. CAMPUS CTR.	\$40,168	\$0	\$0
MSU-LICKING VALLEY EDUC. SER. CTR.	\$115,985	\$120,255	\$141,868
MSU-BIG SANDY EXT CAMPUS CTR	\$90,519	\$77,449	\$84,739
TV PRODUCTION	\$65,220	\$107,454	\$136,768
OFF-CAMPUS CENTER LEASES	\$100,861	\$99,077	\$101,532
TOTAL GRAD. & EXT. CAMPUS PROG.	\$391,515	\$236,593	\$344,253

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
COLLEGE OF HUMANITIES (DEAN)	\$247,009	\$206,658	\$180,612
ACADEMY OF ARTS	\$95,607	\$0	\$0
FOLK ART PROGRAM (Auxiliary in 92/93 & 93/94)	\$158,737	\$0	\$0
ART	\$749,206	\$571,785	\$590,092
ART GALLERY	\$7,299	\$6,685	\$6,685
COMMUNICATIONS	\$1,312,724	\$1,061,974	\$1,131,215
STUDENT PUBLICATIONS	\$102,530	\$77,569	\$84,744
ENGLISH, FOREIGN LANG & PHIL.	\$1,877,349	\$1,554,904	\$1,600,637
GEOGRAPHY, GOVERNMENT & HISTORY	\$1,089,547	\$994,861	\$971,246
MUSIC	\$1,374,673	\$1,210,892	\$1,249,939
UNIVERSITY BAND	\$25,091	\$28,000	\$28,000
TOTAL COLLEGE OF HUMANITIES	\$7,039,772	\$5,713,328	\$5,843,170
COLLEGE OF BUSINESS (DEAN)	\$254,959	\$207,881	\$214,137
ACCOUNTING AND ECONOMICS	\$897,604	\$735,194	\$761,902
INFORMATION SCIENCES	\$765,395	\$654,402	\$764,386
MANAGEMENT AND MARKETING	\$692,759	\$567,710	\$702,042
TOTAL COLLEGE OF BUSINESS	\$2,610,717	\$2,165,187	\$2,442,467
COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES (DEAN)	\$190,903	\$152,284	\$209,311
STUDENT TEACHING/CLINICAL	\$231,279	\$205,735	\$218,562
ELEMENTARY EDUCATION	\$1,525,934	\$1,163,018	\$1,308,236
LEADERSHIP AND SECONDARY	\$1,190,641	\$1,037,972	\$1,045,125
CLEARINGHOUSE SCHOOL SERVICES	\$0	\$0	\$28,587
IN SERVICE TEACHER EDUCATION	\$57,186	\$53,536	\$53,536
HPER	\$1,086,280	\$856,762	\$842,946
MILITARY SCIENCE	\$30,424	\$28,743	\$29,385
PSYCHOLOGY	\$759,000	\$584,349	\$601,990
SOCIOLOGY	\$995,639	\$870,192	\$909,121
CORRECTIONAL RESEARCH & TRAINING	\$83,416	\$83,957	\$86,097
TOTAL COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES	\$6,150,702	\$5,036,548	\$5,332,896

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
COLLEGE OF SCI & TECH (DEAN)	\$213,004	\$185,900	\$218,817
AGRICULTURE	\$606,944	\$476,505	\$504,076
UNIVERSITY FARM	\$400,237	\$341,987	\$344,111
VET TECH PROGRAM	\$268,070	\$230,941	\$255,391
CHILD DEVELOPMENT CENTER	\$25,577	\$35,920	\$37,022
HOME ECONOMICS	\$505,901	\$470,298	\$454,315
INDUST. EDUCATION & TECHNOLOGY	\$849,438	\$800,331	\$796,488
NURSING & ALLIED HEALTH-BSN	\$1,035,429	\$799,514	\$844,498
RAD TECH PROGRAM	\$220,214	\$203,015	\$207,806
RESPIRATORY THERAPY	\$81,164	\$78,625	\$117,863
NURSING & ALLIED HEALTH-ADN	\$108,707	\$305,242	\$280,092
BIOLOGICAL & ENVIRON. SCIENCES	\$964,322	\$835,680	\$870,410
WATER ANALYSIS LAB	\$45,421	\$41,521	\$45,498
MATHEMATICS	\$951,221	\$864,738	\$929,662
PHYSICAL SCIENCES	\$923,750	\$831,774	\$969,923
BREEDING PROGRAM	\$29,848	\$0	\$0
TOTAL COLLEGE OF SCI & TECH	\$7,229,247	\$6,501,991	\$6,875,972
TOTAL ACADEMIC AFFAIRS	\$28,869,392	\$25,957,434	\$27,699,255
UNDIST INSTITUTIONAL SUPPORT	\$232,467	\$308,200	\$404,200
FACULTY-STAFF BENEFITS	\$183,895	\$830,623	\$1,023,378
TOTAL OTHER	\$416,362	\$1,138,823	\$1,427,578
TOTAL E & G EXPENDITURES	\$46,956,113	\$44,054,690	\$47,538,540
EDUC & GEN DEBT SERVICE	\$2,843,067	\$3,898,650	\$3,900,200
MANDATORY TRANSFERS	\$367,790	\$389,860	\$389,860
NON-MANDATORY TRANSFERS	\$958,476	\$459,700	\$445,700
TOTAL TRANSFERS	\$4,169,333	\$4,748,210	\$4,735,760
TOTAL E&G EXPENDITURES & TRANSFERS	\$51,125,446	\$48,802,900	\$52,274,300

ORGANIZATIONAL SUMMARY

BUDGET UNIT NAME	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
AUXILIARY SERVICES			
RESIDENCE HALL - O&M	\$629,064	\$694,840	\$1,525,622
HOUSING TELECOMM	\$261,577	\$375,440	\$554,557
RESIDENCE HALL - CUSTODIAL	\$662,868	\$590,139	\$639,931
CABLE TV SERVICE	\$51,350	\$145,740	\$0
STUDENT FAMILY HOUSING-O&M	\$77,614	\$101,090	\$120,690
FACULTY/STAFF HOUSING-O&M	\$40,668	\$74,900	\$55,300
STUDENT HOUSING ADMINISTRATION	\$805,611	\$644,745	\$729,472
HOUSING LAUNDRY	\$37,098	\$34,977	\$15,000
FACILITY REMODELING	\$0	\$50,000	\$0
MAINTENANCE ALLOCATIONS	\$857,300	\$779,660	\$0
TOTAL HOUSING	\$3,423,150	\$3,491,531	\$3,640,572
VENDING & CONCESSIONS	\$229,055	\$242,932	\$248,859
FOOD SERVICES	\$114,450	\$154,268	\$153,862
TOTAL FOOD SERVICES	\$343,505	\$397,200	\$402,721
UNIVERSITY STORE	\$2,380,287	\$2,218,475	\$2,535,624
GOLF COURSE	\$149,783	\$174,401	\$161,199
UNIVERSITY CENTER CUSTODIAL	\$82,748	\$79,052	\$81,145
UNIV CENTER - O & M	\$50,492	\$62,750	\$62,750
RECREATION ROOM	\$21,488	\$29,000	\$29,000
FOLK ART PROGRAM	\$0	\$121,381	\$123,779
TOTAL OTHER	\$2,684,798	\$2,685,059	\$2,993,497
TOTAL AUXILIARY EXPENDITURES	\$6,451,453	\$6,573,790	\$7,036,790
HOUSING DEBT SERVICE	\$1,786,833	\$2,007,910	\$2,178,910
TOTAL AUXILIARY SERVICES	\$8,238,286	\$8,581,700	\$9,215,700
TOTAL INSTITUTIONAL	\$59,363,732	\$57,384,600	\$61,490,000

NOTE: This schedule, presented on pages G-1 through G-7, reflects individual budget units in the same division as proposed in the 1993/94 reorganization for all three years presented.

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
BOARD OF REGENTS			
Personnel Wages	\$4,848	\$4,848	\$4,994
Fringe Benefits	\$851	\$2,559	\$2,787
Operating Expenses	\$58,998	\$4,450	\$4,450
Capital Outlay	\$0	\$0	\$0
Total Board of Regents	\$64,697	\$11,857	\$12,231
PRESIDENT			
Personnel Wages	\$172,781	\$167,233	\$172,720
Fringe Benefits	\$38,728	\$34,799	\$38,142
Operating Expenses	\$57,093	\$42,173	\$45,229
Capital Outlay	\$1,712	\$0	\$0
Total President	\$270,314	\$244,205	\$256,091
SCHOOL RELATIONS			
Personnel Wages	\$74,511	\$44,123	\$0
Fringe Benefits	\$17,130	\$11,726	\$0
Operating Expenses	\$12,028	\$7,867	\$0
Capital Outlay	\$285	\$0	\$0
Total School Relations	\$103,954	\$63,716	\$0
TOTAL PRESIDENT-ADMINISTRATION	\$438,965	\$319,778	\$268,322
VP FOR UNIVERSITY ADVANCEMENT			
Personnel Wages	\$148,693	\$128,680	\$132,558
Fringe Benefits	\$30,587	\$30,187	\$31,223
Operating Expenses	\$88,678	\$75,560	\$76,471
Capital Outlay	\$13,476	\$0	\$0
Total VP for University Advancement	\$281,435	\$234,427	\$240,252
MOONLIGHT SCHOOL			
Personnel Wages	\$23,212	\$0	\$0
Fringe Benefits	\$6,233	\$0	\$0
Operating Expenses	\$7,639	\$0	\$0
Capital Outlay	\$4,334	\$0	\$0
Total Moonlight School	\$41,417	\$0	\$0
PUBLICATION & PRINTING SERVICES			
Personnel Wages	\$181,193	\$158,376	\$220,748
Fringe Benefits	\$40,584	\$39,745	\$57,143
Operating Expenses	(\$38,589)	(\$35,370)	(\$33,836)
Capital Outlay	\$38,357	\$25,000	\$34,795
Total Publication & Printing Services	\$221,545	\$187,751	\$278,850

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>ALUMNI RELATIONS & DEVELOPMENT</i>			
Personnel Wages	\$112,193	\$93,152	\$263,603
Fringe Benefits	\$26,407	\$25,799	\$67,420
Operating Expenses	\$132,332	\$52,462	\$99,774
Capital Outlay	\$14,813	\$0	\$5,000
<i>Total Alumni Relations & Development</i>	\$285,745	\$171,413	\$435,797
<i>DEVELOPMENT</i>			
Personnel Wages	\$143,208	\$125,438	\$0
Fringe Benefits	\$34,924	\$31,093	\$0
Operating Expenses	\$24,990	\$31,521	\$0
Capital Outlay	\$234	\$0	\$0
<i>Total Development</i>	\$203,356	\$188,052	\$0
<i>INSTITUTIONAL RELATIONS</i>			
Personnel Wages	\$98,687	\$91,311	\$94,059
Fringe Benefits	\$23,073	\$24,053	\$25,038
Operating Expenses	\$27,330	\$22,958	\$22,734
Capital Outlay	\$4,935	\$0	\$0
<i>Total Institutional Relations</i>	\$154,024	\$138,322	\$141,831
<i>OFFICE OF PUBLICATIONS</i>			
Personnel Wages	\$81,646	\$58,494	\$0
Fringe Benefits	\$19,862	\$15,605	\$0
Operating Expenses	\$26,861	\$2,592	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Office of Publications</i>	\$128,368	\$76,691	\$0
<i>WMKY RADIO</i>			
Personnel Wages	\$244,938	\$215,745	\$227,436
Fringe Benefits	\$49,992	\$53,530	\$54,591
Operating Expenses	\$57,872	\$69,855	\$59,013
Capital Outlay	\$16,000	\$0	\$100,000
<i>Total WMKY Radio</i>	\$368,802	\$339,130	\$441,040
<i>OFFICE OF CONFERENCE SERVICES</i>			
Personnel Wages	\$39,514	\$38,662	\$0
Fringe Benefits	\$9,847	\$10,651	\$0
Operating Expenses	\$5,099	\$7,194	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Conference Services</i>	\$54,461	\$56,507	\$0
<i>TOTAL UNIV. ADVANCEMENT</i>	<u>\$1,739,154</u>	<u>\$1,392,293</u>	<u>\$1,537,770</u>

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>VP FOR ADMIN & FISCAL SERVICES</i>			
Personnel Wages	\$111,779	\$102,611	\$105,656
Fringe Benefits	\$23,952	\$23,292	\$24,162
Operating Expenses	\$8,209	\$23,626	\$26,072
Capital Outlay	\$1,568	\$0	\$0
<i>Total Admin & Fiscal Services</i>	\$145,508	\$149,529	\$155,890
<i>BUDGETS & MANAGEMENT INFORMATION</i>			
Personnel Wages	\$127,073	\$107,605	\$110,622
Fringe Benefits	\$29,886	\$25,029	\$26,013
Operating Expenses	\$8,097	\$17,061	\$16,167
Capital Outlay	\$9,325	\$0	\$0
<i>Total Budgets & MI</i>	\$174,380	\$149,695	\$152,802
<i>FISCAL SERVICES</i>			
Personnel Wages	\$122,410	\$133,779	\$137,620
Fringe Benefits	\$26,721	\$29,545	\$30,289
Operating Expenses	\$14,448	\$49,678	\$57,369
Capital Outlay	\$0	\$0	\$0
<i>Total Fiscal Services</i>	\$163,578	\$213,002	\$225,278
<i>ACCOUNTING & BUDGETARY CONTROL</i>			
Personnel Wages	\$368,763	\$331,931	\$341,377
Fringe Benefits	\$82,323	\$86,573	\$89,627
Operating Expenses	\$135,455	\$115,588	\$119,329
Capital Outlay	\$3,521	\$0	\$0
<i>Total Accounting & Budgetary Control</i>	\$590,062	\$534,092	\$550,333
<i>PAYROLL</i>			
Personnel Wages	\$57,923	\$39,861	\$55,975
Fringe Benefits	\$11,205	\$9,535	\$13,696
Operating Expenses	\$9,377	\$2,492	\$2,570
Capital Outlay	\$388	\$0	\$0
<i>Total Payroll</i>	\$78,893	\$51,888	\$72,241
<i>PURCHASING</i>			
Personnel Wages	\$107,936	\$93,534	\$105,386
Fringe Benefits	\$23,794	\$22,840	\$23,290
Operating Expenses	\$11,604	\$9,583	\$10,477
Capital Outlay	\$0	\$0	\$0
<i>Total Purchasing</i>	\$143,333	\$125,957	\$139,153

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
POST OFFICE			
Personnel Wages	\$46,668	\$45,942	\$46,168
Fringe Benefits	\$10,521	\$11,342	\$11,536
Operating Expenses	\$296,630	\$25,403	\$25,196
Capital Outlay	\$862	\$1,000	\$1,000
Total Post Office	\$354,682	\$83,687	\$83,900
STUDENT ID CARD			
Personnel Wages	\$33,505	\$39,191	\$40,219
Fringe Benefits	\$8,285	\$9,734	\$10,208
Operating Expenses	\$7,188	\$7,649	\$7,907
Capital Outlay	\$3,153	\$2,000	\$2,000
Total Student ID Card	\$52,130	\$58,574	\$60,334
PERSONNEL SERVICES			
Personnel Wages	\$178,815	\$140,233	\$143,494
Fringe Benefits	\$40,841	\$36,540	\$36,109
Operating Expenses	\$61,263	\$144,781	\$146,076
Capital Outlay	\$1,750	\$0	\$2,000
Total Personnel Services	\$282,668	\$321,554	\$327,679
RISK MANAGEMENT			
Personnel Wages	\$61,036	\$59,651	\$61,442
Fringe Benefits	\$14,526	\$15,081	\$15,677
Operating Expenses	\$3,325	\$3,142	\$8,303
Capital Outlay	\$748	\$0	\$0
Total Risk Management	\$79,635	\$77,874	\$85,422
OCCUPATIONAL SAFETY & HEALTH			
Personnel Wages	\$76,359	\$58,366	\$60,118
Fringe Benefits	\$16,248	\$13,657	\$13,979
Operating Expenses	\$37,732	\$30,222	\$35,444
Capital Outlay	\$3,462	\$0	\$0
Total Occ. Safety & Health	\$133,801	\$102,245	\$109,541
INTERNAL AUDITOR			
Personnel Wages	\$36,720	\$36,720	\$37,822
Fringe Benefits	\$8,943	\$9,408	\$9,841
Operating Expenses	\$2,359	\$2,634	\$2,699
Capital Outlay	\$0	\$0	\$0
Total Internal Auditor	\$48,022	\$48,762	\$50,362

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>INFORMATION TECHNOLOGY</i>			
Personnel Wages	\$130,916	\$120,813	\$115,369
Fringe Benefits	\$30,446	\$24,215	\$25,189
Operating Expenses	\$222,426	\$241,782	\$241,404
Capital Outlay	\$20,338	\$52,620	\$37,620
<i>Total Information Technology</i>	\$404,125	\$439,430	\$419,582
<i>ACADEMIC COMPUTING</i>			
Personnel Wages	\$80,171	\$137,875	\$75,661
Fringe Benefits	\$18,492	\$35,965	\$20,291
Operating Expenses	\$476,817	\$500,552	\$594,408
Capital Outlay	\$62,117	\$9,000	\$9,000
<i>Total Academic Computing</i>	\$637,596	\$683,392	\$699,360
<i>USER SERVICES</i>			
Personnel Wages	\$211,500	\$293,176	\$367,259
Fringe Benefits	\$51,802	\$76,139	\$97,109
Operating Expenses	\$22,814	\$33,120	\$51,237
Capital Outlay	\$4,296	\$11,380	\$21,380
<i>Total User Services</i>	\$290,412	\$413,815	\$536,985
<i>TECHNICAL SERVICES</i>			
Personnel Wages	\$244,037	\$158,607	\$146,482
Fringe Benefits	\$54,281	\$39,044	\$35,964
Operating Expenses	\$44,491	\$176,988	\$121,004
Capital Outlay	\$11,926	\$9,292	\$9,292
<i>Total Technical Services</i>	\$354,736	\$383,931	\$312,742
<i>NETWORK SERVICES</i>			
Personnel Wages	\$71,826	\$76,876	\$77,248
Fringe Benefits	\$13,944	\$19,528	\$19,793
Operating Expenses	\$386,764	\$865,999	\$333,170
Capital Outlay	\$9,949	\$10,000	\$20,000
<i>Total Network Services</i>	\$482,482	\$972,403	\$450,211
<i>COMPUTER CENTER</i>			
Personnel Wages	\$84,059	\$0	\$67,851
Fringe Benefits	\$19,719	\$0	\$17,474
Operating Expenses	\$10,996	\$33,292	\$32,998
Capital Outlay	\$13,993	\$14,000	\$13,920
<i>Total Computer Center</i>	\$128,768	\$47,292	\$132,243

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
INFO TECH ALLOCATIONS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	(\$710,936)	(\$1,125,807)	(\$486,000)
Capital Outlay	\$0	\$0	\$0
Total Info Tech Allocations	(\$710,936)	(\$1,125,807)	(\$486,000)
STAFF CONGRESS			
Personnel Wages	\$3,600	\$3,600	\$3,600
Fringe Benefits	\$537	\$588	\$588
Operating Expenses	\$2,411	\$4,550	\$4,550
Capital Outlay	\$485	\$0	\$0
Total Staff Congress	\$7,033	\$8,738	\$8,738
PHYSICAL PLANT ADMINISTRATION			
Personnel Wages	\$250,459	\$256,100	\$196,398
Fringe Benefits	\$56,154	\$62,736	\$46,738
Operating Expenses	\$196,885	\$274,624	\$224,770
Capital Outlay	\$1,925	\$0	\$0
Total Phy Plant Admin.	\$505,424	\$593,460	\$467,906
RECYCLING PROGRAM			
Personnel Wages	\$0	\$0	\$14,653
Fringe Benefits	\$0	\$0	\$4,861
Operating Expenses	\$0	\$0	\$8,915
Capital Outlay	\$0	\$0	\$0
Total Recycling Program	\$0	\$0	\$28,429
GENERAL SERVICES			
Personnel Wages	\$184,361	\$160,597	\$165,486
Fringe Benefits	\$42,773	\$42,717	\$43,970
Operating Expenses	\$24,711	\$44,197	\$50,276
Capital Outlay	\$900	\$0	\$0
Total General Services	\$252,745	\$247,511	\$259,732
POWER PLANT			
Personnel Wages	\$226,800	\$280,316	\$288,755
Fringe Benefits	\$48,167	\$65,979	\$67,191
Operating Expenses	\$222,942	\$278,197	\$303,195
Capital Outlay	\$566	\$0	\$0
Total Power Plant	\$498,476	\$624,492	\$659,141

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>BUILDING MAINTENANCE</i>			
Personnel Wages	\$726,056	\$616,135	\$740,457
Fringe Benefits	\$166,648	\$151,745	\$169,657
Operating Expenses	\$372,393	\$413,280	\$413,573
Capital Outlay	\$10,757	\$0	\$0
<i>Total Building Maintenance</i>	\$1,275,854	\$1,181,160	\$1,323,687
<i>LAND AND GROUNDS MAINTENANCE</i>			
Personnel Wages	\$127,055	\$125,144	\$129,286
Fringe Benefits	\$27,372	\$28,959	\$28,382
Operating Expenses	\$27,319	\$31,000	\$31,000
Capital Outlay	\$4,221	\$10,000	\$10,000
<i>Total Land & Grounds Maint.</i>	\$185,968	\$195,103	\$198,668
<i>UTILITIES - E & G</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$778,348	\$777,665	\$867,665
Capital Outlay	\$0	\$0	\$0
<i>Total Utilities - E & G</i>	\$778,348	\$777,665	\$867,665
<i>CUSTODIAL SERVICES</i>			
Personnel Wages	\$632,130	\$643,218	\$609,983
Fringe Benefits	\$150,723	\$163,735	\$155,845
Operating Expenses	\$80,847	\$64,892	\$65,073
Capital Outlay	\$7,242	\$10,000	\$10,000
<i>Total Custodial Services</i>	\$870,943	\$881,845	\$840,901
<i>PEST CONTROL</i>			
Personnel Wages	\$15,963	\$15,870	\$16,348
Fringe Benefits	\$3,798	\$4,105	\$4,214
Operating Expenses	\$4,853	\$5,000	\$5,000
Capital Outlay	\$1,884	\$0	\$0
<i>Total Pest Control</i>	\$26,497	\$24,975	\$25,562
<i>WAREHOUSE</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	(\$9,706)	\$0	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Warehouse</i>	(\$9,706)	\$0	\$0

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>FACILITY REMODELING</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$405,720	\$405,070	\$785,070
<i>Total Facility Remodeling</i>	\$405,720	\$405,070	\$785,070
<i>MOTOR POOL</i>			
Personnel Wages	\$160,686	\$136,658	\$135,132
Fringe Benefits	\$34,434	\$31,277	\$31,112
Operating Expenses	\$36,762	\$118,580	\$119,053
Capital Outlay	\$118,010	\$29,000	\$29,000
<i>Total Motor Pool</i>	\$349,892	\$315,515	\$314,297
<i>UPHOLSTERY SHOP</i>			
Personnel Wages	\$34,750	\$0	\$0
Fringe Benefits	\$7,461	\$0	\$0
Operating Expenses	\$1,289	\$20,394	\$40,000
Capital Outlay	\$0	\$0	\$0
<i>Total Upholstery Shop</i>	\$43,500	\$20,394	\$40,000
<i>MAINTENANCE ALLOCATIONS</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	(\$857,300)	(\$779,660)	(\$817,325)
Capital Outlay	\$0	\$0	\$0
<i>Total Maintenance Allocations</i>	(\$857,300)	(\$779,660)	(\$817,325)
<i>TOTAL PHYSICAL PLANT</i>	\$4,326,360	\$4,487,530	\$4,993,733
<i>TOTAL ADMIN & FISCAL SERVICES</i>	\$8,167,270	\$8,227,583	\$9,080,529
<i>VICE PRESIDENT FOR STUDENT LIFE</i>			
Personnel Wages	\$146,327	\$135,920	\$139,917
Fringe Benefits	\$29,994	\$30,674	\$31,637
Operating Expenses	\$22,072	\$16,698	\$20,347
Capital Outlay	\$0	\$0	\$0
<i>Total V.P. for Student Life</i>	\$198,393	\$183,292	\$191,901
<i>COUNSELING & HEALTH SERVICES</i>			
Personnel Wages	\$363,044	\$305,357	\$348,119
Fringe Benefits	\$52,028	\$43,368	\$51,384
Operating Expenses	\$33,565	\$32,295	\$32,026
Capital Outlay	\$2,912	\$3,000	\$3,000
<i>Total Couns & Health Services</i>	\$451,548	\$384,020	\$434,529

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
FINANCIAL AID			
Personnel Wages	\$249,944	\$203,431	\$254,439
Fringe Benefits	\$57,970	\$52,224	\$65,780
Operating Expenses	\$39,602	\$33,616	\$40,492
Capital Outlay	\$0	\$0	\$0
Total Financial Aid	\$347,516	\$289,271	\$360,711
GRANTS AND SCHOLARSHIPS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Grants,Loans,Benefits	\$2,304,278	\$1,970,492	\$2,137,492
Capital Outlay	\$0	\$0	\$0
Total Grants and Scholarships	\$2,304,278	\$1,970,492	\$2,137,492
INSTITUTIONAL WORK-STUDY			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Grants,Loans,Benefits	\$0	\$290,000	\$290,000
Capital Outlay	\$0	\$0	\$0
Total Institutional Work-Study	\$0	\$290,000	\$290,000
TUITION WAIVER			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Grants,Loans,Benefits	\$209,169	\$320,000	\$445,000
Capital Outlay	\$0	\$0	\$0
Total Tuition Waiver	\$209,169	\$320,000	\$445,000
STUDENT DEVELOPMENT			
Personnel Wages	\$97,206	\$99,752	\$57,553
Fringe Benefits	\$20,330	\$25,564	\$14,842
Operating Expenses	\$19,873	\$18,434	\$18,588
Capital Outlay	\$604	\$0	\$0
Total Student Development	\$138,012	\$143,750	\$90,983
STUDENT ACTIVITIES			
Personnel Wages	\$336,921	\$256,883	\$268,506
Fringe Benefits	\$64,935	\$60,598	\$63,366
Operating Expenses	\$216,182	\$191,104	\$221,935
Capital Outlay	\$7,425	\$0	\$0
Total Student Activities	\$625,463	\$508,585	\$553,807

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>CHEERLEADERS</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$18,102	\$11,970	\$14,970
Capital Outlay	\$0	\$0	\$0
<i>Total Cheerleaders</i>	\$18,102	\$11,970	\$14,970
<i>MINORITY STUDENT AFFAIRS</i>			
Personnel Wages	\$82,966	\$55,443	\$35,960
Fringe Benefits	\$17,485	\$14,949	\$9,440
Operating Expenses	\$33,386	\$37,929	\$33,206
Capital Outlay	\$1,388	\$0	\$0
<i>Total Minority Student Affairs</i>	\$135,225	\$108,321	\$78,606
<i>PUBLIC SAFETY</i>			
Personnel Wages	\$372,444	\$377,644	\$387,837
Fringe Benefits	\$79,906	\$84,069	\$86,368
Operating Expenses	\$70,050	\$71,607	\$67,027
Capital Outlay	\$2,876	\$0	\$6,000
<i>Total Public Safety</i>	\$525,276	\$533,320	\$547,232
<i>STUDENT SERVICES</i>			
Personnel Wages	\$68,692	\$68,692	\$0
Fringe Benefits	\$15,824	\$16,815	\$0
Operating Expenses	\$12,563	\$14,808	\$0
Capital Outlay	\$4,231	\$0	\$0
<i>Total Student Services</i>	\$101,310	\$100,315	\$0
<i>SUBTOTAL STUDENT LIFE</i>	\$5,054,292	\$4,843,336	\$5,145,231
<i>DIRECTOR OF ATHLETICS</i>			
Personnel Wages	\$155,639	\$158,011	\$167,055
Fringe Benefits	\$35,696	\$37,281	\$39,346
Operating Expenses	\$88,283	\$56,726	\$60,416
Capital Outlay	\$9,136	\$5,000	\$5,000
<i>Total Director of Athletics</i>	\$288,754	\$257,018	\$271,817
<i>CHEERLEADERS</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$1,645	\$0	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Cheerleaders</i>	\$1,645	\$0	\$0

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
TRAINER			
Personnel Wages	\$63,244	\$42,592	\$54,260
Fringe Benefits	\$12,908	\$12,187	\$14,222
Operating Expenses	\$60,903	\$61,061	\$61,035
Capital Outlay	\$194	\$0	\$0
Total Trainer	\$137,249	\$115,840	\$129,517
SPORTS INFORMATION			
Personnel Wages	\$49,917	\$41,546	\$43,147
Fringe Benefits	\$11,071	\$11,227	\$11,767
Operating Expenses	\$24,448	\$21,688	\$20,207
Capital Outlay	\$0	\$0	\$0
Total Sports Information	\$85,436	\$74,461	\$75,121
BASEBALL-MEN'S			
Personnel Wages	\$43,753	\$37,753	\$39,553
Fringe Benefits	\$8,370	\$9,144	\$9,568
Operating Expenses	\$75,042	\$68,737	\$88,174
Capital Outlay	\$5,728	\$4,000	\$4,000
Total Baseball-Men's	\$132,892	\$119,634	\$141,295
BASKETBALL-MEN'S			
Personnel Wages	\$140,221	\$142,431	\$150,393
Fringe Benefits	\$28,980	\$33,595	\$35,138
Operating Expenses	\$174,275	\$154,268	\$145,178
Capital Outlay	\$1,550	\$960	\$0
Total Basketball-Men's	\$345,026	\$331,254	\$330,709
FOOTBALL			
Personnel Wages	\$227,690	\$244,866	\$256,788
Fringe Benefits	\$49,451	\$58,386	\$61,279
Operating Expenses	\$491,994	\$465,262	\$469,120
Capital Outlay	\$9,905	\$5,200	\$5,000
Total Football	\$779,042	\$773,714	\$792,187
GOLF-MEN'S			
Personnel Wages	\$3,351	\$6,000	\$6,180
Fringe Benefits	\$1,940	\$2,806	\$1,329
Operating Expenses	\$31,417	\$28,625	\$30,228
Capital Outlay	\$0	\$0	\$0
Total Golf-Men's	\$36,708	\$37,431	\$37,737

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>SOCCKER</i>			
Personnel Wages	\$5,426	\$0	\$0
Fringe Benefits	\$542	\$0	\$0
Operating Expenses	\$5,936	\$0	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Soccer</i>	\$11,904	\$0	\$0
<i>TENNIS-MEN'S</i>			
Personnel Wages	\$4,337	\$4,337	\$4,868
Fringe Benefits	\$332	\$1,849	\$342
Operating Expenses	\$21,244	\$25,228	\$27,528
Capital Outlay	\$0	\$0	\$0
<i>Total Tennis-Men's</i>	\$25,913	\$31,414	\$32,738
<i>SWIMMING</i>			
Personnel Wages	\$6,934	\$8,434	\$7,143
Fringe Benefits	\$1,395	\$3,007	\$1,536
Operating Expenses	\$10,044	\$8,771	\$29,316
Capital Outlay	\$2,010	\$0	\$0
<i>Total Swimming</i>	\$20,382	\$20,212	\$37,995
<i>CROSS COUNTRY</i>			
Personnel Wages	\$10,400	\$11,900	\$14,712
Fringe Benefits	\$796	\$2,313	\$820
Operating Expenses	\$11,202	\$10,651	\$50,819
Capital Outlay	\$0	\$0	\$0
<i>Total Cross Country</i>	\$22,398	\$24,864	\$66,351
<i>BASKETBALL-WOMEN'S</i>			
Personnel Wages	\$78,892	\$70,500	\$83,360
Fringe Benefits	\$17,451	\$16,358	\$18,217
Operating Expenses	\$89,168	\$95,701	\$117,075
Capital Outlay	\$1,283	\$0	\$0
<i>Total Basketball-Women's</i>	\$186,794	\$182,559	\$218,652
<i>SOFTBALL-WOMEN'S</i>			
Personnel Wages	\$2,584	\$4,327	\$4,927
Fringe Benefits	\$242	\$2,108	\$780
Operating Expenses	\$52,620	\$51,246	\$61,026
Capital Outlay	\$0	\$0	\$0
<i>Total Softball-Women's</i>	\$55,445	\$57,681	\$66,733

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
TENNIS-WOMEN'S			
Personnel Wages	\$3,792	\$3,792	\$3,906
Fringe Benefits	\$648	\$2,332	\$840
Operating Expenses	\$25,698	\$26,263	\$29,028
Capital Outlay	\$0	\$0	\$0
Total Tennis-Women's	\$30,138	\$32,387	\$33,774
VOLLEYBALL-WOMEN'S			
Personnel Wages	\$27,962	\$29,615	\$35,017
Fringe Benefits	\$4,008	\$7,258	\$7,627
Operating Expenses	\$78,981	\$80,101	\$87,627
Capital Outlay	\$0	\$0	\$0
Total Volleyball-Women's	\$110,951	\$116,974	\$130,271
RIFLE			
Personnel Wages	\$0	\$0	\$3,000
Fringe Benefits	\$0	\$0	\$2,358
Operating Expenses	\$0	\$0	\$6,700
Capital Outlay	\$0	\$0	\$2,900
Total Rifle	\$0	\$0	\$14,958
SUBTOTAL ATHLETICS	\$2,270,677	\$2,175,443	\$2,379,855
TOTAL STUDENT LIFE	\$7,324,969	\$7,018,779	\$7,525,086
EXEC. VP FOR ACAD AFFAIRS & DEAN OF FAC			
Personnel Wages	\$65,787	\$144,645	\$172,487
Fringe Benefits	\$12,316	\$33,382	\$37,576
Operating Expenses	\$32,898	\$72,259	\$72,283
Capital Outlay	\$3,109	\$0	\$0
Total Exec. VP for Acad Affairs & Dean of Fac	\$114,110	\$250,286	\$282,346
LIBRARY AND INSTRUCTIONAL MEDIA			
Personnel Wages	\$963,834	\$923,050	\$956,815
Fringe Benefits	\$226,801	\$238,012	\$248,555
Operating Expenses	\$163,021	\$142,478	\$160,551
Capital Outlay	\$483,220	\$373,726	\$473,726
Total Library & Instr. Media	\$1,836,877	\$1,677,266	\$1,839,647
FACULTY DEVELOPMENT FUND			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$16,589	\$55,679	\$53,679
Capital Outlay	\$0	\$0	\$0
Total Faculty Development Fund	\$16,589	\$55,679	\$53,679

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>FACULTY SENATE</i>			
Personnel Wages	\$7,467	\$7,406	\$7,624
Fringe Benefits	\$2,520	\$2,725	\$2,880
Operating Expenses	\$4,574	\$3,922	\$4,125
Capital Outlay	\$0	\$0	\$0
<i>Total Faculty Senate</i>	\$14,561	\$14,053	\$14,629
<i>RESEARCH, GRANTS & CONTRACTS</i>			
Personnel Wages	\$155,027	\$151,264	\$134,162
Fringe Benefits	\$36,044	\$38,407	\$35,305
Operating Expenses	\$15,326	\$17,506	\$18,198
Capital Outlay	\$0	\$0	\$0
<i>Total Res, Grants & Contracts</i>	\$206,398	\$207,177	\$187,665
<i>UNDIST INSTRUCTIONAL SUPPORT</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$19,403	\$26,403
Operating Expenses	\$155,952	\$115,425	\$145,425
Capital Outlay	\$0	\$0	\$0
<i>Total Undist Instruct Support</i>	\$155,952	\$134,828	\$171,828
<i>TOTAL ACADEMIC AFFAIRS-VP</i>	\$2,344,486	\$2,339,289	\$2,549,794
<i>ACADEMIC SUPPORT SERVICES</i>			
<i>UNDERGRADUATE PROGRAMS (DEAN)</i>			
Personnel Wages	\$126,227	\$133,877	\$137,458
Fringe Benefits	\$26,914	\$29,157	\$30,143
Operating Expenses	\$76,348	\$48,386	\$49,244
Capital Outlay	\$0	\$0	\$0
<i>Total Undergraduate Programs (Dean)</i>	\$229,490	\$211,420	\$216,845
<i>PLANNING</i>			
Personnel Wages	\$117,038	\$109,646	\$51,317
Fringe Benefits	\$26,337	\$26,618	\$15,023
Operating Expenses	\$11,048	\$41,307	\$68,209
Capital Outlay	\$0	\$0	\$0
<i>Total Planning</i>	\$154,423	\$177,571	\$134,549
<i>HONORS PROGRAM</i>			
Personnel Wages	\$13,205	\$13,095	\$6,757
Fringe Benefits	\$3,380	\$3,653	\$2,746
Operating Expenses	\$9,098	\$6,269	\$7,088
Capital Outlay	\$695	\$0	\$0
<i>Total Honors Program</i>	\$26,378	\$23,017	\$16,591

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
REGISTRAR			
Personnel Wages	\$182,422	\$176,976	\$181,669
Fringe Benefits	\$46,141	\$48,994	\$49,284
Operating Expenses	\$47,412	\$39,554	\$40,129
Capital Outlay	\$0	\$0	\$0
Total Registrar	\$275,975	\$265,524	\$271,082
ADMISSIONS			
Personnel Wages	\$229,916	\$209,541	\$233,468
Fringe Benefits	\$57,498	\$56,885	\$65,013
Operating Expenses	\$289,696	\$277,380	\$231,940
Capital Outlay	\$0	\$0	\$0
Total Admissions	\$577,111	\$543,806	\$530,421
CRITICAL THINKING CENTER			
Personnel Wages	\$0	\$0	\$11,757
Fringe Benefits	\$0	\$0	\$5,531
Operating Expenses	\$0	\$0	\$3,000
Capital Outlay	\$0	\$0	\$0
Total Critical Thinking Center	\$0	\$0	\$20,288
INTERNATIONAL EDUCATION			
Personnel Wages	\$2,400	\$0	\$0
Fringe Benefits	\$504	\$0	\$0
Operating Expenses	\$3,319	\$2,911	\$2,911
Capital Outlay	\$0	\$0	\$0
Total International Education	\$6,223	\$2,911	\$2,911
AREA HEALTH EDUCATION SYSTEMS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$16,060	\$18,645	\$18,645
Capital Outlay	\$0	\$0	\$0
Total Area Health Ed. Systems	\$16,060	\$18,645	\$18,645
ACADEMIC SERVICES CENTER			
Personnel Wages	\$320,604	\$255,271	\$285,901
Fringe Benefits	\$66,151	\$62,097	\$69,506
Operating Expenses	\$17,951	\$15,795	\$16,801
Capital Outlay	\$604	\$0	\$0
Total Academic Services Center	\$405,310	\$333,163	\$372,208

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>CAREER PLANNING & PLACEMENT</i>			
Personnel Wages	\$73,194	\$50,375	\$51,893
Fringe Benefits	\$18,545	\$13,197	\$13,758
Operating Expenses	\$12,047	\$8,259	\$8,570
Capital Outlay	\$292	\$0	\$0
<i>Total Career Plan. & Placement</i>	\$104,077	\$71,831	\$74,221
<i>TESTING CENTER</i>			
Personnel Wages	\$55,491	\$44,900	\$46,254
Fringe Benefits	\$12,704	\$11,954	\$12,464
Operating Expenses	\$32,011	\$21,174	\$21,276
Capital Outlay	\$2,946	\$0	\$0
<i>Total Testing Center</i>	\$103,153	\$78,028	\$79,994
<i>TOTAL ACADEMIC SUPPORT SERVICES</i>	\$1,898,200	\$1,725,916	\$1,737,755
<i>GRAD & EXT CAMPUS PROGRAMS (DEAN)</i>			
Personnel Wages	\$166,045	\$507,925	\$512,244
Fringe Benefits	\$33,958	\$35,170	\$36,272
Operating Expenses	\$14,586	\$18,753	\$19,179
Capital Outlay	\$0	\$0	\$0
<i>Total Grad & Ext Camp Programs (Dean)</i>	\$214,589	\$561,848	\$567,695
<i>CONTINUING EDUCATION</i>			
Personnel Wages	\$162,503	\$68,487	\$110,378
Fringe Benefits	\$30,090	\$16,765	\$28,336
Operating Expenses	\$84,699	\$83,078	\$87,463
Capital Outlay	\$1,039	\$0	\$0
<i>Total Continuing Education</i>	\$278,331	\$168,330	\$226,177
<i>FACULTY RESEARCH</i>			
Personnel Wages	\$26,309	\$0	\$0
Fringe Benefits	\$4,964	\$0	\$0
Operating Expenses	\$34,942	\$40,000	\$50,000
Capital Outlay	\$5,286	\$0	\$0
<i>Total Faculty Research</i>	\$71,501	\$40,000	\$50,000
<i>INDIRECT COST REBATE</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$5,771	\$0	\$0
Capital Outlay	\$391	\$0	\$0
<i>Total Indirect Cost Rebate</i>	\$6,162	\$0	\$0

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
REGIONAL CAMPUS			
Personnel Wages	\$18,383	\$131,200	\$131,200
Fringe Benefits	\$2,470	\$0	\$0
Operating Expenses	\$190,564	\$151,104	\$151,104
Capital Outlay	\$0	\$0	\$0
Total Regional Campus	\$211,417	\$282,304	\$282,304
SUMMER SESSIONS			
Personnel Wages	\$10,000	\$663,741	\$828,741
Fringe Benefits	\$0	\$118,124	\$153,124
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Summer Sessions	\$10,000	\$781,865	\$981,865
FACULTY RECRUITING			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$40,168	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Faculty Recruiting	\$40,168	\$0	\$0
MSU-ASHLAND AREA EXT. CAMPUS CTR.			
Personnel Wages	\$89,932	\$85,415	\$96,898
Fringe Benefits	\$19,907	\$20,740	\$25,870
Operating Expenses	\$6,145	\$14,100	\$19,100
Capital Outlay	\$0	\$0	\$0
Total MSU-Ashland Area Ext Camp Ctr	\$115,984	\$120,255	\$141,868
MSU-LICKING VALLEY EDUC. SER. CTR.			
Personnel Wages	\$50,893	\$56,476	\$58,174
Fringe Benefits	\$11,441	\$14,473	\$15,065
Operating Expenses	\$7,049	\$6,500	\$11,500
Capital Outlay	\$21,136	\$0	\$0
Total MSU-Licking Valley Educ Ser Ctr	\$90,519	\$77,449	\$84,739
MSU-BIG SANDY EXT CAMPUS CTR			
Personnel Wages	\$39,547	\$69,417	\$88,931
Fringe Benefits	\$8,164	\$15,437	\$20,237
Operating Expenses	\$16,828	\$22,600	\$27,600
Capital Outlay	\$682	\$0	\$0
Total MSU-BIG SANDY EXT CAMP CTR	\$65,221	\$107,454	\$136,768

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
TV PRODUCTION			
Personnel Wages	\$63,934	\$65,935	\$67,915
Fringe Benefits	\$17,277	\$16,415	\$16,890
Operating Expenses	\$14,753	\$16,727	\$16,727
Capital Outlay	\$4,897	\$0	\$0
Total TV Production	\$100,861	\$99,077	\$101,532
OFF-CAMPUS CENTER LEASES			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$224,272	\$236,593	\$344,253
Capital Outlay	\$167,243	\$0	\$0
Total Off-Campus Center Leases	\$391,515	\$236,593	\$344,253
TOTAL GRAD. & EXT. CAMPUS PROG.	\$1,596,268	\$2,475,175	\$2,917,201
COLLEGE OF HUMANITIES (DEAN)			
Personnel Wages	\$113,191	\$102,748	\$104,261
Fringe Benefits	\$24,523	\$23,800	\$24,271
Operating Expenses	\$78,290	\$80,110	\$52,080
Capital Outlay	\$31,005	\$0	\$0
Total College of Humanities (Dean)	\$247,009	\$206,658	\$180,612
ACADEMY OF ARTS			
Personnel Wages	\$51,890	\$0	\$0
Fringe Benefits	\$9,720	\$0	\$0
Operating Expenses	\$33,997	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Academy of Arts	\$95,607	\$0	\$0
FOLK ART PROGRAM (Auxiliary in 1993/94)			
Personnel Wages	\$49,151	\$0	\$0
Fringe Benefits	\$11,174	\$0	\$0
Operating Expenses	\$98,413	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Folk Art Program	\$158,737	\$0	\$0
ART			
Personnel Wages	\$591,320	\$438,423	\$451,586
Fringe Benefits	\$132,786	\$109,892	\$114,507
Operating Expenses	\$21,108	\$23,470	\$23,999
Capital Outlay	\$3,992	\$0	\$0
Total Art	\$749,206	\$571,785	\$590,092

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
ART GALLERY			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$7,299	\$6,685	\$6,685
Capital Outlay	\$0	\$0	\$0
Total Art Gallery	\$7,299	\$6,685	\$6,685
COMMUNICATIONS			
Personnel Wages	\$1,017,756	\$797,168	\$846,248
Fringe Benefits	\$231,073	\$207,588	\$227,685
Operating Expenses	\$62,513	\$57,218	\$57,282
Capital Outlay	\$1,382	\$0	\$0
Total Communications	\$1,312,724	\$1,061,974	\$1,131,215
STUDENT PUBLICATIONS			
Personnel Wages	\$0	\$8,700	\$8,700
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$82,966	\$68,869	\$76,044
Capital Outlay	\$19,564	\$0	\$0
Total Student Publications	\$102,530	\$77,569	\$84,744
ENGLISH, FOREIGN LANG & PHIL.			
Personnel Wages	\$1,498,108	\$1,208,139	\$1,241,343
Fringe Benefits	\$354,681	\$315,607	\$328,376
Operating Expenses	\$22,652	\$31,158	\$30,918
Capital Outlay	\$1,908	\$0	\$0
Total Eng., For. Lang. & Phil.	\$1,877,349	\$1,554,904	\$1,600,637
GEOGRAPHY, GOVERNMENT & HISTORY			
Personnel Wages	\$870,271	\$777,617	\$752,710
Fringe Benefits	\$200,689	\$196,463	\$192,923
Operating Expenses	\$18,587	\$20,781	\$25,613
Capital Outlay	\$0	\$0	\$0
Total Geography, Gov. & History	\$1,089,547	\$994,861	\$971,246
MUSIC			
Personnel Wages	\$1,060,807	\$918,098	\$945,673
Fringe Benefits	\$247,685	\$238,185	\$249,035
Operating Expenses	\$51,247	\$54,609	\$55,231
Capital Outlay	\$14,934	\$0	\$0
Total Music	\$1,374,673	\$1,210,892	\$1,249,939

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
UNIVERSITY BAND			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$25,091	\$28,000	\$28,000
Capital Outlay	\$0	\$0	\$0
Total University Band	\$25,091	\$28,000	\$28,000
TOTAL COLLEGE OF HUMANITIES	\$7,039,772	\$5,713,328	\$5,843,170
COLLEGE OF BUSINESS (DEAN)			
Personnel Wages	\$155,123	\$124,900	\$128,670
Fringe Benefits	\$29,025	\$30,619	\$31,754
Operating Expenses	\$67,580	\$52,362	\$53,713
Capital Outlay	\$3,231	\$0	\$0
Total College of Business (Dean)	\$254,959	\$207,881	\$214,137
ACCOUNTING AND ECONOMICS			
Personnel Wages	\$723,752	\$578,662	\$598,086
Fringe Benefits	\$163,624	\$144,584	\$151,135
Operating Expenses	\$10,228	\$11,948	\$12,681
Capital Outlay	\$0	\$0	\$0
Total Accounting and Economics	\$897,604	\$735,194	\$761,902
INFORMATION SCIENCES			
Personnel Wages	\$610,528	\$513,279	\$596,958
Fringe Benefits	\$143,860	\$129,188	\$154,708
Operating Expenses	\$10,805	\$11,935	\$12,720
Capital Outlay	\$202	\$0	\$0
Total Information Sciences	\$765,395	\$654,402	\$764,386
MANAGEMENT AND MARKETING			
Personnel Wages	\$556,296	\$445,526	\$549,411
Fringe Benefits	\$128,310	\$113,177	\$142,759
Operating Expenses	\$8,153	\$9,007	\$9,872
Capital Outlay	\$0	\$0	\$0
Total Management and Marketing	\$692,759	\$567,710	\$702,042
TOTAL COLLEGE OF BUSINESS	\$2,610,717	\$2,165,187	\$2,442,467
COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES (DEAN)			
Personnel Wages	\$110,618	\$86,628	\$127,972
Fringe Benefits	\$21,770	\$19,667	\$31,139
Operating Expenses	\$54,978	\$45,989	\$50,200
Capital Outlay	\$3,538	\$0	\$0
Total Educ. & Behavioral Sci.	\$190,903	\$152,284	\$209,311

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
STUDENT TEACHING/CLINICAL			
Personnel Wages	\$131,832	\$123,140	\$124,852
Fringe Benefits	\$26,141	\$25,007	\$25,798
Operating Expenses	\$73,307	\$57,588	\$67,912
Capital Outlay	\$0	\$0	\$0
Total Student Teaching/Clinical	\$231,279	\$205,735	\$218,562
ELEMENTARY EDUCATION			
Personnel Wages	\$1,220,092	\$900,029	\$1,014,851
Fringe Benefits	\$275,177	\$236,703	\$268,038
Operating Expenses	\$29,703	\$26,286	\$25,347
Capital Outlay	\$963	\$0	\$0
Total Elementary Education	\$1,525,934	\$1,163,018	\$1,308,236
LEADERSHIP AND SECONDARY ED.			
Personnel Wages	\$938,921	\$809,210	\$810,902
Fringe Benefits	\$205,275	\$207,189	\$211,510
Operating Expenses	\$44,402	\$21,573	\$22,713
Capital Outlay	\$2,043	\$0	\$0
Total Leadership and Secondary Ed.	\$1,190,641	\$1,037,972	\$1,045,125
CLEARINGHOUSE SCHOOL SERVICES			
Personnel Wages	\$0	\$0	\$15,000
Fringe Benefits	\$0	\$0	\$4,937
Operating Expenses	\$0	\$0	\$8,650
Capital Outlay	\$0	\$0	\$0
Total Clearinghouse School Services	\$0	\$0	\$28,587
IN SERVICE TEACHER EDUCATION			
Personnel Wages	\$42,775	\$52,700	\$52,700
Fringe Benefits	\$9,906	\$0	\$0
Operating Expenses	\$4,504	\$836	\$836
Capital Outlay	\$0	\$0	\$0
Total In Service Teacher Ed.	\$57,186	\$53,536	\$53,536
HPER			
Personnel Wages	\$871,520	\$665,831	\$653,140
Fringe Benefits	\$197,249	\$172,303	\$170,666
Operating Expenses	\$17,321	\$18,628	\$19,140
Capital Outlay	\$190	\$0	\$0
Total HPER	\$1,086,280	\$856,762	\$842,946
MILITARY SCIENCE			
Personnel Wages	\$16,289	\$14,879	\$15,327
Fringe Benefits	\$3,646	\$3,944	\$4,058
Operating Expenses	\$10,489	\$9,920	\$10,000
Capital Outlay	\$0	\$0	\$0
Total Military Science	\$30,424	\$28,743	\$29,385

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
PSYCHOLOGY			
Personnel Wages	\$616,615	\$461,035	\$474,402
Fringe Benefits	\$129,345	\$111,164	\$115,819
Operating Expenses	\$12,261	\$12,150	\$11,769
Capital Outlay	\$780	\$0	\$0
Total Psychology	\$759,000	\$584,349	\$601,990
SOCIOLOGY			
Personnel Wages	\$795,160	\$683,414	\$706,509
Fringe Benefits	\$180,412	\$173,223	\$184,759
Operating Expenses	\$18,782	\$13,555	\$17,853
Capital Outlay	\$1,285	\$0	\$0
Total Sociology	\$995,639	\$870,192	\$909,121
CORRECTIONAL RESEARCH & TRAINING			
Personnel Wages	\$52,435	\$59,816	\$61,242
Fringe Benefits	\$10,787	\$12,893	\$13,501
Operating Expenses	\$12,293	\$5,248	\$5,354
Capital Outlay	\$7,900	\$6,000	\$6,000
Total Corr., Research & Training	\$83,416	\$83,957	\$86,097
TOTAL COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES			
	\$6,150,702	\$5,036,548	\$5,332,896
COLLEGE OF SCIENCE & TECHNOLOGY (DEAN)			
Personnel Wages	\$118,414	\$112,857	\$117,300
Fringe Benefits	\$25,840	\$26,954	\$27,951
Operating Expenses	\$68,750	\$46,089	\$73,566
Capital Outlay	\$0	\$0	\$0
Total College of Sci & Tech (Dean)	\$213,004	\$185,900	\$218,817
AGRICULTURE			
Personnel Wages	\$480,504	\$365,370	\$385,417
Fringe Benefits	\$107,465	\$94,616	\$100,815
Operating Expenses	\$18,703	\$16,519	\$17,844
Capital Outlay	\$272	\$0	\$0
Total Agriculture	\$606,944	\$476,505	\$504,076
UNIVERSITY FARM			
Personnel Wages	\$103,275	\$111,683	\$113,524
Fringe Benefits	\$22,287	\$25,034	\$25,485
Operating Expenses	\$270,330	\$205,270	\$205,102
Capital Outlay	\$4,345	\$0	\$0
Total University Farm	\$400,237	\$341,987	\$344,111

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
VET TECH PROGRAM			
Personnel Wages	\$202,437	\$170,513	\$189,549
Fringe Benefits	\$50,471	\$45,202	\$50,323
Operating Expenses	\$14,696	\$15,226	\$15,519
Capital Outlay	\$466	\$0	\$0
Total Vet Tech Program	\$268,070	\$230,941	\$255,391
CHILD DEVELOPMENT CENTER			
Personnel Wages	\$19,944	\$26,097	\$26,866
Fringe Benefits	\$3,896	\$7,763	\$8,139
Operating Expenses	\$1,737	\$2,060	\$2,017
Capital Outlay	\$0	\$0	\$0
Total Child Development Center	\$25,577	\$35,920	\$37,022
HOME ECONOMICS			
Personnel Wages	\$371,479	\$340,959	\$326,932
Fringe Benefits	\$88,640	\$89,154	\$87,197
Operating Expenses	\$41,047	\$40,185	\$40,186
Capital Outlay	\$4,735	\$0	\$0
Total Home Economics	\$505,901	\$470,298	\$454,315
INDUST. EDUCATION & TECHNOLOGY			
Personnel Wages	\$643,663	\$597,276	\$592,271
Fringe Benefits	\$152,710	\$152,713	\$154,846
Operating Expenses	\$49,272	\$50,342	\$49,371
Capital Outlay	\$3,793	\$0	\$0
Total Indust. Educ. & Tech.	\$849,438	\$800,331	\$796,488
NURSING & ALLIED HEALTH-BSN			
Personnel Wages	\$802,986	\$605,686	\$641,098
Fringe Benefits	\$191,398	\$159,402	\$168,856
Operating Expenses	\$38,447	\$34,426	\$34,544
Capital Outlay	\$2,597	\$0	\$0
Total Nursing & Allied Hlth-BSN	\$1,035,428	\$799,514	\$844,498
RAD TECH PROGRAM			
Personnel Wages	\$166,197	\$152,688	\$157,273
Fringe Benefits	\$42,603	\$41,915	\$42,347
Operating Expenses	\$11,414	\$8,412	\$8,186
Capital Outlay	\$0	\$0	\$0
Total Rad Tech Program	\$220,214	\$203,015	\$207,806

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
RESPIRATORY THERAPY			
Personnel Wages	\$64,063	\$58,086	\$89,705
Fringe Benefits	\$12,091	\$14,620	\$21,917
Operating Expenses	\$4,861	\$5,919	\$6,241
Capital Outlay	\$149	\$0	\$0
Total Respiratory Therapy	\$81,164	\$78,625	\$117,863
NURSING & ALLIED HEALTH-ADN			
Personnel Wages	\$73,099	\$231,383	\$208,698
Fringe Benefits	\$17,026	\$61,595	\$58,183
Operating Expenses	\$14,042	\$12,264	\$13,211
Capital Outlay	\$4,540	\$0	\$0
Total Nursing & Allied Hlth-ADN	\$108,707	\$305,242	\$280,092
BIOLOGICAL & ENVIRON. SCIENCES			
Personnel Wages	\$750,732	\$635,967	\$661,105
Fringe Benefits	\$168,208	\$159,975	\$169,852
Operating Expenses	\$39,429	\$39,738	\$39,453
Capital Outlay	\$5,953	\$0	\$0
Total Bio. & Environ. Sciences	\$964,322	\$835,680	\$870,410
WATER ANALYSIS LAB			
Personnel Wages	\$31,905	\$29,152	\$29,869
Fringe Benefits	\$6,112	\$5,411	\$5,476
Operating Expenses	\$7,038	\$6,958	\$10,153
Capital Outlay	\$366	\$0	\$0
Total Water Analysis Lab	\$45,421	\$41,521	\$45,498
MATHEMATICS			
Personnel Wages	\$756,833	\$678,505	\$723,866
Fringe Benefits	\$179,805	\$172,130	\$190,134
Operating Expenses	\$13,628	\$14,103	\$15,662
Capital Outlay	\$955	\$0	\$0
Total Mathematics	\$951,221	\$864,738	\$929,662
PHYSICAL SCIENCES			
Personnel Wages	\$713,411	\$630,318	\$739,142
Fringe Benefits	\$171,676	\$160,312	\$188,579
Operating Expenses	\$32,441	\$41,144	\$42,202
Capital Outlay	\$6,222	\$0	\$0
Total Physical Sciences	\$923,750	\$831,774	\$969,923

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
BREEDING PROGRAM			
Personnel Wages	\$15,259	\$0	\$0
Fringe Benefits	\$3,693	\$0	\$0
Operating Expenses	\$10,897	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Breeding Program	\$29,849	\$0	\$0
TOTAL COLLEGE OF SCI & TECH	\$7,229,247	\$6,501,991	\$6,875,972
TOTAL ACADEMIC AFFAIRS	\$28,869,392	\$25,957,434	\$27,699,255
OTHER			
UNDIST INSTITUTIONAL SUPPORT			
Personnel Wages	\$0	\$0	\$10,000
Fringe Benefits	(\$1,557)	\$0	\$0
Operating Expenses	\$228,546	\$308,200	\$394,200
Capital Outlay	\$5,478	\$0	\$0
Total Undist Inst Support	\$232,467	\$308,200	\$404,200
FACULTY-STAFF BENEFITS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$183,895	\$830,623	\$1,023,378
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Total Faculty-Staff Benefits	\$183,895	\$830,623	\$1,023,378
TOTAL OTHER	\$416,362	\$1,138,823	\$1,427,578
TOTAL E & G EXPENDITURES	\$46,956,113	\$44,054,690	\$47,538,540
MANDATORY TRANSFERS			
EDUC & GEN DEBT SERVICE			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Debt Service	\$2,843,067	\$3,898,650	\$3,900,200
Capital Outlay	\$0	\$0	\$0
Total E & G Debt Service	\$2,843,067	\$3,898,650	\$3,900,200
MANDATORY TRANSFERS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$367,790	\$389,860	\$389,860
Capital Outlay	\$0	\$0	\$0
Total Mandatory Transfers	\$367,790	\$389,860	\$389,860
TOTAL MANDATORY TRANSFERS	\$3,210,857	\$4,288,510	\$4,290,060

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
NON-MANDATORY TRANSFERS			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$958,476	\$459,700	\$445,700
Total Non-Mandatory Transfers	\$958,476	\$459,700	\$445,700
TOTAL E&G EXPENDITURES & TRANSFERS	\$51,125,446	\$48,802,900	\$52,274,300
AUXILIARY SERVICES			
HOUSING			
RESIDENCE HALL-O&M			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$629,064	\$694,840	\$1,525,622
Capital Outlay	\$0	\$0	\$0
Total Residence Hall-O&M	\$629,064	\$694,840	\$1,525,622
HOUSING TELECOMM			
Personnel Wages	\$0	\$0	\$6,800
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$261,577	\$375,440	\$547,757
Capital Outlay	\$0	\$0	\$0
Total HOUSING TELECOMM	\$261,577	\$375,440	\$554,557
RESIDENCE HALL - CUSTODIAL			
Personnel Wages	\$452,353	\$392,576	\$431,384
Fringe Benefits	\$84,828	\$75,373	\$86,357
Operating Expenses	\$125,687	\$122,190	\$122,190
Capital Outlay	\$0	\$0	\$0
Total Residence Hall-Custodial	\$662,868	\$590,139	\$639,931
CABLE TV SERVICE			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$51,350	\$145,740	\$0
Capital Outlay	\$0	\$0	\$0
Total Cable TV Service	\$51,350	\$145,740	\$0
STUDENT FAMILY HOUSING-O&M			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$77,614	\$101,090	\$120,690
Capital Outlay	\$0	\$0	\$0
Total Student Family Housing-O&M	\$77,614	\$101,090	\$120,690

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>FACULTY/STAFF HOUSING-O&M</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$40,668	\$74,900	\$55,300
Capital Outlay	\$0	\$0	\$0
<i>Total Faculty/Staff Housing-O&M</i>	\$40,668	\$74,900	\$55,300
<i>STUDENT HOUSING ADMINISTRATION</i>			
Personnel Wages	\$542,237	\$332,435	\$337,774
Fringe Benefits	\$101,631	\$85,387	\$88,967
Operating Expenses	\$141,270	\$186,923	\$219,731
Capital Outlay	\$20,473	\$40,000	\$83,000
<i>Total Student Housing Administration</i>	\$805,611	\$644,745	\$729,472
<i>HOUSING LAUNDRY</i>			
Personnel Wages	\$11,127	\$15,871	\$0
Fringe Benefits	\$2,529	\$4,106	\$0
Operating Expenses	\$4,997	\$5,000	\$5,000
Capital Outlay	\$18,445	\$10,000	\$10,000
<i>Total Housing Laundry</i>	\$37,098	\$34,977	\$15,000
<i>FACILITY REMODELING</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$0	\$50,000	\$0
<i>Total Facility Remodeling</i>	\$0	\$50,000	\$0
<i>MAINTENANCE ALLOCATIONS</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$857,300	\$779,660	\$0
Capital Outlay	\$0	\$0	\$0
<i>Total Maintenance Allocations</i>	\$857,300	\$779,660	\$0
<i>TOTAL HOUSING</i>	\$3,423,151	\$3,491,531	\$3,640,572
<i>FOOD SERVICES</i>			
<i>VENDING & CONCESSIONS</i>			
Personnel Wages	\$52,156	\$45,568	\$46,387
Fringe Benefits	\$8,598	\$7,465	\$7,705
Operating Expenses	\$166,963	\$187,899	\$192,767
Capital Outlay	\$1,337	\$2,000	\$2,000
<i>Total Vending & Concessions</i>	\$229,054	\$242,932	\$248,859

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
FOOD SERVICES			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$27	\$0	\$0
Operating Expenses	\$105,110	\$119,768	\$119,362
Capital Outlay	\$9,314	\$34,500	\$34,500
Total Food Services	\$114,450	\$154,268	\$153,862
TOTAL FOOD SERVICES	\$343,505	\$397,200	\$402,721
UNIVERSITY STORE			
Personnel Wages	\$204,782	\$186,864	\$192,551
Fringe Benefits	\$42,525	\$41,726	\$43,147
Operating Expenses	\$2,121,833	\$1,925,294	\$2,235,335
Capital Outlay	\$11,146	\$64,591	\$64,591
Total University Store	\$2,380,287	\$2,218,475	\$2,535,624
GOLF COURSE			
Personnel Wages	\$65,247	\$74,025	\$72,212
Fringe Benefits	\$15,172	\$16,576	\$16,995
Operating Expenses	\$69,364	\$83,800	\$64,369
Capital Outlay	\$0	\$0	\$7,623
Total Golf Course	\$149,783	\$174,401	\$161,199
UNIVERSITY CENTER CUSTODIAL			
Personnel Wages	\$57,297	\$52,062	\$53,664
Fringe Benefits	\$14,440	\$14,560	\$15,051
Operating Expenses	\$9,887	\$10,680	\$10,680
Capital Outlay	\$1,125	\$1,750	\$1,750
Total Univ Center Custodial	\$82,748	\$79,052	\$81,145
UNIV CENTER - O & M			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$50,492	\$62,750	\$62,750
Capital Outlay	\$0	\$0	\$0
Total Univ Center - O & M	\$50,492	\$62,750	\$62,750
RECREATION ROOM			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$21,488	\$28,250	\$28,250
Capital Outlay	\$0	\$750	\$750
Total Recreation Room	\$21,488	\$29,000	\$29,000

OPERATING BUDGET DETAIL

BUDGET UNIT	ACTUAL 1991-92	OPENING BUDGET 1992-93	RECOMMENDED 1993-94
<i>FOLK ART PROGRAM</i>			
Personnel Wages	\$0	\$43,877	\$45,194
Fringe Benefits	\$0	\$12,464	\$13,134
Operating Expenses	\$0	\$65,040	\$65,451
Capital Outlay	\$0	\$0	\$0
<i>Total Folk Art Program</i>	\$0	\$121,381	\$123,779
<i>TOTAL AUXILIARY EXPENDITURES</i>	\$6,451,453	\$6,573,790	\$7,036,790
<i>MANDATORY TRANSFERS</i>			
<i>HOUSING DEBT SERVICE</i>			
Personnel Wages	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0
Operating Expenses	\$0	\$0	\$0
Capital Outlay	\$0	\$0	\$0
Debt Service	\$1,786,833	\$2,007,910	\$2,178,910
<i>Total Housing Debt Service</i>	\$1,786,833	\$2,007,910	\$2,178,910
<i>TOTAL AUXILIARY SERVICES</i>	<u>\$8,238,286</u>	<u>\$8,581,700</u>	<u>\$9,215,700</u>
<i>TOTAL INSTITUTIONAL</i>	<u>\$59,363,732</u>	<u>\$57,384,600</u>	<u>\$61,490,000</u>

NOTE: This schedule, presented on pages H-1 through H28, reflects individual budget units in the same division as proposed in the 1993/94 reorganization for all three years presented.

Personnel Roster

1993-94



OFFICE OF THE PRESIDENT
 ID No. -----

Exempt Employees

ID No.	Name	Title	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
001159	RONALD G. EAGLIN	President		12	115,000.00	12	
000004	BRENDA C. JOHNSON	Administrative Assistant to the President	\$31,908.00	12	\$30,978.00	12	3.00
003071	JOHN M. SEELIG	Affirmative Action Officer	\$6,000.00	12	\$6,000.00	12	

Non-Exempt Employees

002171	DEBORAH C. BARKER	Administrative Secretary	\$10.16	HR	\$9.86	HR	3.04
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BOARD OF REGENTS

Exempt Employees

001173	BRENDA C. JOHNSON	Secretary to the Board of Regents	\$4,994.00	12	\$4,848.00	12*	3.01
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ID No.	OFFICE OF THE VICE PRESIDENT -----	1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
000177	KEITH R. KAPPES Vice President for University Advancement (\$57,236 MSU - \$13,834 MSU Foundation)	\$71,070.00	12	\$69,000.00	12	3.00
000169	JAMES M. GIFFORD Exec. Dir. of the Jesse Stuart Foundation (Special Assignment 7/1/91 - 6/30/94)	\$42,651.00	12	\$41,408.00	12	3.00
Non-Exempt Employees						
000178	LINDA S. SIMPSON Administrative Secretary	\$9.66	HR	\$9.37	HR	3.09

OFFICE OF ALUMNI RELATIONS AND DEVELOPMENT

Exempt Employees						
000149	WILLIAM H. REDWINE Director of Alumni Services	\$39,289.00	12	\$38,144.00	12	3.00
001252	JAMES R. CAUDILL Development Officer I	\$33,806.00	12	\$32,821.00	12	3.00
000181	ROBERT F. HOWERTON Development Officer II	\$40,000.00	12	\$55,337.00	12	
001036	TAMI B. JONES Coordinator of Alumni Activities	\$24,953.00	12	\$24,226.00	12	3.00
002824	SHIRLEY M. PARKER Accountant II	\$27,028.00	12	\$26,240.00	12	3.00
003120	VACANCY Planned Giving Officer	\$31,000.00	12	\$0.00		
Non-Exempt Employees						
000151	MALCOM J. BIGELOW Bulk Mail Clerk	\$5.85	HR	\$5.67	HR	3.17
000152	DONNA E. COX Secretary	\$6.76	HR	\$6.56	HR	3.05
000183	EVLYNN H. FUGATE Secretary	\$7.92	HR	\$7.68	HR	3.13
001142	PAMELA W. FUOSS Alumni Records Specialist	\$6.92	HR	\$6.71	HR	3.13

OFFICE OF INSTITUTIONAL RELATIONS

Exempt Employees						
001286	JUDITH O. YANCY Director of Institutional Relations	\$37,528.00	12	\$36,434.00	12	3.00
000185	ERIC N. SHINDELBOWER Chief Photographer	\$23,966.00	12	\$23,267.00	12	3.00
Non-Exempt Employees						
000186	PATRICIA A. RIGDON Secretary	\$7.50	HR	\$7.28	HR	3.02
000180	PAULINE H. YOUNG Staff Writer	\$9.20	HR	\$8.93	HR	3.02

OFFICE OF PUBLICATIONS AND PRINTING SERVICES

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
000195	JENNIFER L. CRICKARD	Director of Publications and Printing Serv	\$36,973.00	12	\$35,896.00	12	3.00
000188	MARTIN HUFFMAN	Manager of Printing Operations	\$37,597.00	12	\$36,501.00	12	3.00
000196	SHARON L. CUNNINGHAM	Graphic Designer	\$23,276.00	12	\$22,598.00	12	3.00

Non-Exempt Employees

000190	JEFFREY L. BIZZEL	Supply Clerk, Part-time	\$6.04	HR	\$5.86	HR	3.07
001261	CHARLIE D. CHARLES	Bindery Operator	\$6.76	HR	\$6.56	HR	3.05
000928	MARILYN P. CRANK	Printer I	\$7.77	HR	\$7.54	HR	3.05
000194	PENNY L. MAGGARD	Customer Service Clerk	\$7.42	HR	\$7.20	HR	3.06
000153	JULIE A. ROBERTS	Typesetter	\$7.72	HR	\$7.49	HR	3.07
000192	DOUGLAS M. SNEDEGAR	Copy Center Operator	\$5.67	HR	\$5.67	HR	
000193	CINDY J. TRENT	Printer II	\$9.66	HR	\$9.37	HR	3.09
000189	DAVID M. WRIGHT	Printer II	\$9.00	HR	\$8.73	HR	3.09

WMKY

Exempt Employees

000541	LARRY J. NETHERTON	General Manager of WMKY	\$45,210.00	12	\$43,893.00	12	3.00
003033	JANEAN M. FREEMAN	Assistant Professor of Radio-TV	\$18,316.00	12	\$17,782.00	12	3.00
000547	JAMES D. HALL	Classical Music Announcer/Pro	\$29,324.00	12	\$28,469.00	12	3.00
000542	PAUL W. HITCHCOCK	Engineering and Operations Director	\$21,771.00	12	\$21,136.00	12	3.00
000549	THOMAS E. LEWIS	Music and Arts Director	\$18,316.00	12	\$17,782.00	12	3.00
001038	RONALD W. MACE	News and Public Affairs Director	\$9,419.00	12	\$9,144.00	12	3.01
000544	CHARLES K. MRAZ	Promotion/Development Director	\$22,457.00	12	\$21,802.00	12	3.00
000545	VACANCY	Sports and Special Events Director	\$21,296.00	12	\$24,204.00	12	
		Program and Production Director					

Non-Exempt Employees

000550	DEBORAH A. CLINE	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01
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OFFICE OF THE VICE PRESIDENT

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000020	PORTER DAILEY	Vice President for Admin & Fiscal Services	\$77,508.00	12	\$75,250.00	12	3.00
000021	NELL B. BLAND	Administrative Assistant II	\$27,008.00	12	\$26,221.00	12	3.00

OFFICE OF BUDGETS & MANAGEMENT INFORMATION

Exempt Employees							
001026	RAY M. PINNER	Director of Budgets & Management Info	\$53,303.00	12	\$51,750.00	12	3.00
001437	CHIH Y. LOO	Asst Director of Budgets & Management Info	\$28,840.00	12	\$28,000.00	12	3.00

Non-Exempt Employees

000554	JOYCE J. MEREDITH	Administrative Secretary	\$10.82	HR	\$10.50	HR	3.05
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OFFICE OF FISCAL SERVICES

Exempt Employees							
000024	MICHAEL R. WALTERS	Asst Vice President for Fiscal Services	\$55,154.00	12	\$53,547.00	12	3.00
002246	LAWRENCE L. CRUM	Properties Assistant (Joint Appointment - Concessions & Vending Properties and Postal Manager	\$12,387.00	12	\$12,025.50	12	3.01
000025	RONALD D. JONES	Properties and Postal Manager	\$32,939.00	12	\$31,979.00	12	3.00

Non-Exempt Employees

001303	VANESSA D. HORTON	Administrative Secretary	\$8.79	HR	\$8.53	HR	3.05
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ACCOUNTING AND BUDGETARY CONTROL

Exempt Employees							
000026	JAMES A. FLUTY	Controller	\$45,581.00	12	\$44,253.00	12	3.00
000848	FREDA D. DONALDSON	Restricted Accounting and Loan Manager	\$25,555.00	12	\$24,810.00	12	3.00
000137	SHARON E. GOODING	Accountant I	\$21,935.00	12	\$21,296.00	12	3.00
003032	TERESA C. JOHNSON	Accountant I	\$21,935.00	12	\$21,296.00	12	3.00
000028	B. H. JUSTICE	Student Accounts Counselor	\$20,311.00	12	\$19,719.00	12	3.00
000029	VALERIE A. OUSLEY	Receivables Manager	\$27,008.00	12	\$26,221.00	12	3.00
000030	STEVE F. SCHAFER	Senior Accountant	\$41,392.00	12	\$40,186.00	12	3.00

ACCOUNTING AND BUDGETARY CONTROL		1993-94		1992-93		%	
ID No.		SALARY	CONTRACT	SALARY	CONTRACT	CHANGE	
Non-Exempt Employees							
001147	JILL BEAR	Head Cashier	\$7.86	HR	\$7.63	HR	3.01
000038	DEBBIE L. BURNETT	Data Entry Specialist II	\$8.17	HR	\$7.93	HR	3.03
000031	DEBORAH L. DEHART	Accounting Assistant	\$8.98	HR	\$8.71	HR	3.10
000027	JANET W. GLOVER	Accounting Assistant	\$11.43	HR	\$11.09	HR	3.07
001645	JAMES R. HOWARD	Vending Stock Clerk	\$5.63	HR	\$5.46	HR	3.11
000035	KATHY KING	Data Entry Specialist II	\$8.35	HR	\$8.10	HR	3.09
000034	MARGARET S. STOKLEY	Clerk Typist	\$6.48	HR	\$6.29	HR	3.02
000912	TAMMY T. WARDLOW	Business Cashier	\$6.76	HR	\$6.56	HR	3.05
000033	DIANE M. WRIGHT	Business Cashier	\$6.56	HR	\$6.56	HR	

OFFICE OF FISCAL SERVICES

PAYROLL

Exempt Employees							
000044	BEVERLY J. BREWER	Payroll Officer	\$24,677.00	12	\$23,958.00	12	3.00
Non-Exempt Employees							
003103	GAYLENA M. CLINE	Payroll Specialist I	\$7.45	HR	\$7.45	HR	
000046	CINDY L. HOWARD	Payroll Specialist II	\$8.60	HR	\$8.34	HR	3.12

PURCHASING

Exempt Employees							
000039	CHARLOTTE M. DOWDY	Director of Purchasing	\$34,235.00	12	\$33,237.00	12	3.00
000041	BONNIE L. FANNIN	Assistant Buyer	\$16,241.00	12	\$15,767.00	12	3.01
003017	SCARLETT L. LEET	Assistant Buyer	\$15,762.00	12	\$15,302.00	12	3.01
000040	CARLA A. RUCKER	Assistant Buyer	\$16,241.00	12	\$15,767.00	12	3.01
Non-Exempt Employees							
000042	SANDRA D. GUNNELL	Purchasing Clerk	\$7.11	HR	\$6.90	HR	3.04

OFFICE OF FISCAL SERVICES

POSTAL SERVICES

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
001365	MAUDA E. PARISH	Postmaster	\$16,259.00	12	\$15,785.00	12	3.00
Non-Exempt Employees							
000857	BARRY L. BREWER	Postal Clerk	\$6.32	HR	\$6.13	HR	3.10
001273	MALISSA P. OWENS	Postal Clerk	\$5.99	HR	\$5.81	HR	3.10

I.D. STUDENT CARD UNIT

Exempt Employees							
001470	MARQUITA H. BEAR	Access Card System Manager	\$23,259.00	12	\$22,581.00	12	3.00
Non-Exempt Employees							
003050	KIMBERLY A. ALCORN	Data Entry Specialist I	\$5.99	HR	\$5.81	HR	3.10

PERSONNEL SERVICES

Exempt Employees							
001846	VACANCY	Director of Personnel Services	\$38,868.00	12	\$42,000.00	12	
002495	MICHELLE P. HARDIN	Recruitment and Employment Manager	\$23,259.00	12	\$22,581.00	12	3.00
003004	SUZANNE S. HOGGE	Wage and Salary Manager	\$23,259.00	12	\$22,581.00	12	3.00
Non-Exempt Employees							
001164	PHYLLIS J. DEHART	Personnel Assistant	\$10.14	HR	\$9.84	HR	3.05
000131	LUCY NORRIS	Secretary	\$6.92	HR	\$6.71	HR	3.13
002280	SANDRA K. ROGERS	Secretary Specialist	\$8.08	HR	\$7.84	HR	3.06

OFFICE OF RISK MANAGEMENT

OFFICE OF RISK MANAGEMENT

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000154	WILLIAM T. ROSENBERG	Director of Risk Management Assistant Professor of Educational Media	\$46,096.00	12	\$44,753.00	12	3.00
Non-Exempt Employees							
000164	KATHY S. FRALEY	Secretary	\$7.87	HR	\$7.64	HR	3.01

OCCUPATIONAL HEALTH AND SAFETY

Exempt Employees

000256	GARY G. MESSER	Occupational Safety & Health Coordinator	\$38,183.00	12	\$37,070.00	12	3.00
003034	JOHN O. HAIGHT	Radiation/Chemical Hygiene Specialist	\$21,935.00	12	\$21,296.00	12	3.00

INTERNAL AUDITOR

Exempt Employees

002807	ANGELA M. MARTIN	Internal Auditor	\$37,822.00	12	\$36,720.00	12	3.00
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OFFICE OF INFORMATION TECHNOLOGY

Exempt Employees

000005	DWAYNE P. CABLE	Director of Information Technology	\$52,490.00	12	\$50,961.00	12	3.00
003009	KIRK A. CLARK	Operations Manager	\$27,008.00	12	\$26,221.00	12	3.00
003011	DEBRA A. WHITE	Technical Support Coordinator	\$19,436.00	12	\$18,869.00	12	3.00

ACADEMIC COMPUTING

Exempt Employees

001346	HAROLD T. BOWMAN	Manager of Academic Computing	\$35,944.00	12	\$34,897.00	12	3.00
003012	CHARLES C. POARCH	Academic Computing Consultant II	\$21,935.00	12	\$21,296.00	12	3.00
000834	VACANCY	Academic Computing Consultant I	\$17,782.00	12	\$18,287.00	12	

ID No.	USER SERVICES -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000015	MATTIE B. PATRICK	Manager of User Services	\$42,354.00	12	\$41,120.00	12	3.00
000016	SUE M. BANG	Technical Support Coordinator	\$22,409.00	12	\$21,756.00	12	3.00
001523	ANDREA F. CORNETT	Senior Programmer/Analyst	\$32,795.00	12	\$31,839.00	12	3.00
000012	CONNIE S. GRIMES	Programmer I	\$18,316.00	12	\$17,782.00	12	3.00
003007	BRENT N. JONES	Senior Microcomputer Consultant	\$32,794.00	12	\$31,839.00	12	3.00
000011	STEPHEN D. RICHMOND	Programmer/Analyst I	\$25,555.00	12	\$24,810.00	12	3.00
000466	TIMMY J. SLOAN	Microcomputer Consultant I	\$18,315.00	12	\$17,782.00	12	3.00
000007	VACANCY	Programmer I	\$17,782.00	12	\$19,517.00	12	
003114	VACANCY	Programmer/Analyst I	\$24,810.00	12	\$0.00		
003115	VACANCY	Micro/LAN Consultant	\$24,810.00	12	\$0.00		
001408	SHERI L. WHITE	Technology Training Coordinator	\$19,510.00	12	\$18,941.00	12	3.00

Non-Exempt Employees

000017	KATHY ELDRIDGE	Technical Support Specialist	\$9.74	HR	\$9.45	HR	3.07
000158	MICHAEL W. HOGGE	Senior Electronic Technician	\$11.56	HR	\$11.22	HR	3.03
001172	JAMES D. MCROBERTS	Communications Technician II	\$8.60	HR	\$8.34	HR	3.12
001270	TERRY R. STEVENS	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09
001861	VACANCY	Electronics Technician I	\$7.45	HR	\$7.45	HR	

OFFICE OF INFORMATION TECHNOLOGY

TECHNICAL SERVICES

Exempt Employees

000010	SALO K. FAJER	Manager of Technical Services	\$46,000.00	12	\$46,000.00	12	
002803	JAMES R. ADKINS	Coordinator of Electronics	\$29,494.00	12	\$28,634.00	12	3.00
000155	JAMES L. COOK	Coordinator of Telecommunications	\$34,835.00	12	\$33,820.00	12	3.00

Non-Exempt Employees

000161	JEFFREY R. SMEDLEY	Electronics Technician II	\$8.80	HR	\$8.54	HR	3.04
000157	OSCAR W. STEVENS	Senior Electronic Technician	\$9.74	HR	\$9.45	HR	3.07

NETWORK SERVICES

Exempt Employees

003018	MICHAEL W. ELDRIDGE	Network Manager	\$30,755.00	12	\$29,859.00	12	3.00
002859	LARRY M. NEWMAN	Network Analyst	\$18,316.00	12	\$17,782.00	12	3.00

OFFICE OF INFORMATION TECHNOLOGY

NETWORK SERVICES

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Non-Exempt Employees						
000364	SHERRY L. HOPPER	\$5.85	HR	\$5.67	HR	3.17
001392	BARRY E. LYONS	\$8.60	HR	\$8.34	HR	3.12

COMPUTING CENTER

Exempt Employees						
000168	LAWRENCE J. ESTEP	\$20,836.00	12	\$20,229.00	12	3.00
000013	DREW W. HENDERSON	\$31,688.00	12	\$30,765.00	12	3.00
Non-Exempt Employees						
002997	JEFFREY D. PRESTON	\$7.86	HR	\$7.63	HR	3.01

OFFICE OF PHYSICAL PLANT

PHYSICAL PLANT ADMINISTRATION

Exempt Employees						
000698	LARRY J. PLANCK	\$53,052.00	12	\$51,506.00	12	3.00
001468	LARRY G. CAUDILL	\$38,757.00	12	\$37,628.00	12	3.00
000701	FREEMAN J. HAMILTON	\$32,276.00	12	\$31,335.00	12	3.00
Non-Exempt Employees						
000700	BETTY L. GAMBILL	\$9.34	HR	\$9.06	HR	3.09
001576	LINDA K. MCCARTY	\$8.81	HR	\$8.55	HR	3.04
000704	DIANNA L. STEVENS	\$6.92	HR	\$6.71	HR	3.13
001341	SUSAN E. WRIGHT	\$8.79	HR	\$8.53	HR	3.05

RECYCLING PROGRAM

Exempt Employees						
003066	ALLIE A. SECOR	\$14,653.00	12	\$14,226.00	12	3.00

OFFICE OF PHYSICAL PLANT

GENERAL SERVICES

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Non-Exempt Employees							
000763	BOBBY R. DEHART	Lead General Serviceman	\$8.44	HR	\$8.19	HR	3.05
000769	JIMMY C. BOYD	General Serviceman	\$5.85	HR	\$5.67	HR	3.17
000765	BILL CATRON	General Serviceman	\$7.34	HR	\$7.12	HR	3.09
000768	BILLY R. GOODAN	General Serviceman	\$7.19	HR	\$6.98	HR	3.01
000844	SAMUEL LANDS	Warehouseman	\$7.06	HR	\$6.85	HR	3.07
000766	BOBBY E. MABRY	General Serviceman	\$6.95	HR	\$6.74	HR	3.12
000767	GARDNER J. MAY	Warehouseman	\$6.40	HR	\$6.21	HR	3.06
000741	DAVID P. ROBINSON	General Serviceman	\$6.96	HR	\$6.75	HR	3.11
000770	RICHARD M. STAMPER	General Serviceman	\$7.03	HR	\$6.82	HR	3.08
000771	TIMMY THORNSBERRY	General Serviceman	\$7.05	HR	\$6.84	HR	3.07
000772	JOHN D. WALLING	Lead Warehouseman	\$8.81	HR	\$8.55	HR	3.04

POWER PLANT

Exempt Employees

000746	ROGER L. HILDERBRAND	Manager of Heating and Water Plant	\$28,822.00	12	\$27,982.00	12	3.00
000750	WILLIAM M. HUIE	Assistant Manager, Heating and Water Plant	\$22,450.00	12	\$21,796.00	12	3.00

Non-Exempt Employees

003068	JEFFREY L. BARKER	Heating and Water Plant Operator	\$8.60	HR	\$8.34	HR	3.12
000755	EARL L. BOND	Heating and Water Plant Operator	\$9.64	HR	\$9.35	HR	3.10
000739	M. D. BROWN	Heating and Water Plant Operator	\$9.69	HR	\$9.40	HR	3.09
000748	GEORGE D. CAUDILL	Heating and Water Plant Operator	\$10.11	HR	\$9.81	HR	3.06
003069	RICHARD K. GAMBLE	Heating and Water Plant Operator	\$8.60	HR	\$8.34	HR	3.12
000752	DAVID K. GILLIAM	Heating and Water Plant Operator	\$8.60	HR	\$8.34	HR	3.12
001180	LARRY M. HEDGE	Heating and Water Plant Operator	\$9.64	HR	\$9.35	HR	3.10
000754	DAVID R. HOWARD	Heating and Water Plant Operator	\$9.87	HR	\$9.58	HR	3.03
000747	WAYNE M. JESSEE	Heating and Water Plant Operator	\$9.36	HR	\$9.08	HR	3.08
000749	JAMES S. MAGGARD	Heating and Water Plant Operator	\$9.64	HR	\$9.35	HR	3.10
000751	JOHN B. MAHANEY	Heating and Water Plant Operator	\$8.94	HR	\$8.67	HR	3.11
003067	BRYAN R. RIGGSBY	Heating and Water Plant Operator	\$8.60	HR	\$8.34	HR	3.12

BUILDING MAINTENANCE

Exempt Employees

000729	STEVE P. LEITZ	Building Maintenance Superintendent	\$32,794.00	12	\$31,839.00	12	3.00
003021	ORVILLE L. WADDELL	Physical Facilities Coordinator	\$24,578.00	12	\$23,862.00	12	3.00

OFFICE OF PHYSICAL PLANT

BUILDING MAINTENANCE

ID No.	Non-Exempt Employees	1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
000735	HOMER R. ADKINS Maintenance Technician II	\$9.93	HR	\$9.64	HR	3.01
002232	SANFORD BENTLEY Maintenance Technician II	\$8.77	HR	\$8.51	HR	3.06
000712	BILLY G. BOWLING Maintenance Technician II	\$8.84	HR	\$8.58	HR	3.03
000707	EDGAR E. BOWLING Maintenance Technician II	\$9.81	HR	\$9.52	HR	3.05
000706	RICHARD R. BROWN Carpenter/Maintenance Tech III	\$9.92	HR	\$9.63	HR	3.01
000721	JESSE N. CAUDILL Maintenance Technician II	\$9.72	HR	\$9.43	HR	3.08
003000	JOHN F. CRAWFORD Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000724	MICHAEL D. FURNISH Plumber/Maintenance Tech III	\$10.03	HR	\$9.73	HR	3.08
000725	JOHN D. HANSHAW Maintenance Technician II	\$9.15	HR	\$8.88	HR	3.04
000708	HAROLD D. HOWARD Maintenance Technician I	\$8.10	HR	\$7.86	HR	3.05
000727	JAMES R. ISON Maintenance Technician II	\$9.90	HR	\$9.61	HR	3.02
000733	WILBURN JENNINGS Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000716	HOWARD R. JOHNSON Maintenance Technician II	\$8.94	HR	\$8.67	HR	3.11
000709	WAYNE LAWSON Painter	\$8.43	HR	\$8.18	HR	3.06
000711	CURTIS C. LYONS Lead Painter	\$9.57	HR	\$9.29	HR	3.01
000713	FRANKLIN D. MAUK Painter	\$8.20	HR	\$7.96	HR	3.02
000714	ARTHUR V. MCCLEESE Maintenance Technician II	\$9.89	HR	\$9.60	HR	3.02
000718	GARY D. MCCLEESE Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000728	ZACHARY F. MCCLURG Maintenance Technician II	\$9.73	HR	\$9.44	HR	3.07
002861	KEITH MOORE Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000730	KENNETH R. PORTER HVAC/Maintenance Tech III	\$11.09	HR	\$10.76	HR	3.07
000722	LARRY D. SKAGGS Maintenance Technician II	\$8.94	HR	\$8.67	HR	3.11
002230	GARY P. SMITH Maintenance Technician II	\$8.94	HR	\$8.67	HR	3.11
002860	DONALD STAMPER Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000816	WILLIAM R. STIGALL Painter	\$7.77	HR	\$7.54	HR	3.05
000731	DAVID O. TACKETT Maintenance Technician II	\$9.44	HR	\$9.16	HR	3.06
000732	JACK A. TEMPLEMAN Maintenance Technician II	\$9.44	HR	\$9.16	HR	3.06
000723	TODD Q. THACKER Electrical/Maintenance Tech III	\$9.50	HR	\$9.22	HR	3.04
000715	VACANCY Maintenance Technician II	\$8.34	HR	\$8.34	H.	
002231	VACANCY Painter	\$6.56	HR	\$7.45	HR	
003116	VACANCY CAD Operator	\$7.45	HR	\$0.00	HR	
000719	CARL W. WHITE Maintenance Technician II	\$9.21	HR	\$8.94	HR	3.02
000710	RICKY J. WILLIAMS Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12
000780	KEITH M. YARMAN Maintenance Technician II	\$8.60	HR	\$8.34	HR	3.12

LANDSCAPING AND GROUNDS MAINTENANCE

Non-Exempt Employees		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
000736	DARRELL BLOOMFIELD Groundskeeper	\$5.85	HR	\$5.67	HR	3.17
000740	DUANE A. BUTLER Groundskeeper	\$7.00	HR	\$6.79	HR	3.09
000737	ROY CALTON Groundskeeper	\$7.31	HR	\$7.09	HR	3.10
000738	LARRY G. CUNDIFF Groundskeeper	\$7.83	HR	\$7.60	HR	3.03
000742	JERRY L. STAMPER Groundskeeper	\$7.38	HR	\$7.16	HR	3.07
000744	BOBBY G. WHITT Groundskeeper	\$7.38	HR	\$7.16	HR	3.07
000745	JAMES W. WILLIAMS Groundskeeper	\$7.33	HR	\$7.11	HR	3.09
003074	VACANCY Administrative Contract Allotment	\$1.50	HR	\$1.00	HR	50.00

OFFICE OF PHYSICAL PLANT

ID No.	CUSTODIAL -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
001652	MURRAY R. GREVIOUS	Custodial Superintendent	\$30,755.00	12	\$29,859.00	12	3.00
Non-Exempt Employees							
000810	DONALD L. BEAIR	Custodian	\$5.37	HR	\$5.21	HR	3.07
000792	SHARON A. BELLER	Custodian (Fixed Term Appointment)	\$4.93	HR	\$4.78	HR	3.14
000823	JAMES M. BOWLING	Custodian	\$6.64	HR	\$6.44	HR	3.11
000825	JEWELL B. BOYD	Custodian	\$6.41	HR	\$6.22	HR	3.05
000793	CAROLYN E. BROWN	Custodian	\$6.39	HR	\$6.20	HR	3.06
000775	DARLENE W. BROWN	Custodian	\$6.39	HR	\$6.20	HR	3.06
000778	EVON BROWN	Custodian	\$6.64	HR	\$6.44	HR	3.11
002901	VIRGINIA A. BROWN	Custodian (Fixed Term Appointment)	\$4.93	HR	\$4.78	HR	3.14
000779	WANDA S. BROWN	Custodian	\$6.57	HR	\$6.37	HR	3.14
000783	THELMA J. BUMGARDNER	Housekeeper	\$6.75	HR	\$6.55	HR	3.05
000794	JAMES F. CASSITY	Custodian	\$4.93	HR	\$4.78	HR	3.14
000781	BENNIE F. CATRON	Custodian	\$6.49	HR	\$6.30	HR	3.02
000782	ROBERT CATRON	Custodian	\$6.71	HR	\$6.51	HR	3.07
000784	CLYDE R. CAUDILL	Custodian	\$6.69	HR	\$6.49	HR	3.08
000788	DEBRA CUNDIFF	Custodian	\$6.39	HR	\$6.20	HR	3.06
000753	LANA B. FRALEY	Custodial Supervisor	\$7.88	HR	\$7.65	HR	3.01
000806	DAVID A. HAMM	Custodian	\$5.41	HR	\$5.25	HR	3.05
003051	DEANNA L. HOWARD	Custodian	\$4.93	HR	\$4.78	HR	3.14
000798	BETTY S. HURLEY	Custodian	\$6.28	HR	\$6.09	HR	3.12
002836	NORMA S. JENT	Custodian	\$4.93	HR	\$4.78	HR	3.14
000828	J. C. JOLLEY	Custodian	\$4.93	HR	\$4.78	HR	3.14
000799	WILLIAM C. KEETON	Custodian	\$6.41	HR	\$6.22	HR	3.05
000801	ROGER KIDD	Custodian	\$6.41	HR	\$6.22	HR	3.05
000795	WANDA G. KING	Custodian	\$4.93	HR	\$4.78	HR	3.14
000803	EMIL MABRY	Custodian	\$6.49	HR	\$6.30	HR	3.02
000837	MILDRED J. PATRICK	Custodian	\$6.71	HR	\$6.51	HR	3.07
000809	EULA M. PETTIT	Custodian	\$6.69	HR	\$6.49	HR	3.08
000811	WALTER B. RAMEY	Custodian	\$6.42	HR	\$6.23	HR	3.05
000812	NINA L. REYNOLDS	Custodian	\$6.42	HR	\$6.23	HR	3.05
000743	DAVID R. SLOAN	Custodian	\$4.93	HR	\$4.78	HR	3.14
000814	MARY W. STACY	Custodian	\$6.71	HR	\$6.51	HR	3.07
000840	VERNON STAMPER	Custodian	\$6.64	HR	\$6.44	HR	3.11
000790	WILMA J. STEGALL	Custodian	\$4.93	HR	\$4.78	HR	3.14
000776	VACANCY	Custodian	\$4.78	HR	\$4.78	HR	
000808	VACANCY	Custodian	\$4.78	HR	\$6.30	HR	
000819	VACANCY	Custodian	\$4.78	HR	\$4.78	HR	
000827	VACANCY	Custodian	\$4.78	HR	\$6.46	HR	
003117	VACANCY	Custodian	\$4.78	HR	\$0.00	HR	
000818	BENNIE H. WAGES	Custodian	\$6.42	HR	\$6.23	HR	3.05
001794	JENNIFER J. WHITT	Custodian	\$5.04	HR	\$4.89	HR	3.07
000820	DON WINKLEMAN	Custodian	\$6.71	HR	\$6.51	HR	3.07
003073	VACANCY	Administrative Contract Allotment	\$6.00	HR	\$1.00	HR	500.00

OFFICE OF PHYSICAL PLANT

PEST CONTROL

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Non-Exempt Employees						
000821	MARK A. BARNETT					
	Pest Controller	\$7.86	HR	\$7.63	HR	3.01

MOTOR POOL

Non-Exempt Employees						
000762	MADALINE L. BUTLER					
	Bus Driver	\$8.50	HR	\$8.25	HR	3.03
000726	RUSSELL G. HOWARD					
	Work Control Center Supervisor	\$9.54	HR	\$9.26	HR	3.02
000760	VERNON E. KING					
	Bus Driver	\$8.40	HR	\$8.15	HR	3.07
000759	BARRY D. RILEY					
	Mechanic	\$8.89	HR	\$8.63	HR	3.01
000761	GEORGE E. SCANLON					
	Bus Driver	\$8.40	HR	\$8.15	HR	3.07
002985	JAMES A. STEGALL					
	Mechanic	\$8.09	HR	\$7.85	HR	3.06
000756	VACANCY					
	Lead Mechanic	\$8.34	HR	\$10.60	HR	

AUXILIARY SERVICES

UNIVERSITY STORE

Exempt Employees						
000846	BILL W. SHARP					
	Director of University Store	\$37,799.00	12	\$36,698.00	12	3.00
000851	JACKIE R. GRIFFEY					
	Supplies Manager	\$25,077.00	12	\$24,346.00	12	3.00
000853	EVELYN S. STEWART					
	Book Manager	\$25,335.00	12	\$24,597.00	12	3.00
Non-Exempt Employees						
000854	TAMMY BREWER					
	Bookkeeper I	\$7.26	HR	\$7.04	HR	3.13
000849	PEG M. CORNETT					
	Clerk Typist	\$6.51	HR	\$6.32	HR	3.01
002884	BONNIE L. LONG					
	Clerk Typist	\$6.10	HR	\$5.92	HR	3.04
000847	PAULA J. MCCLAIN					
	Business Cashier	\$6.92	HR	\$6.71	HR	3.13
000855	ZACK A. SANDERS					
	Inventory Clerk	\$6.54	HR	\$6.34	HR	3.15
000850	JEANNINE S. STEVENS					
	Sales Clerk	\$6.64	HR	\$6.44	HR	3.11

ID No.	GOLF COURSE -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
001022	KEVIN D. AUTON	Manager of Golf Course	\$21,836.00	10	\$21,200.00	10	3.00
001267	ROBERT C. HAMILTON	Assistant Manager of Golf Course	\$14,100.00	10	\$13,689.00	10	3.00
Non-Exempt Employees							
000777	RICHARD W. PERRY	Greenskeeper	\$6.48	HR	\$6.29	HR	3.02
000920	GEORGE T. WAGONER	Lead Greenskeeper	\$8.15	HR	\$7.91	HR	3.03

AUXILIARY SERVICES

CONCESSIONS AND VENDING

Exempt Employees							
000911	LAWRENCE L. CRUM	Manager of Concessions and Vending (Joint Appointment - Fiscal Services)	\$12,387.00	12	\$12,026.00	12	3.00
Non-Exempt Employees							
001199	TERRY E. MAYS	Concessions and Vending Supervisor	\$7.50	HR	\$7.28	HR	3.02

CUSTODIAL - RESIDENCE HALL

Non-Exempt Employees							
000773	RONALD D. ADKINS	Custodian	\$6.52	HR	\$6.33	HR	3.00
000832	DONA D. BUTLER	Custodian	\$5.21	HR	\$5.05	HR	3.17
000826	JOHNNY A. CARTER	Custodian	\$6.49	HR	\$6.30	HR	3.02
000830	GAIL J. CHAPMAN	Custodian	\$6.28	HR	\$6.09	HR	3.12
000785	ALENE M. CONLEY	Custodian	\$6.43	HR	\$6.24	HR	3.04
000800	JAMES E. CONN	Custodian	\$5.04	HR	\$4.89	HR	3.07
002995	TALMADGE L. COX	Custodian	\$6.55	HR	\$6.35	HR	3.15
000815	MAXINE DEHART	Custodian	\$6.41	HR	\$6.22	HR	3.05
000829	EULENE DYER	Custodian	\$6.55	HR	\$6.35	HR	3.15
002835	SHIRLEY S. GARDNER	Custodian	\$5.21	HR	\$5.05	HR	3.17
000822	EWELL GREENE	Custodian	\$5.19	HR	\$5.03	HR	3.18
000831	JANICE M. HILDERBRAND	Custodian	\$5.04	HR	\$4.89	HR	3.07
001358	WILLIE HURT	Custodian	\$6.28	HR	\$6.09	HR	3.12
000804	LINDA J. KEGLEY	Custodian	\$5.19	HR	\$5.03	HR	3.18
000918	NOLIE R. KIDD	Custodian	\$6.39	HR	\$6.20	HR	3.06
000843	MARY E. PREWITT	Custodian	\$6.39	HR	\$6.20	HR	3.06
001230	DOROTHY J. RAMEY	Custodian	\$6.28	HR	\$6.09	HR	3.12
000838	INITA SPARKMAN	Custodian	\$6.69	HR	\$6.49	HR	3.08
001793	IDA M. STAMPER	Custodian	\$6.41	HR	\$6.22	F	3.05
000797	RONALD N. STOKLEY	Custodian	\$6.28	HR	\$6.09	HR	3.12

AUXILIARY SERVICES

CUSTODIAL - RESIDENCE HALL

ID No. -----

Non-Exempt Employees

ID No.	Name	Position	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
000842	ALLEN R. TABOR	Custodian	\$6.28	HR	\$6.09	HR	3.12
001792	VACANCY	Custodian	\$4.78	HR	\$6.41	HR	
003039	VACANCY	Custodian	\$4.78	HR	\$4.78	HR	
000805	RANDY L. WRIGHT	Custodian	\$5.79	HR	\$5.62	HR	3.02

DIVISION OF STUDENT LIFE

ID No.	OFFICE OF THE VICE PRESIDENT -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000048	DAVID M. MINCEY	Vice President for Student Life	\$71,843.00	12	\$69,750.00	12	3.00
000543	MYRON L. DOAN	Dean of Students	\$38,072.00	12	\$36,963.00	12	3.00
000051	JEANIE L. SCRUGGS	Instructor of Radio-TV Administrative Assistant II	\$27,273.00	12	\$26,478.00	12	3.00

OFFICE OF STUDENT ACTIVITIES

Exempt Employees							
000050	LARRY W. STEPHENSON	Director of Student Activities	\$47,494.00	12	\$46,110.00	12	3.00
003038	DAVID G. COX	Assistant Professor of Accounting	\$20,108.00	11	\$19,522.00	11	3.00
000114	CLYDE I. JAMES	Greek Affairs & Std Organization Coord.	\$35,777.00	12	\$34,734.00	12	3.00
000117	SUSETTE E. REDWINE	University Center Services Manager	\$27,752.00	11	\$26,943.00	11	3.00
000420	ROBERT M. WELLS	University Center Programs & Special Event Intramurals and Recreation Director	\$37,534.00	12	\$36,440.00	12	3.00
000436	LARRY A. WILSON	Asst Professor of Health, PE & Recreation Intramurals & Recreation Asst Director University Lanes Manager	\$30,322.00	11	\$29,438.00	11	3.00
Non-Exempt Employees							
001809	I. P. SKAGGS	Custodian (Joint Appointment - Caudill Hlth Clinic)	\$5.39	HR	\$5.23	HR	3.06
000118	MILDRED S. TOWNSEND	Secretary	\$7.62	HR	\$7.39	HR	3.11
000786	VACANCY	Pool Attendant	\$6.56	HR	\$6.56	HR	

OFFICE OF FINANCIAL AID

Exempt Employees							
000922	TIMOTHY P. RHODES	Director of Financial Aid	\$51,244.00	12	\$49,751.00	12	3.00
001310	CAROL R. BARBER	Financial Aid Counselor	\$19,510.00	12	\$18,941.00	12	3.00
002894	CAROL BECKER	Associate Director of Financial Aid	\$33,371.00	12	\$32,399.00	12	3.00
003098	KARLA J. COOPER	Financial Aid Counselor	\$17,782.00	12	\$17,782.00	12	
000127	DONNA J. MCALISTER	Financial Aid Counselor	\$19,510.00	12	\$18,941.00	12	3.00
002030	TERESA J. SHIELDS	Financial Aid Counselor	\$19,510.00	12	\$18,941.00	12	3.00
000056	RHONDA G. SWIM	Financial Aid Counselor	\$19,510.00	12	\$18,941.00	12	3.00
Non-Exempt Employees							
002900	CATHY R. CONWAY	Data Entry Specialist I	\$5.99	HR	\$5.81	HR	3.10
000058	MARYLENE E. FRYMAN	Secretary	\$8.26	HR	\$8.01	HR	3.12
000962	BRIDGETT G. FULTZ	Secretary	\$7.39	HR	\$7.17	HR	3.07
000202	NANCY L. O'DELL	Secretary	\$7.75	HR	\$7.52	HR	3.06
002895	LEOTA QUESINBERRY	Data Entry Specialist II	\$8.56	HR	\$8.31	HR	3.01

ID No.	OFFICE OF STUDENT DEVELOPMENT -----	1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
000923	MADONNA B. HUFFMAN Director of Student Development	\$42,226.00	12	\$40,996.00	12	3.00
Non-Exempt Employees						
001201	N. A. LANHAM Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01
MINORITY AFFAIRS -----						
Exempt Employees						
000226	JERRY GORE Minority Student Affairs Director	\$35,960.00	12	\$34,912.00	12	3.00
OFFICE OF STUDENT DEVELOPMENT COUNSELING AND HEALTH SERVICES -----						
Exempt Employees						
000120	MARY J. BLAIR Nurse, R.N.	\$22,376.00	10	\$21,724.00	10	3.00
000221	VELMA L. CAMPBELL Staff Psychologist	\$21,935.00	12	\$21,296.00	12	3.00
000123	PEGGY E. KIDD Nurse, R.N.	\$16,597.00	09	\$16,113.00	09	3.00
000124	KENITHA S. KING Nurse, R.N.	\$22,116.00	12	\$21,471.00	12	3.00
002825	JUDITH C. KRUG Substance Abuse Educator	\$21,935.00	12	\$21,296.00	12	3.00
003070	CLEMENT P. LIEW Counselor, International Students (Fixed Term Appointment)	\$21,935.00	12	\$21,296.00	12	3.00
Non-Exempt Employees						
000128	DEBORAH A. CAUDILL Secretary Specialist	\$8.54	HR	\$8.29	HR	3.02
000122	SHERRY L. HOWARD Laboratory Assistant	\$9.42	HR	\$9.14	HR	3.06
001059	INA P. POWERS Clerk Typist	\$6.61	HR	\$6.41	HR	3.12
000126	I. P. SKAGGS Custodian (Joint Appointment-Off of Std Activities)	\$5.39	HR	\$5.23	HR	3.06
000129	BERNICE V. STAGGS Clerk Typist	\$7.18	HR	\$6.97	HR	3.01

OFFICE OF PUBLIC SAFETY
 ID No. -----

Exempt Employees

ID No.	Name	Position	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
000100	RICHARD F. GREEN	Manager of Public Safety	\$34,503.00	12	\$33,498.00	12	3.00
000103	ROGER L. HOLBROOK	Coordinator of Investigations & Sp Prog	\$28,489.00	12	\$27,659.00	12	3.00

Non-Exempt Employees

000108	WINFORD S. BARKER	Public Safety Officer	\$8.99	HR	\$8.72	HR	3.10
000101	JOHN D. BARNETT	Public Safety Officer	\$11.04	HR	\$10.71	HR	3.08
002031	MARK A. CLINE	Public Safety Officer	\$8.09	HR	\$7.85	HR	3.06
000111	JAMES K. DOUGHERTY	Security Shift Supervisor	\$10.34	HR	\$10.03	HR	3.09
000109	TOMMY N. FLANNIGAN	Public Safety Officer	\$7.86	HR	\$7.63	HR	3.01
001272	KENNETH R. FOUCH	Dispatcher	\$5.85	HR	\$5.67	HR	3.17
000113	PAMELA L. FULTZ	Secretary	\$6.76	HR	\$6.56	HR	3.05
000110	REDA J. HARRIS	Public Safety Officer	\$9.23	HR	\$8.96	HR	3.01
002887	BARBARA A. HAYES	Public Safety Officer	\$7.86	HR	\$7.63	HR	3.01
000112	PAMELA S. HESLER	Traffic Control Specialist	\$7.50	HR	\$7.28	HR	3.02
003065	DAVID R. JAMES	Public Safety Officer	\$7.68	HR	\$7.45	HR	3.09
002497	RICHARD H. KELLEY	Dispatcher	\$5.99	HR	\$5.81	HR	3.10
000104	GARY L. LANHAM	Security Shift Supervisor	\$11.50	HR	\$11.16	HR	3.05
001262	ANNA F. NUTZ	Dispatcher	\$6.48	HR	\$6.29	HR	3.02
002649	JAMES K. SERGENT	Dispatcher	\$6.14	HR	\$5.96	HR	3.02
000115	DAVID A. SEXTON	Public Safety Officer	\$7.86	HR	\$7.63	HR	3.01
000319	TIMOTHY J. WRIGHT	Dispatcher	\$5.99	HR	\$5.81	HR	3.10

OFFICE OF ATHLETICS

OFFICE OF THE DIRECTOR

Exempt Employees

000631	STEVE A. HAMILTON	Director of Athletics	\$60,770.00	12	\$59,000.00	12	3.00
000632	PETER PILLING	Instructor of Health, PE & Recreation	\$34,157.00	12	\$33,162.00	12	3.00
003088	JAMES W. WELLS	Assistant Director of Athletics Compliance Coord.& Acad.Athletic Counselor	\$26,471.00	12	\$25,700.00	12	3.00

Non-Exempt Employees

000634	JENNY L. DUNCAN	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09
000633	ELIZABETH A. NEWTON	Administrative Secretary	\$9.58	HR	\$9.30	HR	3.01

OFFICE OF ATHLETICS

ID No.	TRAINER -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
		Exempt Employees					
000649	RYAN L. KLING	Head Athletic Trainer	\$31,944.00	12	\$31,013.00	12	3.00
001042	JEFFREY J. CURLEY	Assistant Athletic Trainer	\$18,316.00	12	\$17,782.00	12	3.00

SPORTS INFORMATION

		Exempt Employees					
000182	RANDY L. STACY	Sports Information Director	\$28,171.00	12	\$27,350.00	12	3.00
		Non-Exempt Employees					
001228	BRENDA L. KISSINGER	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09

DIVISION OF STUDENT LIFE

BASEBALL

		Exempt Employees					
002826	FRANK J. SPANIOL	Head Baseball Coach (Fixed Term Appointment)	\$36,553.00	12	\$35,488.00	12	3.00

BASKETBALL

		Exempt Employees					
000636	RICHARD W. FICK	Head Basketball Coach (Fixed Term Appointment)	\$57,861.00	11	\$56,175.00	11	3.00
002219	JAMES FARR	Assistant Basketball Coach (Fixed Term Appointment)	\$24,473.00	12	\$23,760.00	12	3.00
002218	WILLIAM L. GLEASON	Assistant Basketball Coach (Fixed Term Appointment)	\$38,934.00	12	\$37,800.00	12	3.00
		Non-Exempt Employees					
000639	TERESA L. HOWARD	Secretary	\$7.50	HR	\$7.28	HR	3.02

OFFICE OF ATHLETICS

ID No.	FOOTBALL -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
001135	COLE A. PROCTOR	Head Football Coach (Fixed Term Appointment)	\$58,123.00	12	\$56,430.00	12	3.00
001137	KEVIN J. CARTY	Assistant Football Coach (Fixed Term Appointment)	\$36,710.00	12	\$35,640.00	12	3.00
001136	JEFF JUDGE	Assistant Football Coach (Fixed Term Appointment)	\$32,055.00	12	\$31,121.00	12	3.00
001141	KERRY B. LOCKLIN	Assistant Football Coach (Fixed Term Appointment)	\$30,900.00	12	\$30,000.00	12	3.00
002284	RICHARD MAY	Assistant Football Coach (Fixed Term Appointment)	\$27,000.00	12	\$27,000.00	12	
002532	REX RYAN	Assistant Football Coach (Fixed Term Appointment)	\$35,375.00	12	\$34,344.00	12	3.00

Non-Exempt Employees

000645	SHERRY E. MAYS	Secretary	\$7.50	HR	\$7.28	HR	3.02
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GOLF

Exempt Employees

000653	REX CHANEY	Golf Coach, Part-time (Fixed Term Appointment)	\$6,180.00	12	\$6,000.00	12	3.00
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MEN'S TENNIS

Exempt Employees

001207	JOHN C. NATHANSON	Tennis Coach, Part-time	\$4,468.00	09	\$4,337.00	09	3.02
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SWIMMING

Exempt Employees

000648	PALMER R. ADKINS	Men's & Women's Swimming Coach, Part-Time (Fixed Term Appointment)	\$7,143.00	09	\$6,934.00	09	3.01
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OFFICE OF ATHLETICS

ID No.	WOMEN'S BASKETBALL -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
		Exempt Employees					
000651	JANET M. GABRIEL	Women's Basketball Coach (Fixed Term Appointment)	\$39,140.00	12	\$38,000.00	12	3.00
003127	OSTRIA L. GATLIN	Assistant Basketball Coach (Fixed Term Appointment - Part Time)	\$14,000.00	12	\$0.00		
000650	PATRICIA A. WILSON	Assistant Basketball Coach (Fixed Term Appointment)	\$24,720.00	12	\$24,000.00	12	3.00
	WOMEN'S SOFTBALL -----						
		Exempt Employees					
000654	VACANCY	Women's Softball Coach, Part-time	\$3,627.00	09	\$3,627.00	09	
	WOMEN'S TENNIS -----						
		Exempt Employees					
000652	CHIH Y. LOO	Women's Tennis Coach, Part-Time (Fixed Term Appointment)	\$3,906.00	09	\$3,792.00	09	3.01
	WOMEN'S VOLLEYBALL -----						
		Exempt Employees					
001779	MICHAEL WELCH	Women's Volleyball Coach (Fixed Term Appointment)	\$27,517.00	12	\$26,715.00	12	3.00
	CROSS COUNTRY -----						
		Exempt Employees					
001850	DANIEL K. LINDSEY	Men's & Women's X-Country Coach, Part-Time (Fixed Term Appointment)	\$10,712.00	09	\$10,400.00	09	3.00

ID No.	RIFLE -----	1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
003128	VACANCY					
	Men's & Women's Rifle Coach, Part-time	\$3,000.00	12	\$0.00		

DIVISION OF STUDENT LIFE

AUXILIARY SERVICES

STUDENT HOUSING

Exempt Employees							
000924	KENNETH L. WHITE	Director of Housing	\$38,012.00	12	\$36,904.00	12	3.00
001376	TERESA L. BROWN	Residence Hall Director (Fixed Term Appointment)	\$16,209.00	12	\$15,736.00	12	3.01
000884	SHANNON A. COLVIN	Residence Hall Director (Fixed Term Appointment)	\$14,696.00	12	\$14,267.00	12	3.01
001099	CRAIG D. DENNIS	Residence Hall Area Coordinator	\$19,449.00	12	\$18,882.00	12	3.00
000080	CHARLES ELDRIDGE	Residence Hall Director (Fixed Term Appointment)	\$16,208.00	12	\$15,735.00	12	3.01
000072	LAVERNA J. FLANNERY	Residence Hall Area Coordinator	\$20,850.00	12	\$20,242.00	12	3.00
000060	LORA L. HARDWICK	Residence Hall Director (Fixed Term Appointment)	\$16,208.00	12	\$15,735.00	12	3.01
000074	RUTH A. HARNEY	Residence Hall Area Coordinator	\$20,781.00	12	\$20,175.00	12	3.00
003040	SUSAN E. HART	Residence Hall Director (Fixed Term Appointment)	\$15,263.00	12	\$14,818.00	12	3.00
000076	DAVID L. JESSIE	Residence Hall Director (Fixed Term Appointment)	\$14,696.00	12	\$14,267.00	12	3.01
000075	WILLIAM D. MCKAY	Residence Hall Area Coordinator	\$20,074.00	12	\$19,489.00	12	3.00
000073	LONNIE R. MORRIS	Residence Hall Area Coordinator	\$20,074.00	12	\$19,489.00	12	3.00
000065	ERNEST D. MUSICK	Residence Hall Director (Fixed Term Appointment)	\$14,696.00	12	\$14,267.00	12	3.01
002098	DALLAS F. SAMMONS	Assistant Director of Housing	\$25,426.00	12	\$24,685.00	12	3.00
000067	STEPHEN J. WINGO	Residence Hall Director (Fixed Term Appointment)	\$16,208.00	12	\$15,735.00	12	3.01

Non-Exempt Employees

000927	BRENDA K. REYNOLDS	Secretary	\$7.11	HR	\$6.90	HR	3.04
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AUXILIARY SERVICES

UNIVERSITY CENTER CUSTODIAL

ID No.	-----	Non-Exempt Employees
000913	CLISTA ADKINS	Custodian
000914	CLAYTON GOODMAN	Custodian
000917	DON W. HORTON	Custodian
000915	PAUL R. SLOAN	Custodian

1993-94		1992-93		%
SALARY	CONTRACT	SALARY	CONTRACT	CHANGE
\$6.54	HR	\$6.34	HR	3.15
\$6.41	HR	\$6.22	HR	3.05
\$6.36	HR	\$6.17	HR	3.08
\$6.49	HR	\$6.30	HR	3.02

ID No.	OFFICE OF THE EXECUTIVE VICE PRESIDENT -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
002220	VACANCY	Exec. Vice President for Academic Affairs & Dean of Faculty	\$80,000.00	12	\$75,500.00	12	5.96
000203	DONNA S. MEADE	Administrative Assistant II	\$27,517.00	12	\$26,715.00	12	3.00
002996	VACANCY	Administrative Contract Allotment	\$48,688.00		\$31,195.00		56.08
Non-Exempt Employees							
000201	THERESA M. DAVIS	Secretary Specialist	\$8.35	HR	\$8.10	HR	3.09
FACULTY SENATE -----							
Non-Exempt Employees							
001255	JUDY L. CARPENTER	Secretary (Joint Appointment-Corr, Res & Training)	\$7.82	HR	\$7.59	HR	3.03
OFFICE OF RESEARCH, GRANTS AND CONTRACTS -----							
Exempt Employees							
000135	CAROLE C. MORELLA	Director of Research, Grants and Contracts Assistant Professor of Business Education	\$50,257.00	12	\$48,793.00	12	3.00
001020	MARK A. SAGE	Grant Development Specialist	\$25,555.00	12	\$24,810.00	12	3.00
003105	VACANCY	Contract Development Specialist	\$24,810.00	12	\$0.00		
Non-Exempt Employees							
000138	DARLENE ALLEN	Grants Specialist	\$8.60	HR	\$8.34	HR	3.12
001375	TERESIA M. PARKER	Grants Specialist	\$8.60	HR	\$8.34	HR	3.12

OFFICE OF GRADUATE AND EXTENDED CAMPUS PROGRAMS

OFFICE OF THE DEAN

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
000212	MARC D. GLASSER	Dean of Graduate & Ext Campus Prog	\$63,860.00	12	\$62,000.00	12	3.00
		Professor of English					
001791	DIXIE L. BLANKENBECKLER	Regional Campus Coordinator	\$20,903.00	12	\$20,294.00	12	3.00
000214	CONNIE L. KIBBEY	Graduate Programs Coordinator	\$28,522.00	12	\$27,691.00	12	3.00
000305	RHONDA L. MACKIN	Graduate Admissions Officer	\$16,259.00	12	\$15,785.00	12	3.00
Non-Exempt Employees							
000216	DIANE T. DEMOSS	Administrative Secretary	\$9.59	HR	\$9.31	HR	3.01

CONTINUING EDUCATION

Exempt Employees							
000170	SHIRLEY P. HAMILTON	Director of Community Services	\$34,430.00	12	\$33,427.00	12	3.00
001796	JAN G. BURGE	Conference Services Director	\$26,068.00	12	\$25,308.00	12	3.00
000132	GEORGE W. EYSTER	Continuing Education Coordinator	\$20,767.00	09	\$20,162.00	09	3.00
		Associate Professor of Education (Early Retirement Agreement) (Fixed Term Appointment - Part Time)					
Non-Exempt Employees							
000003	PATRICIA L. LEWIS	Secretary	\$7.06	HR	\$6.85	HR	3.07
000442	KATHY J. SMALLEY	Secretary	\$7.87	HR	\$7.64	HR	3.01

MSU - ASHLAND AREA EXTENDED CAMPUS CENTER

Exempt Employees							
002221	ROLAND L. BURNS	Dir, MSU-Ashland Area Ext Campus Ctr	\$59,740.00	12	\$58,000.00	12	3.00
		Professor of Geography					
002907	DEBRA L. SALYER	Academic/Student Services Coordinator (Joint Assign/MSU-Big Sandy Ext Camp Ctr)	\$14,034.00	12	\$13,625.00	12	3.00
Non-Exempt Employees							
002318	DYAN M. STEVENSON	Secretary	\$6.76	HR	\$6.56	HR	3.05
003118	VACANCY	Custodian	\$4.78	HR	\$0.00	HR	

OFFICE OF GRADUATE AND EXTENDED CAMPUS

MSU-LICKING VALLEY EXTENDED CAMPUS CENTER

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
002274	JONELL TOBIN Dir, MSU-Licking Valley Ext Campus Ctr Asst. Professor of Vocational Education	\$44,290.00	12	\$43,000.00	12	3.00
Non-Exempt Employees						
002449	TYRA H. LEMASTER Secretary	\$7.12	HR	\$6.91	HR	3.04

MSU-BIG SANDY EXTENDED CAMPUS CENTER

Exempt Employees						
002908	MARGARET LEWIS Dir, MSU-Big Sandy Ext Campus Ctr Assistant Professor of Education	\$55,105.00	12	\$53,500.00	12	3.00
003045	DEBRA L. SALYER Academic/Student Services Coordinator (Joint Assign/MSU-Ashland Area Ext Camp Ct)	\$14,034.00	12	\$13,625.00	12	3.00
Non-Exempt Employees						
002909	VACANCY Secretary	\$6.56	HR	\$6.56	HR	

OFFICE OF GRADUATE AND EXTENDED CAMPUS PROGRAMS

TV PRODUCTIONS

Exempt Employees						
000159	AUTUMN GRUBB-SWETNAM Coordinator of Television Productions	\$30,486.00	12	\$29,598.00	12	3.00
000156	TIM YOUNG Television Producer	\$22,083.00	12	\$21,439.00	12	3.00
Non-Exempt Employees						
000391	BARBARA S. YOUNG Secretary	\$7.87	HR	\$7.64	HR	3.01

DIVISION OF ACADEMIC AFFAIRS

GRADUATE AND EXTENDED CAMPUS PROGRAMS

ID No.	FOLK ART PROGRAM -----	Exempt Employees	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
002813	SUSAN L. SCHEIBERG	Folk Art Marketing Coordinator	\$21,935.00	12	\$21,296.00	12	3.00
002979	ADRIAN SWAIN	Folk Art Curator	\$23,259.00	12	\$22,581.00	12	3.00

COLLEGE OF HUMANITIES

OFFICE OF THE DEAN

ID No. -----

Exempt Employees

ID No.	Position	1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
000229	VACANCY					
	Dean of Humanities	\$70,000.00	12	\$70,000.00	12	

Non-Exempt Employees

000553	MARCIA A. PETTIT	\$10.07	HR	\$9.77	HR	3.07
000451	VALERIE D. SPENCER	\$7.50	HR	\$7.28	HR	3.02

ART

Exempt Employees

001113	THOMAS STERNAL	\$58,632.00	12	\$56,924.00	12	3.00
	Department Chair					
	Professor of Art					
	Exhibitions Director					
000454	DAVID J. BARTLETT	\$38,216.00	09	\$37,102.00	09	3.00
000452	BILL R. BOOTH	\$50,655.00	09	\$49,179.00	09	3.00
000455	DIXON FERRELL	\$38,631.00	09	\$37,505.00	09	3.00
000456	ROBERT J. FRANZINI	\$39,505.00	09	\$38,354.00	09	3.00
000457	RYAN A. HOWARD	\$45,522.00	09	\$44,196.00	09	3.00
000458	ROGER H. JONES	\$47,897.00	09	\$46,501.00	09	3.00
	International Studies Director					
000459	JOE D. SARTOR	\$39,859.00	09	\$38,698.00	09	3.00
000460	STEPHEN J. TIRONE	\$36,892.00	09	\$35,817.00	09	3.00
002240	DON B. YOUNG	\$38,559.00	09	\$37,435.00	09	3.00

Non-Exempt Employees

000461	BRENDA L. WHITT	\$8.83	HR	\$8.57	HR	3.03
	Secretary Specialist					

COMMUNICATIONS

Exempt Employees

003099	VACANCY	\$55,000.00	12	\$11,225.00	12	389.98
000471	LAWRENCE S. ALBERT	\$36,050.00	09	\$35,000.00	09	3.00
000464	MICHAEL J. BIEL	\$40,386.00	09	\$39,695.00	09	3.00
001343	JAN CALDWELL	\$30,986.00	09	\$30,083.00	09	3.00
	Assistant Professor of Speech					
	Individual Events Coach					
000468	DAVID R. COLLINS	\$31,971.00	09	\$31,039.00	09	3.00
000470	LARRY N. DALES	\$17,659.00	09	\$17,144.00	09	3.00
	Assistant Professor of Radio-TV					
	Assistant Professor of Journalism					
	(Early Retirement Agreement)					
	(Fixed Term Appointment)					
000467	E. N. EARL	\$28,840.00	09	\$28,000.00	09	3.00
000482	SHIRLEY H. GISH	\$35,404.00	09	\$34,372.00	09	3.00
000472	DALE D. GREER	\$32,407.00	09	\$31,463.00	09	3.00
	Assistant Professor of Radio-TV					

COLLEGE OF HUMANITIES

ID No.	COMMUNICATIONS -----	Exempt Employees	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
000465	JOAN L. HALL	Assistant Professor of Journalism	\$26,780.00	09	\$26,000.00	09	3.00
000473	KYUNG K. HAMILTON	Theatre Costumer	\$12,928.00	09	\$12,551.00	09	3.00
000474	HARLEN L. HAMM	Professor of Speech	\$43,515.00	09	\$42,247.00	09	3.00
002988	SERJIT K. KASIOR	Assistant Professor of Journalism	\$35,020.00	09	\$34,000.00	09	3.00
000477	WILLIAM J. LAYNE	Associate Professor of Theatre Technical Director	\$37,472.00	09	\$36,380.00	09	3.00
000481	CALVIN O. LINDELL	Assistant Professor of Speech	\$30,422.00	09	\$29,535.00	09	3.00
000475	TRAVIS P. LOCKHART	Associate Professor of Theatre Theatre Director	\$37,200.00	09	\$36,116.00	09	3.00
000469	JOHN V. MODAFF	Assistant Professor of Speech	\$30,900.00	09	\$30,000.00	09	3.00
000483	DEBORAH L. PLUM	Assistant Professor of Journalism	\$29,560.00	09	\$28,699.00	09	3.00
000479	JAMES E. QUISENBERRY	Professor of Speech (Early Retirement Agreement) (Fixed Term Appointment)	\$24,574.00	09	\$23,858.00	09	3.00
003092	KENNETH S. SEXTON	Assistant Professor of Journalism	\$28,000.00	09	\$51,588.00		
000078	VACANCY	Assistant Professor of Radio-TV	\$29,560.00	09	\$28,699.00	09	3.00
000463	VACANCY	Instructor of Speech	\$21,630.00	09	\$21,000.00	09	3.00
000480	VACANCY	Instructor of Speech	\$24,720.00	09	\$24,000.00	09	3.00
003124	VACANCY	Administrative Contract Allotment	\$6,834.00	09	\$0.00		
000462	JACK E. WILSON	Professor of Speech	\$51,064.00	09	\$49,576.00	09	3.00
000484	THOMAS L. YANCY	Assistant Professor of Radio-TV	\$34,067.00	09	\$33,074.00	09	3.00
Non-Exempt Employees							
000485	WANDA C. TERRY	Secretary Specialist	\$8.97	HR	\$8.70	HR	3.10
001279	MARGARET L. YOUNG	Secretary	\$7.85	HR	\$7.62	HR	3.02

ENGLISH, FOREIGN LANGUAGES AND PHILOSOPHY

Exempt Employees							
002820	MARK G. MINOR	Department Chair Professor of English	\$55,000.00	12	\$46,098.00	12	19.31
000491	ROSEMARIE A. BATTAGLIA	Assistant Professor of English	\$28,840.00	09	\$28,000.00	09	3.00
000508	MICHELLE BOISSEAU	Associate Professor of English	\$37,039.00	09	\$35,960.00	09	3.00
000489	GLENNA E. CAMPBELL	Associate Professor of English	\$41,065.00	09	\$39,868.00	09	3.00
001350	VICENTE CANO	Professor of Romance Languages	\$39,500.00	09	\$38,349.00	09	3.00
002854	C. G. COLBURN	Assistant Professor of English	\$28,840.00	09	\$28,000.00	09	3.00
000493	G. R. DOBLER	Professor of English	\$48,395.00	09	\$46,985.00	09	3.00
000500	GEORGE E. EKLUND	Assistant Professor of English	\$28,840.00	09	\$28,000.00	09	3.00
000198	EUGENE B. HASTINGS	Associate Professor of Romance Languages	\$31,449.00	09	\$30,533.00	09	3.00
000496	FRANCES L. HELPHINSTINE	Professor of English	\$47,405.00	09	\$46,024.00	09	3.00
000497	JOYCE B. LEMASTER	Associate Professor of English	\$43,022.00	09	\$41,768.00	09	3.00
000540	GEORGE M. LUCKEY, JR.	Professor of Philosophy Academic Honors Program Director	\$50,324.00	09	\$48,858.00	09	3.00
001345	JENNINGS R. MACE	Associate Professor of English	\$34,927.00	09	\$33,909.00	09	3.00
000538	FRANKLIN M. MANGRUM	Professor of Philosophy	\$52,798.00	09	\$51,260.00	09	3.00

COLLEGE OF HUMANITIES

ENGLISH, FOREIGN LANGUAGES AND PHILOSOPHY

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000499	GEORGE A. MAYS	Assistant Professor of English	\$34,490.00	09	\$33,485.00	09	3.00
000498	RONALD D. MORRISON	Associate Professor of English	\$33,010.00	09	\$31,299.00	09	5.47
002821	SARAH R. MORRISON	Assistant Professor of English	\$28,840.00	09	\$28,000.00	09	3.00
000501	MARY J. NETHERTON	Associate Professor of French	\$41,438.00	09	\$40,231.00	09	3.00
000539	WENDELL O'BRIEN	Assistant Professor of Philosophy	\$28,840.00	09	\$28,000.00	09	3.00
000504	BETTY J. PETERS	Assistant Professor of English	\$32,968.00	09	\$32,007.00	09	3.00
000503	NANCY L. PETERSON	Assistant Professor of English	\$27,810.00	09	\$27,000.00	09	3.00
000505	GLENN C. ROGERS	Professor of English	\$48,476.00	09	\$47,064.00	09	3.00
000495	JOHN R. SECOR	Associate Professor of Romance Languages	\$33,231.00	09	\$32,263.00	09	3.00
000490	THOMAS S. STROIK	Associate Professor of English	\$33,953.00	09	\$32,964.00	09	3.00
000507	M. K THOMAS	Professor of English	\$49,250.00	09	\$47,815.00	09	3.00
000486	VACANCY	Instructor of English	\$20,600.00	09	\$20,000.00	09	3.00
000506	VACANCY	Instructor of English	\$23,175.00	09	\$22,500.00	09	3.00
001433	VACANCY	Instructor of English	\$22,145.00	09	\$21,500.00	09	3.00
002629	VACANCY	Instructor of English	\$22,145.00	09	\$21,500.00	09	3.00
002639	VACANCY	Instructor of English	\$21,630.00	09	\$21,000.00	09	3.00
002822	VACANCY	Assistant Professor of English	\$21,630.00	09	\$21,000.00	09	3.00
002823	VACANCY	Instructor of English	\$16,171.00	09	\$22,000.00	09	
002853	VACANCY	Instructor of English	\$21,630.00	09	\$21,000.00	09	3.00
002881	VACANCY	Instructor of English	\$21,630.00	09	\$21,000.00	09	3.00
003075	LORETA VISHOMIRSKYTE	Assistant Professor of English	\$28,325.00	09	\$27,500.00	09	3.00
002879	JACK WEIR	Professor of Philosophy	\$36,246.00	09	\$35,190.00	09	3.00

Non-Exempt Employees

000023	JANET L. MANNING	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09
000059	VANDY D. TRENT	Secretary	\$7.72	HR	\$7.49	HR	3.07

GEOGRAPHY, GOVERNMENT & HISTORY

Exempt Employees

003048	RONALD L. MITCHELSON	Department Chair	\$58,710.00	12	\$57,000.00	12	3.00
		Professor of Geography					
000616	LINDSEY R. BACK	Professor of Geography	\$47,337.00	09	\$45,958.00	09	3.00
000608	JAMES P. DAHLBERG	Assistant Professor of Government	\$32,103.00	09	\$31,167.00	09	3.00
		Para-Legal Studies Program Coordinator					
000607	DONALD F. FLATT	Professor of History	\$51,315.00	09	\$49,820.00	09	3.00
000605	ROBERT B. GOULD	Professor of Geography	\$51,014.00	09	\$49,528.00	09	3.00
000617	WILLIAM C. GREEN	Professor of Government	\$39,466.00	09	\$38,316.00	09	3.00
000609	CHARLES E. HOLT	Professor of History	\$49,199.00	09	\$47,766.00	09	3.00
002869	LILY HWA	Assistant Professor of History	\$29,355.00	09	\$28,500.00	09	3.00
000611	BROADUS B. JACKSON	Professor of History	\$52,530.00	09	\$51,000.00	09	3.00
000612	JOHN E. KLEBER	Professor of History	\$49,311.00	09	\$47,874.00	09	3.00
000613	PERRY E. LEROY	Professor of History	\$50,976.00	09	\$49,491.00	09	3.00
002856	RIC NORTHRUP	Assistant Professor of Government	\$27,810.00	09	\$27,000.00	09	3.00
000618	KAY A. SCHAFER	Associate Professor of Government	\$39,085.00	09	\$37,946.00	09	3.00

COLLEGE OF HUMANITIES

GEOGRAPHY, GOVERNMENT & HISTORY

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
000614	STUART S. SPRAGUE	Professor of History	\$49,872.00	09	\$48,419.00	09	3.00
000602	VACANCY	Assistant Professor of Geography	\$25,118.00	09	\$24,386.00	09	3.00
000606	VACANCY	Assistant Professor of Geography	\$27,810.00	09	\$27,000.00	09	3.00
002814	VACANCY	Assistant Professor of History	\$26,780.00	09	\$26,000.00	09	3.00
000615	MARILYN A. YALE	Assistant Professor of Government	\$28,325.00	09	\$27,500.00	09	3.00

Non-Exempt Employees

000600	BARBARA S. TRENT	Secretary Specialist	\$8.51	HR	\$8.26	HR	3.03
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MUSIC

Exempt Employees

000520	CHRISTOPHER S. GALLAHER	Department Chair Professor of Music	\$59,293.00	12	\$57,566.00	12	3.00
000510	MICHAEL D. ACORD	Assistant Professor of Music	\$28,406.00	09	\$27,578.00	09	3.00
000511	DAVID L. ANDERSON	Associate Professor of Music	\$37,051.00	09	\$35,971.00	09	3.00
000512	ANNE T. BEANE	Instructor of Music	\$30,200.00	09	\$29,320.00	09	3.00
000513	JAMES R. BEANE	Associate Professor of Music	\$47,350.00	09	\$45,970.00	09	3.00
000514	HAROLD L. BLAIR	Associate Professor of Music	\$39,961.00	09	\$38,797.00	09	3.00
000515	SUANNE H. BLAIR	Assistant Professor of Music (One-half time)	\$18,514.00	09	\$17,974.00	09	3.00
000519	LARRY R. BLOCHER	Associate Professor of Music	\$38,204.00	09	\$37,091.00	09	3.00
000516	JAMES W. BRAGG	Associate Professor of Music	\$40,878.00	09	\$39,687.00	09	3.00
000532	JON W. BURGESS	Assistant Professor of Music	\$32,747.00	09	\$31,793.00	09	3.00
000518	RUSSELL J. FLIPPIN	Associate Professor of Music	\$40,618.00	09	\$39,434.00	09	3.00
000522	KATHRYN J. KEENAN	Instructor of Music (Four-fifths time)	\$21,139.00	09	\$20,523.00	09	3.00
000523	LARRY W. KEENAN	Professor of Music	\$45,429.00	09	\$44,105.00	09	3.00
000525	EARLE L. LOUDER	Professor of Music	\$47,483.00	09	\$46,100.00	09	3.00
001283	RICHARD B. MILES	Director of Bands	\$52,579.00	12	\$51,047.00	12	3.00
000528	EUGENE C. NORDEN	Associate Professor of Music	\$36,698.00	09	\$35,629.00	09	3.00
000529	FRANK A. ODDIS	Assistant Professor of Music	\$35,711.00	09	\$34,670.00	09	3.00
000530	ROBERT D. PRITCHARD	Associate Professor of Music	\$37,702.00	09	\$36,603.00	09	3.00
000531	RAYMOND P. ROSS	Assistant Professor of Music	\$32,954.00	09	\$31,994.00	09	3.00
000527	JENNIFER L. SCHULER	Assistant Professor of Music	\$27,810.00	09	\$27,000.00	09	3.00
000533	PAUL TAYLOR	Assistant Professor of Music	\$30,223.00	09	\$29,342.00	09	3.00
002468	FRED W. TREMPER	Keyboard Technician	\$29,967.00	12	\$29,094.00	12	3.00
000524	VACANCY	Assistant Professor of Music	\$29,355.00	09	\$28,500.00	09	3.00
000535	VACANCY	Assistant Professor of Music	\$21,059.00	09	\$20,445.00	09	3.00
003057	VACANCY	Assistant Professor of Music	\$25,670.00		\$24,922.00		3.00
000860	JOHN VITON	Assistant Professor of Music	\$30,900.00	09	\$30,000.00	09	3.00

COLLEGE OF HUMANITIES

ID No.	MUSIC -----	Non-Exempt Employees	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
000536	VIVIAN S. FANNIN	Secretary Specialist	\$8.88	HR	\$8.62	HR	3.02
000145	STARLET F. ROBERTS	Clerk Typist	\$5.85	HR	\$5.67	HR	3.17

COLLEGE OF BUSINESS

OFFICE OF THE DEAN, BUSINESS

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
001655	BERNARD DAVIS	Dean of Business	\$70,658.00	12	\$68,600.00	12	3.00
		Kilpatrick Professor of Banking					
000173	WILSON C. GRIER	Dir for Small Business Dev Ctr	\$33,140.00	12	\$32,174.00	12	3.00
Non-Exempt Employees							
002224	VANESSA R. CECIL	Secretary, Part-time	\$7.39	HR	\$7.17	HR	3.07
000963	MYRA J. MAYSE	Administrative Secretary	\$9.06	HR	\$8.79	HR	3.07

ACCOUNTING AND ECONOMICS

Exempt Employees							
000351	GREEN R. MILLER	Department Chair	\$55,987.00	12	\$54,356.00	12	3.00
000345	JOHN M. ALCORN	Associate Professor of Economics	\$44,081.00	09	\$42,797.00	09	3.00
000348	ROLAND BUCK	Associate Professor of Accounting	\$43,377.00	09	\$41,114.00	09	5.50
000349	TERRY G. ELLIOTT	Professor of Economics	\$41,147.00	09	\$39,948.00	09	3.00
001221	JOHN GRAHAM III	Assistant Professor of Accounting	\$57,641.00	09	\$55,962.00	09	3.00
000346	ISHAPPA HULLUR	Assistant Professor of Accounting	\$40,730.00	09	\$39,543.00	09	3.00
000353	JOHN W. OSBORNE	Associate Professor of Finance	\$40,237.00	09	\$39,065.00	09	3.00
000355	ROSEMARY C. PEAVLER	Assistant Professor of Accounting	\$50,321.00	09	\$48,855.00	09	3.00
000344	KENNETH W. SMITH	Associate Professor of Finance	\$32,445.00	09	\$31,500.00	09	3.00
000356	GARY L. VAN METER	Assistant Professor of Economics	\$42,842.00	09	\$41,594.00	09	3.00
002815	SHARON T. WALTERS	Associate Professor of Accounting	\$34,158.00	09	\$33,163.00	09	3.00
000354	L. K. WILLIAMS	Assistant Professor of Accounting	\$59,907.00	09	\$57,162.00	09	4.80
000350	MESGHENA YASIN	Professor of Accounting	\$39,886.00	09	\$38,724.00	09	3.00
Non-Exempt Employees							
000357	MARY C. LYKINS	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01

INFORMATION SCIENCES

Exempt Employees							
000334	MARVIN ALBIN	Department Chair	\$57,781.00	12	\$56,098.00	12	3.00
000332	BONNIE H. BAILEY	Associate Professor of Data Processing	\$30,821.00	09	\$29,923.00	09	3.00
000336	RAY D. BERNARDI	Instructor of Data Processing	\$49,218.00	09	\$47,784.00	09	3.00
000333	HERBERT BERRY	Professor of Business Education	\$40,153.00	09	\$38,983.00	09	3.00
002051	JACK HENSON	Associate Professor of Data Processing	\$36,248.00	09	\$35,192.00	09	3.00
001393	CHARLES H. HICKS	Assistant Professor of Business Education	\$53,331.00	09	\$51,777.00	09	3.00
000341	HILARY O. IWU	Professor of Education	\$40,321.00	09	\$39,146.00	09	3.00
000335	SUE Y. LUCKEY	Assistant Professor of Business Education	\$48,992.00	09	\$47,565.00	09	3.00
		Professor of Business Education					

COLLEGE OF BUSINESS

INFORMATION SCIENCES

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
000338	HELEN A. NORTHCUTT	Assistant Professor of Business Education (Early Retirement Agreement) (Fixed Term Appointment)	\$18,365.00	09	\$35,660.00	09	
000339	GAIL C. OUSLEY	Assistant Professor of Business Education (Early Retirement Agreement) (Fixed Term Appointment)	\$18,279.00	09	\$17,746.00	09	3.00
000340	WILLIAM A. RODGERS	Professor of Data Processing	\$53,541.00	09	\$51,981.00	09	3.00
002816	VACANCY	Assistant Professor of Data Processing	\$30,025.00	09	\$29,150.00	09	3.00
003080	VACANCY	Assistant Professor of Data Processing	\$36,263.00	09	\$35,207.00	09	3.00
003107	VACANCY	Assistant Professor of Data Processing	\$36,644.00	09	\$35,576.00	09	3.00
003108	VACANCY	Assistant Professor of Data Processing	\$32,000.00	09	\$0.00		

Non-Exempt Employees

002223	JEWELL F. HUNTER	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09
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MANAGEMENT AND MARKETING

Exempt Employees

000904	MICHAEL N. HARFORD	Department Chair	\$55,105.00	12	\$53,500.00	12	3.00
		Associate Professor of Management					
000329	RODGER D. CARLSON	Professor of Marketing	\$51,619.00	09	\$50,115.00	09	3.00
000321	C. DALE CAUDILL	Assistant Professor of Management	\$29,598.00	09	\$28,236.00	09	4.82
000322	BEVERLY J. MCCORMICK	Associate Professor of Real Estate	\$34,307.00	09	\$33,307.00	09	3.00
000320	ROBERT E. MEADOWS	Professor of Management	\$53,148.00	09	\$51,600.00	09	3.00
000324	MARY P. OSBORNE	Assistant Professor of Marketing	\$42,669.00	09	\$41,426.00	09	3.00
000325	JACK W. PETERS	Associate Professor of Management	\$43,820.00	09	\$42,543.00	09	3.00
000326	BILL B. PIERCE	Professor of Marketing	\$55,476.00	09	\$53,860.00	09	3.00
000323	VACANCY	Instructor of Management	\$20,600.00	09	\$20,000.00	09	3.00
001177	VACANCY	Instructor of Marketing	\$24,720.00	09	\$24,000.00	09	3.00
001178	VACANCY	Instructor of Marketing	\$22,660.00	09	\$22,000.00	09	3.00
003095	VACANCY	Administrative Contract Allotment	\$10,362.00	09	\$10,060.00	09	3.00
003109	VACANCY	Assistant Professor of Real Estate	\$45,000.00	09	\$0.00		
003110	VACANCY	Assistant Professor of Management	\$45,000.00	09	\$0.00		

Non-Exempt Employees

000330	PENNY E. GRIER	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01
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COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES

OFFICE OF THE DEAN, EDUCATION & BEHAVIORAL SCIENCES

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
000368	SYLVESTER KOHUT, JR Dean of Education and Behavioral Sciences	\$71,070.00	12	\$69,000.00	12	3.00
003119	VACANCY Professor of Education MTEP Coordinator	\$25,000.00	12	\$0.00		
Non-Exempt Employees						
000318	JOAN K. FERGUSON Administrative Secretary	\$9.32	HR	\$9.04	HR	3.10
000440	BRENDA L. PORTER Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09

CLEARINGHOUSE SCHOOL SERVICES

Exempt Employees						
003121	VACANCY Administrative Contract Allotment	\$15,000.00	12	\$0.00		

ELEMENTARY, READING AND SPECIAL EDUCATION

Exempt Employees						
003056	WILLIAM J. MOSLEY Department Chair	\$60,770.00	12	\$59,000.00	12	3.00
000366	DIANE COX Assistant Professor of Education	\$33,100.00	09	\$32,135.00	09	3.00
000367	GRETTA A. DUNCAN Assistant Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$17,338.00	09	\$16,833.00	09	3.00
000365	KENT E. FREELAND Professor of Education	\$46,497.00	09	\$45,142.00	09	3.00
000370	CAROL A. GEORGES Assistant Professor of Education	\$35,599.00	09	\$34,562.00	09	3.00
001168	MARY A. GLADDEN Associate Professor of Education	\$38,710.00	09	\$37,582.00	09	3.00
000384	DANIEL P. GRACE Assistant Professor of Education	\$31,804.00	09	\$30,877.00	09	3.00
000373	COLLETA Y. GRINDSTAFF Assistant Professor of Education	\$37,581.00	09	\$36,486.00	09	3.00
000448	KAREN O. HAMMONS Assistant Professor of Education	\$33,526.00	09	\$32,549.00	09	3.00
000220	COLEENE B. HAMPTON Instructor of Education	\$28,719.00	09	\$27,882.00	09	3.00
000374	KATHARINE D. HERZOG Associate Professor of Education	\$39,340.00	09	\$38,194.00	09	3.00
000443	BERNICE D. HOWELL Instructor of Education	\$29,759.00	09	\$28,892.00	09	3.00
001030	PAUL R. MCGHEE Professor of Education	\$48,496.00	09	\$47,083.00	09	3.00
002483	TIMOTHY E. MILLER Associate Professor of Education	\$40,861.00	09	\$39,670.00	09	3.00
001253	BARBARA E. NIEMEYER Associate Professor of Education	\$38,169.00	09	\$37,057.00	09	3.00
000373	PHYLLIS B. OAKES Associate Professor of Education	\$32,119.00	09	\$30,433.00	09	5.54
002893	DAVID B. PETERSON Assistant Professor of Education	\$32,445.00	09	\$31,500.00	09	3.00
000379	MARY A. POLLOCK Associate Professor of Education	\$35,345.00	09	\$34,315.00	09	3.00
000446	DREAMA D. PRICE Assistant Professor of Education	\$32,981.00	09	\$32,020.00	09	3.00

ID No.	ELEMENTARY, READING AND SPECIAL EDUCATION -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000381	DIANE L. RIS	Professor of Education	\$43,944.00	09	\$42,664.00	09	3.00
000382	LAYLA B. SABIE	Professor of Education	\$43,618.00	09	\$42,347.00	09	3.00
000385	JOHN E. SASSER	Associate Professor of Education	\$35,020.00	09	\$34,000.00	09	3.00
002195	EDNA O. SCHACK	Associate Professor of Education (Shared Position)	\$19,791.00	09	\$19,214.00	09	3.00
000444	MARKHAM B. SCHACK	Professor of Education (Shared Position)	\$22,639.00	09	\$21,979.00	09	3.00
002892	WENJU SHEN	Assistant Professor of Education	\$28,840.00	09	\$28,000.00	09	3.00
003111	VACANCY	Assistant Professor of Education	\$32,000.00	09	\$0.00		
000386	SUE S. WELLS	Assistant Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$18,427.00	09	\$17,890.00	09	3.00
002486	WAYNE WILLIS	Associate Professor of Education	\$35,468.00	09	\$34,434.00	09	3.00
Non-Exempt Employees							
002226	VIRGINIA L. KEY	Secretary	\$7.50	HR	\$7.28	HR	3.02
000392	VACANCY	Secretary Specialist	\$7.45	HR	\$7.45	HR	
000409	VACANCY	Secretary	\$6.56	HR	\$7.28	HR	

COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

LEADERSHIP AND SECONDARY EDUCATION

Exempt Employees							
000408	WILLIAM J. WEIKEL	Department Chair	\$58,916.00	12	\$57,200.00	12	3.00
000395	RICHARD W. DANIEL	Professor of Education	\$47,647.00	09	\$46,259.00	09	3.00
000396	JOHN R. DUNCAN	Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$29,861.00	09	\$28,991.00	09	3.00
002157	DANIEL FASKO	Associate Professor of Education	\$33,652.00	09	\$32,671.00	09	3.00
000369	JERRY R. FRANKLIN	Assistant Professor of Education	\$39,311.00	09	\$38,166.00	09	3.00
000371	LAWRENCE E. GRIESINGER	Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$25,548.00	09	\$24,803.00	09	3.00
000399	HARRY C. MAYHEW	Associate Professor of Education	\$41,737.00	09	\$40,521.00	09	3.00
000377	RODNEY D. MILLER	Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$24,041.00	09	\$23,340.00	09	3.00
000378	WILLIAM F. MOORE	Associate Professor of Education	\$42,837.00	09	\$41,589.00	09	3.00
000402	DEAN W. OWEN	Professor of Education	\$42,305.00	09	\$41,072.00	09	3.00
000363	JOHN W. PAYNE	Professor of Education (Early Retirement Agreement) (Fixed Term Appointment)	\$24,581.00	09	\$23,865.00	09	3.00
000394	N. H. ROSE	Professor of Education	\$52,083.00	09	\$50,566.00	09	3.00

COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

LEADERSHIP AND SECONDARY EDUCATION

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
002485	WANDA L. STALEY	\$32,960.00	09	\$32,000.00	09	3.00
002875	STEPHEN S. TAYLOR	\$27,108.00	09	\$26,318.00	09	3.00
	(Early Retirement Agreement) (Fixed Term Appointment)					
000405	DAN S. THOMAS	\$49,540.00	09	\$48,097.00	09	3.00
000400	PAUL A. TURGI	\$33,549.00	09	\$32,571.00	09	3.00
000407	VACANCY	\$28,840.00	09	\$28,000.00	09	3.00
003125	VACANCY	\$8,101.00	09	\$0.00		
003064	RANDALL L. WELLS	\$26,039.00	09	\$28,875.00	09	
	(Early Retirement Agreement) (Fixed Term Appointment)					
002484	MARIUM T. WILLIAMS	\$36,794.00	09	\$35,722.00	09	3.00
000389	STEPHEN S. YOUNG	\$44,934.00	09	\$43,625.00	09	3.00
003077	VACANCY	\$32,000.00	09	\$38,933.00	09	

Non-Exempt Employees

000410	KENI A. SPRADLING	\$7.86	HR	\$7.63	HR	3.01
002834	SUE VENCILL	\$7.42	HR	\$7.20	HR	3.06

STUDENT TEACHING/CLINICAL

Exempt Employees

000362	SHIRLEY S. BLAIR	\$45,541.00	12	\$43,465.00	12	4.78
000397	LESTER BREEDING	\$21,320.00	11	\$20,699.00	11	3.00

Non-Exempt Employees

000390	LENA E. ADKINS	\$7.92	HR	\$7.68	HR	3.13
000393	JENNIFER L. RILEY	\$7.46	HR	\$7.24	HR	3.04

HEALTH, PHYSICAL EDUCATION AND RECREATION

Exempt Employees

003102	VACANCY	\$55,000.00	12	\$42,282.00	12	30.08
000422	PALMER R. ADKINS	\$34,606.00	09	\$33,598.00	09	3.00
000429	DAYNA S. BROWN	\$29,355.00	09	\$28,500.00	0	3.00
000423	LARADEAN K. BROWN	\$36,699.00	09	\$35,630.00	09	3.00
000424	W. M. BROWN	\$44,590.00	09	\$43,291.00	09	3.00
000425	REX CHANEY	\$46,993.00	09	\$45,624.00	09	3.00
001222	J. B. CRAGER	\$55,766.00	09	\$54,141.00	09	3.00
000426	LYNNE E. FITZGERALD	\$35,625.00	09	\$34,587.00	09	3.00

COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

HEALTH, PHYSICAL EDUCATION AND RECREATION

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
Exempt Employees							
000421	ROBERT W. GRUENINGER	Professor of Health, PE & Recreation	\$44,547.00	09	\$43,249.00	09	3.00
000428	MONICA A. MAGNER	Asst Professor of Health, PE & Recreation	\$30,385.00	09	\$29,500.00	09	3.00
000430	GRETTA G. OSBORNE	Asst Professor of Health, PE & Recreation (Early Retirement Agreement) (Fixed Term Appointment)	\$19,105.00	09	\$18,548.00	09	3.00
000431	JAMES W. OSBORNE	Asst Professor of Health, PE & Recreation (Early Retirement Agreement) (Fixed Term Appointment)	\$19,035.00	09	\$18,480.00	09	3.00
000432	PAUL A. RAINES	Professor of Health, PE & Recreation (Early Retirement Agreement) (Fixed Term Appointment)	\$21,979.00	09	\$21,338.00	09	3.00
000433	MOHAMMED SABIE	Professor of Health, PE & Recreation	\$49,253.00	09	\$47,818.00	09	3.00
000434	HARRY F. SWEENEY	Associate Professor of Health, PE & Recrea	\$43,303.00	09	\$42,041.00	09	3.00
000435	CHARLES B. THOMPSON	Professor of Health, PE & Recreation (Early Retirement Agreement) (Fixed Term Appointment)	\$24,791.00	09	\$24,068.00	09	3.00
002857	VACANCY	Asst Professor of Health, PE & Recreation	\$32,000.00	09	\$32,000.00	09	

Non-Exempt Employees

000438	LINDA I. BOWLING	Equipment Room Clerk	\$6.40	HR	\$6.21	HR	3.06
000437	ROSEMARY S. HINTON	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09

MILITARY SCIENCE

Non-Exempt Employees

001434	LOIS L. HAWKINS	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01
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PSYCHOLOGY

Exempt Employees

000411	GEORGE S. TAPP	Department Chair	\$60,836.00	12	\$59,064.00	12	3.00
000418	LYNN H. AUGSBACH	Professor of Psychology	\$31,930.00	09	\$31,000.00	09	3.00
000412	L. B. CLOUGH	Assistant Professor of Psychology	\$50,557.00	09	\$49,084.00	09	3.00
000414	ANNA L. DEMAREE	Professor of Psychology	\$43,968.00	09	\$42,687.00	09	3.00
002097	JAMES E. GOTSICK	Professor of Psychology	\$50,432.00	09	\$48,963.00	09	3.00
000415	BRUCE A. MATTINGLY	Professor of Psychology	\$45,134.00	09	\$43,819.00	09	3.00
000416	CHARLES H. MORGAN	Professor of Psychology	\$41,467.00	09	\$40,259.00	09	3.00
002817	DAVID R. OLSON	Assistant Professor of Psychology	\$32,413.00	09	\$31,468.00	09	3.00
000417	FRANCIS H. OSBORNE	Professor of Psychology	\$50,631.00	09	\$49,156.00	09	3.00
001130	VACANCY	Assistant Professor of Psychology	\$34,089.00	09	\$33,096.00	09	3.00

COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

PSYCHOLOGY

ID No. -----
Non-Exempt Employees

ID No.	Name	Title	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
000419	NORMA PORTER	Secretary Specialist	\$8.69	HR	\$8.43	HR	3.08

SOCIOLOGY, SOCIAL WORK AND CORRECTIONS

Exempt Employees

000626	DAVID R. RUDY	Department Chair	\$59,293.00	12	\$57,566.00	12	3.00
		Professor of Sociology					
000620	ROBERT A. BYLUND	Professor of Sociology	\$43,330.00	09	\$42,067.00	09	3.00
000621	LOLA R. CROSTHWAITE	Associate Professor of Social Work	\$40,026.00	09	\$38,860.00	09	3.00
000624	JACEK GANOWICZ	Assistant Professor of Sociology	\$31,286.00	09	\$30,374.00	09	3.00
000734	KARL R. KUNKEL	Associate Professor of Sociology	\$32,367.00	09	\$30,674.00	09	5.52
000623	TED A. MARSHALL	Professor of Social Work	\$43,958.00	09	\$42,677.00	09	3.00
002194	J. D. MAY	Assistant Professor of Social Work	\$32,960.00	09	\$32,000.00	09	3.00
000625	MARGARET D. PATTON	Associate Professor of Sociology	\$43,268.00	09	\$42,007.00	09	3.00
002818	DONNA C. PHILLIPS	Assistant Professor of Sociology	\$32,608.00	09	\$31,658.00	09	3.00
000627	EDWARD B. REEVES	Professor of Sociology	\$37,882.00	09	\$35,779.00	09	5.88
000622	JOHN M. SEELIG	Professor of Sociology	\$43,344.00	10	\$42,081.00	10	3.00
		Social Work and Corrections Coordinator					
002819	JUDITH A. STAFFORD	Associate Professor of Social Work	\$36,426.00	09	\$34,616.00	09	5.23
003091	SUZANNE E. TALLICHET	Assistant Professor of Sociology	\$29,500.00	09	\$57,304.00	09	
002609	VACANCY	Assistant Professor of Social Work	\$25,750.00	09	\$25,000.00	09	3.00
003113	VACANCY	Assistant Professor of Social Work	\$29,524.00	09	\$0.00		
001224	NEIL S. WEBSDALE	Assistant Professor of Sociology	\$30,385.00	09	\$29,500.00	09	3.00
001225	ALBAN L. WHEELER	Professor of Sociology	\$54,796.00	09	\$53,200.00	09	3.00
000629	PATSY R. WHITSON	Associate Professor of Social Work	\$20,263.00	09	\$19,672.00	09	3.00
		(Early Retirement Agreement)					
		(Fixed Term Appointment)					
000628	S. M. WHITSON	Professor of Sociology	\$24,567.00	09	\$23,851.00	09	3.00
		(Early Retirement Agreement)					
		(Fixed Term Appointment)					

Non-Exempt Employees

000599	JENNIFER M. MADDEN	Secretary Specialist	\$7.68	HR	\$7.45	HR	3.09
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CORRECTIONAL RESEARCH AND TRAINING

Exempt Employees

002986	BYRON R. JOHNSON	Associate Professor of Social Work Dir of Inst for Corr, Res & Training	\$41,468.00	12	\$40,260.00	12	3.00
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COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

CORRECTIONAL RESEARCH AND TRAINING

ID No. -----

Non-Exempt Employees

002987 JUDY L. CARPENTER

Secretary
(Joint Appointment - Faculty Senate)

1993-94		1992-93		%
SALARY	CONTRACT	SALARY	CONTRACT	CHANGE
\$7.82	HR	\$7.59	HR	3.03

COLLEGE OF SCIENCE AND TECHNOLOGY

OFFICE OF THE DEAN

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000450	JOHN C. PHILLEY	Dean of Science and Technology Professor of Geoscience	\$71,585.00	12	\$69,500.00	12	3.00
Non-Exempt Employees							
001597	LISA L. CASKEY	Secretary	\$7.35	HR	\$7.13	HR	3.09
000230	M. K. HESTER	Bookkeeper II	\$7.68	HR	\$7.45	HR	3.09
000231	JOYCE A. MEADE	Administrative Secretary	\$9.54	HR	\$9.26	HR	3.02

AGRICULTURE AND NATURAL RESOURCES - AGRICULTURE

Exempt Employees							
003100	VACANCY	Department Chair	\$55,000.00	12	\$47,783.00	12	15.10
000237	JOE F. BENDIXEN	Professor of Agriculture	\$47,593.00	09	\$46,206.00	09	3.00
000238	GENE D. CARSWELL	Equine Manager	\$26,342.00	11	\$25,574.00	11	3.00
002096	KEVIN L. HERKELMAN	Assistant Professor of Agriculture	\$30,620.00	09	\$29,728.00	09	3.00
000242	DEBBY A. JOHNSON	Associate Professor of Agriculture	\$36,648.00	09	\$35,580.00	09	3.00
000235	TAMARA G. MOMILLAN	Instructor of Horsemanship	\$25,711.00	09	\$24,962.00	09	3.00
001211	C. B. ROGERS	Associate Professor of Agriculture	\$34,773.00	09	\$33,760.00	09	3.00
000244	JUDITH G. WILLARD	Associate Professor of Agriculture	\$43,260.00	09	\$42,000.00	09	3.00
000234	ROBERT H. WOLFE	Associate Professor of Agriculture	\$44,702.00	09	\$43,400.00	09	3.00
Non-Exempt Employees							
000245	ROSALIE B. CONLEY	Bookkeeper I	\$7.94	HR	\$7.70	HR	3.12
000236	PATRICIA D. FIELDS	Horticulture Technician	\$5.85	HR	\$5.67	HR	3.17
001452	DEBORAH L. FOUCH	Secretary Specialist	\$8.06	HR	\$7.82	HR	3.07

AGRICULTURE AND NATURAL RESOURCES - FARM

Exempt Employees							
000247	EDWARD T. LUNDERGAN	Farm Manager	\$26,080.00	12	\$25,320.00	12	3.00
Non-Exempt Employees							
000250	DAVE W. EGELSTON	Livestock Technician	\$7.50	HR	\$7.28	HR	3.02
000252	MICHAEL F. PADULA	Carpenter	\$8.35	HR	\$8.10	HR	3.09
000248	FREDERICK V. SCHWEICKART	Farm Laborer	\$6.59	HR	\$6.39	HR	3.13
000254	PERRY L. SNIDER	Farm Laborer	\$7.02	HR	\$6.81	HR	3.08
000253	JEFFREY D. STIDHAM	Farm Laborer	\$5.85	HR	\$5.67	HR	3.17

COLLEGE OF SCIENCE AND TECHNOLOGY

AGRICULTURE AND NATURAL RESOURCES - VET TECH

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
000869	CARROLL L. TYNER					
	Coordinator of Vet Technology	\$45,320.00	09	\$44,000.00	09	3.00
	Associate Professor of Vet Technology					
000309	DONALD L. APPLIGATE					
	Associate Professor of Vet Technology	\$44,638.00	09	\$43,337.00	09	3.00
	(On Leave Without Pay 8/15/93 - 12/15/93)					
000311	VIVIAN BARNES					
	Instructor of Vet Technology	\$26,494.00	09	\$25,722.00	09	3.00
000310	BARBARA I. LEWIS					
	Instructor of Vet Technology	\$25,868.00	09	\$25,114.00	09	3.00
001166	SCOTT W. RUNDALL					
	Assistant Professor of Vet Technology	\$36,413.00	09	\$35,352.00	09	3.00

Non-Exempt Employees

002108	GREG C. HUDDLESTON					
	Custodian	\$5.20	HR	\$5.04	HR	3.17

CHILD DEVELOPMENT CENTER

Exempt Employees						
003053	HELEN M. CLARK					
	Early Childhood Specialist	\$11,023.00	09	\$10,701.00	09	3.01
000449	JEANNE K. HUIE					
	Early Childhood Specialist	\$15,343.00	09	\$14,896.00	09	3.00

HOME ECONOMICS

Exempt Employees						
001786	MARILYN Y. SAMPLEY					
	Department Chair	\$56,208.00	12	\$54,570.00	12	3.00
	Professor of Home Economics					
000279	JANE C. ELLINGTON					
	Associate Professor of Home Economics	\$33,840.00	09	\$32,854.00	09	3.00
000551	CAROLYN S. FLATT					
	Personal Development Institute Director	\$34,192.00	09	\$33,196.00	09	3.00
	Asst Professor of Personal Development					
000280	NANCY K. GRAHAM					
	Director of Institutional Foods Lab	\$30,470.00	09	\$29,582.00	09	3.00
	Assistant Professor of Home Economics					
000286	MICHELLE B. KUNZ					
	Assistant Professor of Home Economics	\$32,330.00	09	\$31,388.00	09	3.00
000278	NORMA J. MAGUIRE					
	Associate Professor of Home Economics	\$41,723.00	09	\$40,507.00	09	3.00
000285	CAROLYN D. TAYLOR					
	Associate Professor of Home Economics	\$35,037.00	09	\$34,016.00	09	3.00
000289	VACANCY					
	Asst Professor of Hotel, Res & Inst Mgt	\$33,000.00	09	\$33,000.00	09	

Non-Exempt Employees

000284	HATTIE P. BEAR					
	Food Services Worker	\$4.93	HR	\$4.78	HR	3.14
000287	WILMA I. LEWIS					
	Secretary Specialist	\$8.17	HR	\$7.93	HR	3.03
000283	VACANCY					
	Food Services Worker	\$4.78	HR	\$4.78	HR	

COLLEGE OF SCIENCE AND TECHNOLOGY

INDUSTRIAL EDUCATION AND TECHNOLOGY

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
000255	VACANCY					
	Department Chair	\$55,000.00	12	\$57,887.00	12	
	Professor of Industrial Education					
001453	BEVERLY C. DEGRAW	\$32,960.00	09	\$32,000.00	09	3.00
000258	ROBERT T. HAYES	\$37,374.00	09	\$36,285.00	09	3.00
000260	DENNIS KARWATKA	\$42,177.00	09	\$40,948.00	09	3.00
000262	WAYNE A. MORELLA	\$41,935.00	09	\$40,713.00	09	3.00
000264	EDWARD G. NASS	\$41,275.00	09	\$40,072.00	09	3.00
000307	WILLIAM C. PATRICK	\$36,090.00	09	\$35,038.00	09	3.00
000266	VEERAMUTHU RAJARAVIVARMA	\$36,934.00	09	\$35,858.00	09	3.00
001248	JAMES E. SMALLWOOD	\$38,492.00	09	\$37,370.00	09	3.00
001249	RONALD D. SPANGLER	\$35,302.00	09	\$34,273.00	09	3.00
000259	RODNEY B. STANLEY	\$34,816.00	09	\$33,801.00	09	3.00
000268	RONALD F. TUCKER	\$45,989.00	09	\$44,649.00	09	3.00
000269	VACANCY	\$35,020.00	09	\$34,000.00	09	3.00
001282	VACANCY	\$36,518.00	09	\$35,454.00	09	3.00
000272	JOHN S. VANHOOSE	\$18,317.00	09	\$17,783.00	09	3.00
	(Early Retirement Agreement)					
	(Fixed Term Appointment)					

Non-Exempt Employees

000274	KAREN L. CHRISTY	\$5.98	HR	\$5.80	HR	3.10
000273	JOYCE S. RUTHERFORD	\$7.86	HR	\$7.63	HR	3.01

NURSING AND ALLIED HEALTH - BSN PROGRAM

Exempt Employees

003063	LINDA K. SALYER	\$54,590.00	12	\$53,000.00	12	3.00
	Department Chair					
	Associate Professor of Nursing					
001057	ALTA S. BLAIR	\$35,672.00	09	\$33,883.00	10	
000292	JANICE T. BRUMAGEN	\$42,169.00	09	\$40,940.00	10	
000297	DENISE A. GOLDY	\$31,296.00	09	\$30,384.00	10	
000302	PRISCILLA GOTSICK	\$22,430.00	09	\$21,776.00	09	3.00
000899	PEGGY J. GRAY	\$27,295.00	09	\$26,500.00	09	3.00
001780	FREDA L. KILBURN	\$44,126.00	09	\$42,840.00	10	
000304	LINDA E. MCNABB	\$30,781.00	09	\$29,884.00	10	
000291	BETTY M. PORTER	\$46,981.00	09	\$45,612.00	09	3.00
001772	PAULINE RAMEY	\$21,331.00	09	\$20,709.00	10	
	(Joint Appointment-Undergraduate Program)					
001263	OPAL M. SKAGGS	\$31,877.00	09	\$30,948.00	10	
001065	ANGELA K. TACKETT	\$30,900.00	09	\$30,000.00	10	
000300	ELIZABETH L. TAPP	\$35,290.00	09	\$34,262.00	10	
	Nursing & Allied Hlth Sci Std Srvs Coord					
	Assistant Professor of Nursing					
000296	VACANCY	\$30,900.00	09	\$30,000.00	10	
000976	VACANCY	\$29,870.00	09	\$29,000.00	10	
003112	VACANCY	\$31,000.00	09	\$0.00		

COLLEGE OF SCIENCE AND TECHNOLOGY

NURSING AND ALLIED HEALTH - BSN PROGRAM

ID No.			1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
002864	MARSHIA C. WHITE	Assistant Professor of Nursing	\$33,019.00	09	\$32,057.00	10	
000298	GAIL WISE	Assistant Professor of Nursing Nursing & Allied Hlth Sci Cont Ed Coord	\$33,904.00	09	\$32,916.00	10	
Non-Exempt Employees							
001785	IDA B. DILLON	Secretary Specialist	\$9.27	HR	\$9.00	HR	3.00
002765	VACANCY	Secretary	\$6.56	HR	\$6.56	HR	

NURSING AND ALLIED HEALTH SCIENCES - RAD TECH

Exempt Employees							
000313	RAE P. SMITH	Assistant Professor of Radiologic Tech	\$31,592.00	09	\$30,671.00	09	3.00
000314	JACKLYNN K. DARLING	Assistant Professor of Radiologic Tech	\$30,460.00	09	\$29,572.00	09	3.00
000315	BARBARA L. DEHNER	Assistant Professor of Radiologic Tech	\$29,636.00	09	\$28,772.00	09	3.00
002891	CYNTHIA Y. GIBBS	Assistant Professor of Radiologic Tech	\$28,547.00	09	\$27,715.00	09	3.00
002841	VACANCY	Assistant Professor of Radiologic Tech	\$28,580.00	09	\$27,747.00	09	3.00
003043	VACANCY	Administrative Contract Allotment	\$8,458.00	09	\$8,211.00	09	3.01

NURSING AND ALLIED HLTH SCIENCES - RESP THERAPY

Exempt Employees							
002866	CLAIR D. GARDNER	Coordinator of Respiratory Therapy Program	\$39,140.00	12	\$38,000.00	12	3.00
003031	BRIAN J. PARKER	Assistant Professor of Respiratory Therapy Assistant Professor of Respiratory Therapy	\$35,020.00	12	\$34,000.00	12	3.00
Non-Exempt Employees							
002981	BRENDA S. DEHART	Secretary, One-Half Time	\$7.11	HR	\$6.90	HR	3.04

NURSING AND ALLIED HEALTH - ADN PROGRAM

Exempt Employees							
002890	JANET J. GROSS	Coordinator of ADN Program	\$45,320.00	09	\$44,000.00	10	
002888	CHERYL J. CLEVENGER	Associate Professor of Nursing	\$31,296.00	09	\$30,384.00	10	
002889	MARQUETTA . FLAUGHER	Assistant Professor of Nursing	\$30,900.00	09	\$30,000.00	10	
002980	SHELBY SHIRES	ADN Nursing Campus Lab Coordinator	\$27,295.00	09	\$26,500.00	09	3.00
003029	VACANCY	Instructor of Nursing	\$29,870.00	09	\$29,000.00	10	
003030	VACANCY	Instructor of Nursing	\$29,870.00	09	\$29,000.00	10	

COLLEGE OF SCIENCE AND TECHNOLOGY

NURSING AND ALLIED HEALTH - ADN PROGRAM

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees						
003093	VACANCY					
	Administrative Contract Allotment	\$8,602.00	09	\$8,351.00	09	3.01
Non-Exempt Employees						
002999	BRENDA S. DEHART					
	Secretary, One-Half Time	\$7.11	HR	\$6.90	HR	3.04

BIOLOGICAL AND ENVIRONMENTAL SCIENCES

Exempt Employees						
000558	GERALD L. DEMOSS					
	Department Chair	\$59,293.00	12	\$57,566.00	12	3.00
	Professor of Biology					
000556	DAVID M. BRUMAGEN	\$50,521.00	09	\$49,049.00	09	3.00
000557	FRED M. BUSROE	\$41,577.00	09	\$40,366.00	09	3.00
000559	GEOFFREY W. GEARNER	\$30,223.00	09	\$29,342.00	09	3.00
000555	JERRY F. HOWELL JR	\$49,170.00	09	\$47,737.00	09	3.00
000562	DAVID T. MAGRANE	\$47,203.00	09	\$45,828.00	09	3.00
000563	LESLIE E. MEADE	\$39,284.00	09	\$38,139.00	09	3.00
000564	TED PASS, II	\$49,611.00	09	\$48,166.00	09	3.00
000565	MADISON E. PRYOR	\$27,728.00	09	\$26,920.00	09	3.00
	(Early Retirement Agreement)					
	(Fixed Term Appointment)					
000561	BRIAN C. REEDER	\$33,112.00	09	\$31,398.00	09	5.46
000566	DAVID J. SAXON	\$50,551.00	09	\$49,078.00	09	3.00
000567	HOWARD L. SETSER	\$49,428.00	09	\$47,988.00	09	3.00
001013	CRAIG TUERK	\$30,000.00	09	\$24,000.00	09	25.00
001174	VACANCY	\$21,630.00	09	\$21,000.00	09	3.00
003090	VACANCY	\$39,667.00		\$38,511.00		3.00
002867	VACANCY	\$26,780.00	09	\$26,000.00	09	3.00
Non-Exempt Employees						
000568	SUSAN G. HYATT					
	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01

WATER ANALYSIS LAB

Exempt Employees						
000569	RITA B. WRIGHT					
	Water Testing Lab Manager	\$24,589.00	12	\$23,872.00	12	3.00

COLLEGE OF SCIENCE AND TECHNOLOGY

ID No.	MATHEMATICS -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000575	C. R. HAMMONS	Department Chair	\$58,191.00	12	\$56,496.00	12	3.00
		Professor of Mathematics					
000573	BEN V. FLORA	Professor of Mathematics	\$50,582.00	09	\$49,108.00	09	3.00
000574	JOHNNIE G. FRYMAN	Associate Professor of Mathematics	\$43,902.00	09	\$42,623.00	09	3.00
000571	LLOYD R. JAISINGH	Associate Professor of Mathematics	\$41,651.00	09	\$40,437.00	09	3.00
000570	GLENN E. JOHNSTON	Professor of Mathematics (Early Retirement Agreement) (Fixed Term Appointment)	\$25,653.00	09	\$24,905.00	09	3.00
000578	THOMAS J. KLEIN	Assistant Professor of Mathematics	\$29,870.00	09	\$29,000.00	09	3.00
000576	EDWARD C. KORNTVED	Assistant Professor of Mathematics	\$32,960.00	09	\$32,000.00	09	3.00
000577	ROBERT J. LINDAHL	Professor of Mathematics	\$50,950.00	09	\$49,466.00	09	3.00
000579	JAMES D. MANN	Associate Professor of Mathematics	\$42,156.00	09	\$40,928.00	09	3.00
002676	ANDREW D. MARTIN	Assistant Professor of Mathematics	\$34,055.00	09	\$33,063.00	09	3.00
000580	KELLY L. MCCOUN	Assistant Professor of Mathematics	\$34,332.00	09	\$33,332.00	09	3.00
000581	GORDON NOLEN	Associate Professor of Mathematics	\$42,691.00	09	\$41,447.00	09	3.00
000961	TED M. PACK	Instructor of Mathematics	\$27,038.00	09	\$26,250.00	09	3.00
000572	RANDY K. ROSS	Associate Professor of Mathematics	\$32,557.00	09	\$31,608.00	09	3.00
000582	JOYCE F. SAXON	Assistant Professor of Mathematics	\$36,203.00	09	\$35,148.00	09	3.00
002855	DANIEL L. SETH	Assistant Professor of Mathematics	\$32,960.00	09	\$32,000.00	09	3.00
003042	VACANCY	Instructor of Mathematics	\$21,630.00	09	\$21,000.00	09	3.00
003086	VACANCY	Assistant Professor of Mathematics	\$32,000.00	09	\$42,826.00	09	
003106	VACANCY	Instructor of Mathematics	\$25,000.00	09	\$0.00		
003126	VACANCY	Administrative Contract Allotment	\$12,111.00	09	\$0.00		

Non-Exempt Employees

000583	LOUISE T. LOUDER	Secretary Specialist	\$8.91	HR	\$8.65	HR	3.01
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PHYSICAL SCIENCES

Exempt Employees							
003101	VACANCY	Department Chair	\$55,000.00	12	\$9,254.00	12	494.34
002635	MICHAEL R. ADAMS	Assistant Professor of Chemistry	\$28,580.00	09	\$27,747.00	09	3.00
002870	DANIEL A. ADSMOND	Assistant Professor of Chemistry	\$27,810.00	09	\$27,000.00	09	3.00
000172	ZEXIA K. BARNES	Associate Professor of Chemistry	\$33,726.00	09	\$31,994.00	09	5.41
003003	ROBERT A. BORAM	Assistant Professor of Science	\$27,810.00	09	\$27,000.00	09	3.00
000585	RUSSELL M. BRENGELMAN	Professor of Physics	\$51,158.00	09	\$49,667.00	09	3.00
000595	HAROLD W. CAIN	Associate Professor of Chemistry	\$36,458.00	09	\$34,646.00	09	5.23
000587	DAVID R. CUTTS	Professor of Physics	\$50,509.00	09	\$49,037.00	09	3.00
000588	MAURICE E. ESHAM	Professor of Science	\$45,221.00	09	\$43,903.00	09	3.00
000590	RONALD L. FIEL	Professor of Science	\$48,439.00	09	\$47,028.00	09	3.00
000591	HERBERT C. HEDGECOCK	Assistant Professor of Chemistry	\$36,148.00	09	\$35,095.00	09	3.00
000592	RICHARD L. HUNT	Associate Professor of Chemistry	\$45,575.00	09	\$44,247.00	09	3.00
000593	DAVID K. HYLBERT	Professor of Geoscience	\$51,570.00	09	\$50,067.00	09	3.00
000584	BENJAMIN K. MALPHRUS	Assistant Professor of Science	\$28,580.00	09	\$27,747.00	09	3.00
000586	CHARLES E. MASON	Assistant Professor of Geoscience	\$34,335.00	09	\$33,334.00	09	3.00

COLLEGE OF SCIENCE AND TECHNOLOGY

ID No.	PHYSICAL SCIENCES -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000136	C. V. RAMEY	Associate Professor of Science (Fixed Term Appointment)	\$42,667.00	09	\$41,424.00	09	3.00
000594	STEVEN K. REID	Assistant Professor of Geoscience	\$27,810.00	09	\$27,000.00	09	3.00
000596	CHARLES J. WHIDDEN	Professor of Physics	\$51,132.00	09	\$49,642.00	09	3.00
Non-Exempt Employees							
000597	REGINA L. KISSICK	Secretary Specialist	\$8.52	HR	\$8.27	HR	3.02

ACADEMIC SUPPORT SERVICES

ID No.	OFFICE OF ACADEMIC SUPPORT SERVICES -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000218	JUDY R. ROGERS	Assoc. Vice President for Academic Affairs & Dean of Undergraduate Programs	\$65,920.00	12	\$64,000.00	12	3.00
002994	WANDA L. LITTLETON	Professor of English	\$19,510.00	12	\$18,941.00	12	3.00
003078	PAULINE RAMEY	Undergraduate Support Services Coor Associate Professor of Nursing (Joint Appointment-BSN Program)	\$21,331.00	10	\$20,709.00	10	3.00
Non-Exempt Employees							
000601	CAROLYN S. HENSLEY	Administrative Secretary	\$9.66	HR	\$9.37	HR	3.09

OFFICE OF PLANNING

Exempt Employees							
001379	VACANCY	Director of Inst. Planning and Research	\$0.00	12	\$57,057.00	12	
000014	JEANNE S. OSBORNE	Institutional Research Coordinator	\$32,948.00	12	\$29,323.00	11	
Non-Exempt Employees							
000702	ANGELA L. WHITE	Administrative Secretary	\$9.42	HR	\$9.14	HR	3.06

HONORS PROGRAM

Non-Exempt Employees							
003002	EDWINA J. JENNINGS	Secretary (Joint Appointment - Critical Thinking)	\$6.93	HR	\$6.72	HR	

OFFICE OF THE REGISTRAR

Exempt Employees							
000204	GENE A. RANVIER	Registrar	\$45,840.00	12	\$44,504.00	12	3.00
000205	LORETTA B. LYKINS	Instructor of Education	\$31,648.00	12	\$30,726.00	12	3.00
000211	MARK L. SCHAFER	Associate Registrar	\$21,106.00	12	\$20,491.00	12	3.00
000208	BETTY L. WASHINGTON	Data Coordination Specialist Veteran Services Counselor	\$18,316.00	12	\$17,782.00	12	3.00

DIVISION OF ACADEMIC AFFAIRS

ACADEMIC SUPPORT SERVICES

OFFICE OF THE REGISTRAR

ID No. -----

Non-Exempt Employees

ID No.		1993-94		1992-93		% CHANGE	
		SALARY	CONTRACT	SALARY	CONTRACT		
000207	PENNY E. HOLBROOK	Secretary	\$7.86	HR	\$7.63	HR	3.01
001056	MARCELLA C. JOLLEY	Data Entry Specialist II	\$7.98	HR	\$7.74	HR	3.10
000209	SHELLIE A. KEATON	Clerk Typist	\$5.67	HR	\$5.67	HR	
001070	TONIA B. LEWIS	Clerk Typist	\$5.85	HR	\$5.67	HR	3.17
000210	JACKIE G. MCCLEESE	Clerk Typist	\$5.85	HR	\$5.67	HR	3.17

OFFICE OF ADMISSIONS

Exempt Employees

000143	CHARLES M. MYERS	Director of Admissions	\$43,523.00	12	\$42,255.00	12	3.00
001025	SANDRA L. BARKER	Admissions Counselor	\$19,524.00	12	\$18,955.00	12	3.00
000139	DELZIE D. CORNETT	Assistant Director of Admissions	\$29,914.00	12	\$29,042.00	12	3.00
000140	LAMONA L. EDWARDS	Admissions Counselor	\$19,524.00	12	\$18,955.00	12	3.00
002896	LISA D. HUGHES	Admissions Counselor	\$16,300.00	11	\$16,300.00	11	
000142	ALENE E. MCGUIRE	Admission Systems Coordinator	\$21,093.00	12	\$20,478.00	12	3.00
001181	PEGGY A. OVERLY	Minority Student Recruiter	\$21,147.00	12	\$20,531.00	12	3.00
002897	MICHELLE D. RICHMOND	Admissions Counselor	\$19,524.00	12	\$18,955.00	12	3.00

Non-Exempt Employees

000174	ROBIN A. BLACK	Secretary	\$7.39	HR	\$7.17	HR	3.07
000147	DELLA M. JOHNSON	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01
000146	SANDRA J. STEVENS	Secretary	\$6.76	HR	\$6.56	HR	3.05

DIVISION OF ACADEMIC AFFAIRS

ACADEMIC SERVICES CENTER

Exempt Employees

000942	DANIEL J. CONNELL	Director of Academic Services	\$45,291.00	12	\$43,971.00	12	3.00
000105	SANDRA S. ADKINS	General Studies Advisor	\$24,518.00	11	\$23,803.00	11	3.00
002499	ALAN R. BALDWIN	Provisional Studies Coordinator	\$25,730.00	11	\$24,980.00	11	3.00
000225	PAULA B. DAILEY	Coord. Freshman Advising & Gen. Studies	\$30,511.00	12	\$29,622.00	12	3.00
003019	CARLOS V. EDWARDS	Minority Retention Specialist	\$21,296.00	12	\$21,296.00	12	
002832	DEBRA S. REED	Disability Advisor/Counselor	\$27,339.00	12	\$26,542.00	12	3.00
000224	BELVA L. SAMMONS	Coordinator of Special Services	\$28,932.00	12	\$28,089.00	12	3.00
000049	JACQUELYN H. SCOTT	Counselor For Non-traditional Students	\$23,259.00	12	\$22,581.00	12	3.00
002833	MARJORIE S. THOMAS	Learning Specialist	\$18,723.00	09	\$18,177.00	09	3.00

DIVISION OF ACADEMIC AFFAIRS

ACADEMIC SUPPORT SERVICES

ACADEMIC SERVICES CENTER

ID No. -----

Non-Exempt Employees

ID No.	Name	Position	1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
001837	SHARON G. CALVERT	Data Entry Specialist II	\$8.01	HR	\$7.77	HR	3.09
000228	WANDA K. COX	Secretary Specialist	\$7.86	HR	\$7.63	HR	3.01

DIVISION OF ACADEMIC AFFAIRS

CAREER PLANNING AND PLACEMENT

Exempt Employees

000150	PHILLIP M. HOPPER	Career Planning and Placement Director	\$38,711.00	12	\$37,583.00	12	3.00
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Non-Exempt Employees

001768	RHONDA C. CRISP	Secretary	\$6.76	HR	\$6.56	HR	3.05
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DIVISION OF ACADEMIC AFFAIRS

OFFICE OF TESTING

Exempt Employees

000222	PATTY V. ELDRIDGE	Testing Coordinator	\$31,746.00	12	\$30,821.00	12	3.00
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Non-Exempt Employees

000360	WANDA W. LITTLETON	Secretary	\$7.44	HR	\$7.22	HR	3.05
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CRITICAL THINKING PROGRAM

Exempt Employees

003122	VACANCY	Administrative Contract Allotment	\$5,000.00	12	\$0.00		
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Non-Exempt Employees

003123	EDWINA J. JENNINGS	Secretary (Joint Appointment - Honors Program)	\$6.93	HR	\$0.00	HR	
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ID No.	CAMDEN-CARROLL LIBRARY -----		1993-94		1992-93		% CHANGE
			SALARY	CONTRACT	SALARY	CONTRACT	
Exempt Employees							
000656	LARRY X. BESANT	Director of Libraries	\$62,315.00	12	\$60,500.00	12	3.00
000670	CAROL BRIERTY	Librarian II	\$32,125.00	12	\$31,189.00	12	3.00
		Automation Coordinator					
000663	MARGARET C. DAVIS	Librarian I	\$29,092.00	12	\$28,244.00	12	3.00
000665	ALBERT H. EVANS	Librarian III	\$30,667.00	12	\$29,773.00	12	3.00
000657	GARY L. FLANAGAN	Librarian I	\$27,516.00	12	\$26,714.00	12	3.00
000667	JUANITA J. HALL	Librarian IV	\$36,086.00	12	\$35,034.00	12	3.00
		Asst. Professor of Curriculum & Instructio					
		Head, Cataloging					
000658	CLARA B. KEYES	Library Assistant III	\$33,041.00	12	\$31,329.00	12	5.46
000672	LINDA L. LOWE	Librarian II	\$29,045.00	12	\$28,199.00	12	3.00
000673	ALTON H. MALONÉ	Librarian III	\$33,196.00	12	\$32,229.00	12	3.00
000674	CLAUDE E. MEADE	Circulation Department Manager	\$33,234.00	12	\$32,266.00	12	3.00
000679	GREGORY A. MITCHELL	Librarian I	\$25,000.00	12	\$25,000.00	12	
		Interlibrary Loan & Ext. Campus Librarian					
000660	CAROL A. NUTTER	Librarian IV	\$34,803.00	12	\$33,789.00	12	3.00
		Head, Reference Department					
000680	ELSIE T. PRITCHARD	Librarian IV	\$35,936.00	12	\$34,889.00	12	3.00
		Asst. Director for Tech. Services & Automati					
000677	TERESA G. WELCH	Library Assistant II	\$24,041.00	10	\$22,841.00	10	5.25
000162	KENNETH N. WHEELER	Audio Visual Services Coordinator	\$26,283.00	12	\$25,517.00	12	3.00
000681	HELEN S. WILLIAMS	Librarian IV	\$34,803.00	12	\$33,789.00	12	3.00
		Head, Learning Resources Center					
000682	BETTY J. WILSON	Librarian IV	\$34,803.00	12	\$33,789.00	12	3.00
		Head, Periodicals					
Non-Exempt Employees							
000684	RICHARD N. ADAMS	Library Assistant I	\$5.85	HR	\$5.67	HR	3.17
000686	FERN H. BUTTS	Library Assistant I	\$7.48	HR	\$7.26	HR	3.03
003054	JUDY CRAFT	Library Assistant I	\$5.85	HR	\$5.67	HR	3.17
000669	ALMA L. FAIRCHILD	Library Assistant I	\$7.40	HR	\$7.18	HR	3.06
000694	ANGELA D. FOSTER	Library Assistant I	\$5.85	HR	\$5.67	HR	3.17
000678	SHERRY D. GAY	Library Assistant I	\$5.85	HR	\$5.67	HR	3.17
000683	RHONDA L. HALL	Library Assistant I	\$5.85	HR	\$5.67	HR	3.17
000689	B. M. HOGGE	Library Assistant II	\$8.04	HR	\$7.80	HR	3.08
000688	MARY F. HOOD	Library Assistant I	\$6.21	HR	\$6.02	HR	3.16
000693	CAROLYN S. HOWARD	Library Assistant II	\$6.92	HR	\$6.71	HR	3.13
000668	DEBORAH J. HOWARD	Library Assistant II	\$7.99	HR	\$7.75	HR	3.10
000690	BRENDA K. JONES	Library Assistant II	\$7.98	HR	\$7.74	HR	3.10
000671	BETTY B. LANE	Library Assistant II	\$8.14	HR	\$7.90	HR	3.04
000691	DEANNA L. LESTER	Library Assistant III	\$8.98	HR	\$8.71	HR	3.10
000675	JULIA C. LEWIS	Library Automation Specialist	\$7.68	HR	\$7.45	HR	3.09
000692	BONITA R. LOWE	Library Assistant II	\$7.87	HR	\$7.64	HR	3.01
000662	PAMELA S. MACE	Library Assistant I	\$5.99	HR	\$5.81	HR	3.10
000661	JOHN D. MAYSE	Library Assistant III	\$7.68	HR	\$7.45	HR	3.09
003052	DEBRA R. MORRIS	Library Assistant III	\$7.68	HR	\$7.45	HR	3.09
003028	DANICE E. NUTTER	Library Assistant III	\$8.40	HR	\$8.15	HR	3.07
000676	KATHY S. RIDDLE	Library Assistant III	\$8.37	HR	\$8.12	HR	3.08

CAMDEN-CARROLL LIBRARY
 ID No. -----

Non-Exempt Employees

ID No.		1993-94		1992-93		% CHANGE
		SALARY	CONTRACT	SALARY	CONTRACT	
000695	RUTH A. ROBINSON	\$9.80	HR	\$9.51	HR	3.05
000687	BETTY J. STEVENS	\$7.40	HR	\$7.18	HR	3.06
000696	IRIS J. STONE	\$7.85	HR	\$7.62	HR	3.02
000664	DENISE S. THOMAS	\$5.85	HR	\$5.67	HR	3.17
000697	LINDA G. WATSON	\$9.26	HR	\$8.99	HR	3.00

**MOREHEAD STATE UNIVERSITY
EXEMPT STAFF SALARY QUANTILES
EFFECTIVE JULY 1, 1993**

<u>Grade</u>	<u>First Quartile</u>		<u>Second Quartile</u>		<u>Third Quartile</u>		<u>Fourth Quartile</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
9	\$42,382	\$47,680	\$47,680	\$52,978	\$52,978	\$58,276	\$58,276	\$63,579
8	38,868	43,727	43,727	48,585	48,585	53,444	53,444	58,307
7	35,354	39,773	39,773	44,192	44,192	48,611	48,611	53,035
6	31,839	35,819	35,819	39,799	39,799	43,779	43,779	47,763
5	28,325	31,866	31,866	35,406	35,406	38,947	38,947	42,491
4	24,810	27,911	27,911	31,013	31,013	34,114	34,114	37,218
3	21,296	23,958	23,958	26,620	26,620	29,282	29,282	31,947
2	17,782	20,005	20,005	22,227	22,227	24,450	24,450	26,675
1	14,267	16,050	16,050	17,834	17,834	19,617	19,617	21,402

Job Titles for Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

- 1 Assistant Buyer
- 1 Asst. Manager, Golf Course
- 1 Early Childhood Specialist
- 1 Graduate Admissions Officer
- 1 Keyboard Technician
- 1 Manager, Concessions & Vending
- 1 Marketing Assistant, SBDC
- 1 Postmaster
- 1 Properties Assistant
- 1 Residence Hall Director
- 1 Swine Herdsman (Martiki)
- 1 Theatre Costumer

- 2 Academic Comp. Consultant I
- 2 Admin. Assistant
- 2 Admission Counselor
- 2 Admissions Systems Coordinator
- 2 Asst. Athletic Trainer
- 2 Asst. Custodial Superintendent
- 2 Asst. Mgr. Heat. & Water Plant
- 2 Ath. Comp. Officer/Pub. Asst.
- 2 Audio Visual Services Coord.
- 2 Classical Music Announcer/Pro
- 2 Coop. Education Job Developer
- 2 Data Base Specialist
- 2 Data Coordination Specialist
- 2 Early Childhood Teaching Asst.
- 2 Financial Aid Counselor
- 2 Head Start Teacher
- 2 Intra. & Recreation Asst. Dir.
- 2 Manager, Golf Course
- 2 Manager, Housing Services
- 2 Microcomputer Consultant I
- 2 Minority Student Recruiter
- 2 Music and Arts Director
- 2 Network Analyst
- 2 News & Public Affairs Dir,WMKY
- 2 Nurse, R.N.
- 2 Preventive Maintenance Coord.
- 2 Programmer I
- 2 Promotion & Develop. Dir. WMKY
- 2 Recycling Coordinator
- 2 Regional Campus Coord.
- 2 Residence Hall Area Coord.
- 2 Retired Sr. Volun. Prog. Coord
- 2 Sports & Spec. Events Dir.WMKY
- 2 Sports Information Director

Job Titles for Exempt Personnel as of 04-12-93

Grade Level	DESCRIPTION.....
2	Student Accounts Counselor
2	Systems Programmer
2	Technical Support Coordinator
2	Technology Training Coord.
2	Television Producer
2	Under. Support Serv. Coord.
2	Veteran Services Counselor
3	Academic Computer Consult. II
3	Access Card System Manager
3	Accountant I
3	Adult Basic Education Teacher
3	Asst. Dir. Alumni Relations
3	Asst. Dir., Housing
3	Auto. & Micro. Lab. Coord.
3	Book Manager
3	Chem. Hyg./Rad. Safety Officer
3	Chief Photographer
3	Child Development Lab Director
3	Conference Services Director
3	Coord. Clinical Field Exp.
3	Coord., Invest. & Spec. Prog.
3	Counselor, Educ. Oppor. Center
3	Counselor, Intern. Students
3	Counselor, Non-Trad. Students
3	Counselor, Stud. Support Serv
3	Counselor, Talent Search-Trio
3	Counselor, Upward Bound - Trio
3	Counselor/Teacher Upward Bound
3	Equine Manager
3	Farm Manager
3	Folk Art Curator
3	Folk Art Marketing Coordinator
3	General Manag. Consult. SBDC
3	General Studies Advisor
3	Graphic Designer
3	Greek Aff. & Stud. Org. Coord.
3	Handicapped Advisor/Counselor
3	JTPA Trainer
3	Learning Specialist
3	Literacy Coordinator
3	Microcomputer Consultant II
3	Minority Retention Specialist
3	Payroll Officer
3	Physical Facilities Coord.
3	Prog. & Production Dir., WMKY
3	Programmer II

Job Titles for Exempt Personnel as of 04-12-93

Grade Level	DESCRIPTION.....
3	Provisional Studies Counselor
3	Recruitment & Employ. Manager
3	Staff Psychologist
3	Substance Abuse Educator
3	Supplies Manager
3	Wage and Salary Manager
3	Water Testing Lab. Manager
4	ADN Campus Laboratory Coord.
4	Acad. Counselor Stud. Athletes
4	Academic/Stud. Services Coord.
4	Accountant II
4	Administrative Assistant II
4	Agri-Business Sheep Specialist
4	Assoc. Registrar
4	Asst. Dir. Budgets & Mgt. Inf.
4	Asst. Dir. of Admissions
4	Asst. Dir. of Personnel
4	Asst. Director of Athletics
4	Asst. Director of Development
4	BSN Campus Laboratory Coord.
4	Certified Psychologist Chief
4	Commun. Fac. & Equip. Super.
4	Construction Coordinator
4	Contract Develop. Specialist
4	Coord. Fresh. Adv & Gen. Stud.
4	Coord. Spec. Proj. & Econ. Dev
4	Coord., Adult Learning Center
4	Coord., Educat. Oppor. Center
4	Coord., Electronics
4	Coord., Recruiting
4	Coord., Special Services
4	Coord., Stud. Support Services
4	Coord., Talent Search
4	Coord., Telecommunications
4	Coord., Television Production
4	Coord., Upward Bound
4	Destination Graduation Coord.
4	Director, KTIP
4	Engin. & Operat. Dir., WMKY
4	Graduate Programs Coordinator
4	Grant Development Specialist
4	Head Athletic Trainer
4	Intramurals & Recreation Dir.
4	Job Training Coordinator
4	Lib. Circulation Dept. Manager
4	Manager of Heat. & Water Plant

Job Titles for Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

- 4 Microcomputer/LAN Consultant
- 4 NAHS Cont. Educ. Prog. Coord.
- 4 NAHS/Student Services Coord.
- 4 Night Superintendent
- 4 Occup. Safety & Health Coord.
- 4 Operations Manager
- 4 Prog. Dir. (MSU Train. Res.)
- 4 Programmer/Analyst I
- 4 Properties & Postal Manager
- 4 Provisional Studies Coord.
- 4 Receivables Manager
- 4 Rest. Account. & Loan Manager
- 4 Univ. Center Services Manager
- 4 Univ. Ctr. Prg. & Spec. Coord.

- 5 Admin. Assistant to President
- 5 Assistant Dean of Students
- 5 Assoc. Dir., Res. Grants & Con
- 5 Assoc. Director, Financial Aid
- 5 Career Plan. & Place. Director
- 5 Custodial Superintendent
- 5 Dir., SBDC
- 5 Director of Community Services
- 5 Director of Purchasing
- 5 Director, Publications
- 5 Institutional Research Coord.
- 5 Manager of Printing Services
- 5 Minority Student Affairs Dir.
- 5 Network Manager
- 5 Programmer/Analyst II
- 5 Proj. Director, KET-GED Prog.
- 5 Senior Accountant
- 5 Sr. Academic Computer Consult.
- 5 Systems Manager
- 5 Testing Coordinator
- 5 Trades Superintendent

- 6 Administrative Superintendent
- 6 Building Maint. Superintendent
- 6 Dir., Alumni Relations
- 6 Dir., Development
- 6 Dir., Housing
- 6 Dir., Media Relations
- 6 Dir., University Store
- 6 General Manager of WMKY
- 6 Manager of Public Safety

Job Titles for Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

6	Senior Programmer/Analyst
6	Sr. Microcomputer Consultant
7	Controller
7	Dir., Admissions
7	Dir., Regional Development Ser
7	Dir., Res. Grants & Contracts
7	Director of Student Activities
7	Director of Student Develop.
7	Director, Risk Management
7	Manager of Academic Computing
7	Manager of Technical Services
7	Registrar
8	Dir., Academic Serv. Center
8	Dir., Financial Aid
8	Director of Personnel Services
8	Manager of User Services
9	Asst. V. P. Fiscal Services
9	Dir., Information Technology
9	Dir., Physical Plant

**MOREHEAD STATE UNIVERSITY
NONEXEMPT STAFF WAGE QUANTILES
EFFECTIVE JULY 1, 1993**

<u>Grade</u>	<u>First Quartile</u>		<u>Second Quartile</u>		<u>Third Quartile</u>		<u>Fourth Quartile</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
6	9.22	10.38	10.38	11.53	11.53	12.68	12.68	13.83
5	8.34	9.39	9.39	10.42	10.42	11.46	11.46	12.50
4	7.45	8.39	8.39	9.31	9.31	10.24	10.24	11.17
3	6.56	7.39	7.39	8.20	8.20	9.02	9.02	9.84
2	5.67	6.38	6.38	7.09	7.09	7.80	7.80	8.51
1	4.78	5.38	5.38	5.98	5.98	6.58	6.58	7.18

Job Titles for Non-Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

1	Custodian
1	Food Service Worker
1	Supply Clerk
1	Vending Stock Clerk
2	Bulk Mail Clerk
2	Clerk/Typist
2	Copy Center Operator
2	Data Entry Specialist I
2	Dispatcher
2	Equipment Room Clerk
2	Farm Laborer
2	General Serviceman
2	Greenskeeper
2	Groundskeeper
2	Horticulture Technician
2	Housekeeper
2	Inventory Clerk
2	Library Asst. I
2	Postal Clerk
2	Poultry Technician
2	Sales Clerk
2	Security & Traf. Enf. Officer
2	Telephone Operator/Recept.
2	Truck Driver/Gen. Serviceman
2	Warehouseman
3	Alumni Records Specialist
3	Asst. Coordinator, ALC
3	Bindery Operator
3	Bookkeeper I
3	Business Cashier
3	Concess. & Vending. Supervisor
3	Consortium Training Aide
3	Continuing Education Asst.
3	Custodial Supervisor
3	Customer Service Clerk
3	Data Entry Specialist II
3	Family Svc. Worker/Head Start
3	Food Service Supervisor
3	KET Student Advisor
3	Lead Greenskeeper
3	Library Asst. II
3	Livestock Technician
3	Maintenance Assistant
3	Night Maintenance Assistant
3	Painter

Job Titles for Non-Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

- 3 Photographic Technician
- 3 Pool Attendant
- 3 Printer I
- 3 Purchasing Clerk
- 3 Secretary
- 3 Teacher Aide/Bus Driver
- 3 Traffic Control Specialist
- 3 Typesetter

- 4 Accounting Assistant
- 4 Bookkeeper II
- 4 Bus Driver
- 4 CADD Systems Operator
- 4 Carpenter
- 4 Case Specialist
- 4 Communications Technician I
- 4 Computer Operator
- 4 Electronic Technician I
- 4 Head Cashier, Business Serv.
- 4 KET Administrative Specialist
- 4 KET Prog. Services Specialist
- 4 Laboratory Assistant
- 4 Lead General Serviceman
- 4 Lead Painter
- 4 Library Asst. III
- 4 Library Automation Specialist
- 4 Maint. Technician I
- 4 Mechanic
- 4 Payroll Specialist I
- 4 Pest Controller
- 4 Printer II
- 4 Public Safety Officer
- 4 Secretary Specialist
- 4 Staff Writer
- 4 Work Control Center Specialist

- 5 Administrative Secretary
- 5 Assess. Spec./Homebound Para.
- 5 Communications Technician II
- 5 Electronic Technician II
- 5 Grants Specialist
- 5 Heating & Water Plant Operator
- 5 Lead Mechanic
- 5 Lead Warehouseman
- 5 Maint. Technician II
- 5 Payroll Specialist II
- 5 Personnel Assistant

Job Titles for Non-Exempt Personnel as of 04-12-93

Grade

Level DESCRIPTION.....

5 Technical Support Specialist
5 Work Control Ctr. Supervisor

6 Carpenter Supervisor
6 Main. Tech. III, Electrical
6 Main. Tech. III, HVAC
6 Main. Tech. III, Plumbing
6 Maint. Tech. III, Carpentry
6 Security Shift Supervisor
6 Senior Electronic Technician