

MINUTES OF THE FACULTY MEETING  
 Morehead State University  
 January 25, 1977

The January meeting of the faculty was held at 4:10 p.m. on Tuesday, January 25, 1977, in the Recital Hall of the Baird Music Building. Dean John R. Duncan called the meeting to order and asked for approval of the September 21, 1976, minutes. Dr. Kleber moved that the minutes be approved as distributed.

- Dean Duncan: Presented three items of a procedural nature:
1. The Committee on Athletics is composed of 14 members. Membership shall include the President, the Director of Athletics, the Vice President for Academic Affairs, the Dean of the School of Education, the Vice President for Student Affairs, the Vice President for Fiscal Affairs, the Registrar, the Director of Public Information, four faculty members (no more than one from any school), two of whom must be female, and two students, one of whom must be female. The chairman is appointed by the President. The Registrar shall serve as secretary to the committee.

The committee has general supervision over the intercollegiate athletic program. This includes policy making and approval as it pertains to athletic scholarships, intercollegiate schedules, athletic awards, price of admission to and supervision of athletic events, broadcast of athletic events, athletic schedule advertising rights, and the athletic budget. In general, the committee appraises the entire intercollegiate athletic program of the University and studies the major policies involved. The chairman of the committee represents the University at Ohio Valley Conference meetings and serves as a member of the Ohio Valley Conference Executive Committee.

The motion to approve the committee structure, made by Mr. Rosenberg and seconded by Dr. R. Jones, carried.

2. Student membership on Standing Committees:

Administrative Council

Pam Cupp      Tim Wilson

Honors Programs

John Harrison            Gary Mathern  
Theresa Jimison

University Curriculum Committee

Jeff Fossitt            Walter Minning  
Ardith Justice        George M. Osei  
John Lester            Alben Wisecup

Admissions

Rosemary Belcher      Deborah Flynn

Student Life

Cynthia Bush            Ron Harrell  
Pam Cupp                John Lester  
Evan Perkins            Jon Stanley  
Don Whitehead"        Kathie "Chism" Ginn  
Kevin Porter            Mike Chadwell

Library Committee

Jill Curtis             Ardith Justice  
Sherry Fawley         Carol Stull

Athletic Committee

Kathy Hall             Jack Kelley

Student Appeals

Beverly Runyon        Chris Lester  
Cynthia Bush

- The motion for approval of student membership, made by Mr. Crager and seconded by Dr. E. Martin, passed after some discussion.
3. Revision of Travel and Meals policy by Commonwealth of Kentucky:
    - a. Instructional travel involving less than eight hours will include no payment for meals.
    - b. In order to compensate for this revision, an additional stipend of \$50 will be paid to a professor teaching off campus. Therefore, no meal requests or receipts are to be turned in.

- c. Changes in institutional travel will be discussed in School meetings.

Dean Duncan: Presented the eighth President of Morehead State University, Dr. Morris L. Norfleet.

Dr. Norfleet: Gave the following address to the faculty:

MOREHEAD STATE UNIVERSITY  
IN THE DAYS AHEAD

I come to you today with humility and respect for what you have done for this University and eastern Kentucky. I know what you have done and how because I have walked the same pathway with you. We have had hard times and there have been good times.

Thanks go to you who have offered kind words of encouragement during the past few months. In no way can I truly tell you how much this has meant to me.

As I assumed the presidency of Morehead State University, I looked back in retrospect. I reviewed all that Dr. Doran had done in 22 years to build a great institution and form a firm foundation on which to build in the future. In no way do I intend to minimize the contributions and hard work done in the past by what I say today. What I have to say is what I feel must be done to continue to build and meet challenges of the future to develop the best comprehensive, regional university in the nation.

During the semester I hope to make at least one more presentation. Today I will be talking about my philosophy, policies, and procedures more than about specific program ideas. My second presentation will be oriented to goals and programs for the future.

Today I will share the basic assumptions upon which I have planned my approach to the presidency, my concept of the presidency, approach to administering the University, basic assumptions about the University, premises for operation, role of the faculty, broad points of emphasis for future development, and specific ideas for immediate action.

- I. Basic assumptions upon which I base this presentation:
  - A. The student is the most important person on this campus.
  - B. You as faculty members are the second most important individuals on campus.

- C. The administration ranks third.
- D. Quality teaching is an imperative.

II. How I view the presidency:

I see it as my responsibility to keep the traditions of the University alive and be an ongoing part of future development; be the custodian of its faiths, hopes, aspirations; and guardian of its freedom. My chief role is a service role to assist you in achieving the goals which have been set and to provide leadership for the total development of the University. In doing so I must utilize the total talents of each of you for maximum benefit. I believe in a strong presidency for the benefit of all concerned. I strongly believe in the concept of the president being deeply involved as an educational leader. I intend to be part of the answer instead of part of the problem. If I am not interested and involved in the academic development of the University, how can I make wise decisions for the allocation of vital resources?

III. I believe in a team approach to administering a university. By this I mean:

- A. The role and function of each administrative and faculty position must be clearly identified and have stated goals and objectives.
- B. Having the number of positions necessary to accomplish the job and no more.
- C. Putting people in these positions who are qualified and willing to do the job.
- D. Holding people in each position responsible for doing the job and making periodic evaluations to measure accomplishments.
- E. Having open communications in order to have informed administrators, faculty, and the presidency.
- F. Involving those who have creative ideas in planning for the future of the University.
- G. The final decision must be made by the president and I will not hesitate to do that after I have the facts.

IV. To extend the team concept, I would like to list some of my basic assumptions about the University:

- A. The physical condition of our educational plant is good and, with the additional facilities, we will be in much better shape than we are now.

- B. Our programs are sound and continuity is needed. Each program must be evaluated against specific criteria and stand on its own merit.
  - C. The philosophy, goals, and objectives are sound and focused on meeting the needs of our region.
  - D. There is unity of purpose and support from the faculty and administration.
  - E. There is unity among members of the Board of Regents who have concern, love, and dedication for Morehead State University and will support our administrative team.
  - F. We have a strong, dedicated faculty willing to strive for excellence.
  - G. The student body appears to be more goal-oriented than ever before and wants to have a responsibility in its learning process.
  - H. It is inherent within my acceptance of the position that I am aware of the responsibility, hard work, and dedication which I must give to the job and that I will have to make hard, tough decisions at times which will make me unpopular to some of you but must be made for the benefit of the University. This I am willing to do.
  - I. There is much to do and it will take the best of all of us to continue on our course and keep Morehead State University a strong and viable institution and to be a leader in higher education in the state and nation.
- V. In building on these basic assumptions the following premises will be adhered to and will enable you to know what to expect of me and, in turn, what is expected of you.
- A. I will do everything in my power to keep our Board of Regents informed about the University and promote unity of purpose and strive to maintain the harmonious working relationship between the President's office, the Board of Regents, and the University.
  - B. I will work with each administrative office on campus to assist in identifying operational goals and objectives; fairly and equitably allocate scarce resources which are needed to achieve these goals; assist in implementing action to achieve the desired results; and evaluate achievement and establish new direction as needed, based upon this evaluation.

- C. I will work with each administrative office to strengthen it in its function and operation so that it will make maximum contribution to the University as a totality. If the desired results are not achieved, the cause will be identified and steps taken to correct the situation, whatever the cause.
- D. I will promote maximum participation in policy making by those who will be affected by the policy when adopted and who will be responsible for its implementation.
- E. Changes in any aspect of the University will not be made for the sake of change but rather to gain efficiency and effectiveness in meeting the needs of our students.
- F. Continued emphasis will be placed upon accountability in administrative and faculty positions.
- G. You can expect open and clearly identified channels of communications on any problem and issue which may arise.
- H. You can expect policy and administrative decisions to be weighed with all identifiable alternatives considered but done so within the needed time frame to expedite the function of each office. A decision will be made and an explanation of the reasons for the decision. Though the decision may not be the one you individually wanted, you will be expected to follow the will of the group and the established policies of the University.
- I. I will deal with each office and individual as fairly and equitably as my capabilities will permit with the worth and dignity of each considered.
- J. Decisions will be made with concern for the total University and not for the benefit of an individual at the expense of the institution.
- K. I think you will find me as hard when responsibilities are not being assumed by you as you will find me understanding when there is a need for such.

VI. Role of the faculty:

The major role of the faculty is to determine what to teach and how to teach in order to bring about the desired behavioral changes in students. A more recently emerging role is to determine how effective has been the teaching-learning process--evaluation of the product. My desire

is to maximize your opportunities to achieve this role. I see my role in this as the energizer. This perspective clearly speaks more toward challenging, facilitating, enabling than controlling, directing and manipulating. My persistent questions will be: Where are we going? How well are we proceeding? How good are our efforts? Answers to these qualitative questions presuppose an educational vision, a consistent framework or perspective in relation to which they can be answered, which points us again toward the fundamental challenge of "excellence in teaching."

VII. Broad points for future emphasis:

- A. Individual faculty growth and development will be promoted to enable each to maintain and grow in a sense of worth and well-being as a result of the personal satisfaction received through the rewards of knowing a job is well done and a contribution is made to the life of others.
- B. That excellence in teaching which will result in quality learning will be the top priority with me while service and research will perform supportive functions and roles.
- C. Credit will be given where possible toward a full teaching load for important tasks which must be performed for the well-being and future development of the University. This will take administrative skill and good management by each department chairman and dean.
- D. Maximum utilization will be made of the University committee system and extensive use of ad hoc committees to perform specific tasks.
- E. Utilization will be made of the expertise of individuals, competent in specific areas, to assist with university-wide problems.
- F. We must project the University more positively into attracting industry to eastern Kentucky.
- G. Develop a balanced system of distribution of monetary resources.
- H. Budget for new development or innovations for University growth.
- I. Develop a workable budget and use it as a management tool.

- J. Place emphasis upon individualization of instruction.
- K. Place more emphasis upon research.
- L. Place strong emphasis on management to reduce valuable time in achieving a goal.
- M. Service will become a part of the instructional process through such programs as field career experiences.
- N. Maximize the utilization of mass media for educational and public relations purposes.
- O. Planning of a short-range and long-range nature will be an imperative.

VIII. Specific points for future development:

- A. Faculty and staff development will be promoted by bringing in state and nationally recognized educators.
- B. Reassigned time will be given where possible for research and program proposal development and implementation. For example, Mr. George Eyster has been transferred to the Bureau of Research and Development to assist Mrs. Carole Morella in her role as Director of Federal and State Relations.
- C. You are encouraged to serve on state and national committees and boards with due University recognition for your contributions. I feel this type of participation brings credit and prestige to the University.
- D. More emphasis will be placed on publications and all means of publicity to project the University image of caring for students and trying to make the public aware of the quality of our faculty and academic programs.
- E. University activities committee.
- F. University campus improvement committee.
- G. University planning committee.
- H. Appointment of an Inaugural planning committee.
- I. The development of position papers for future directions on specific topics such as state relations, community service, University's role in economic development, and guiding principles for university development.
- J. Further development of International Education.
- K. Specific plans for the Morehead State University Crosthwait Educational Laboratory at Cave Run Lake.
- L. Planning of a Research and Development Foundation.

41A15 3-5-79  
Myrtle Jackson

MINUTES OF THE FACULTY MEETING  
Morehead State University  
April 21, 1977

The April meeting of the faculty was held at 4:10 p.m. on Tuesday, April 19, 1977, in the Recital Hall of the Baird Music Building. Dean John R. Duncan called the meeting to order and asked for approval of the January 25, 1977, minutes. Dr. R. Jones moved the minutes be approved as distributed. The motion, seconded by Dr. Morrison, carried.

Dean Duncan: Called for announcements.

ANNOUNCEMENTS

Dr. Kleber: Phi Alpha Theta, history honorary fraternity, will conduct a book sale tomorrow (Wednesday) on the second floor of Rader Hall from 9:00 a.m. to 4:00 p.m.

Dr. Brown: Sigma Delta, health, physical education, and recreation fraternity, is sponsoring a banquet, April 21, at 6:00 p.m. at the Alumni Tower Cafeteria. The cost is \$5. Tommy Bell, Lexington attorney and retired referee in the National Football League, will be the guest speaker.

Mrs. Venettozzi: Two concerts will be presented in Duncan Recital Hall on Thursday, April 21, by the University Chorus at 7:00 p.m. and the Chamber Singers at 8:15 p.m.

Dean Duncan: Urged faculty to attend the Academic Awards Breakfast in the Crager Room of the Adron Doran University Center at 7:00 a.m. on Thursday, April 21.

PROGRAM

Dean Duncan: Presented the following changes submitted from faculty relating to the proposed restructuring of University Standing Committees, a document distributed April 5, 1977.

1. Page 2: Committee on Nominations  
The Committee on Nominations, composed of one representative from each of the six Schools, is ...
2. Page 3: Academic Coordinating Council  
The Academic Coordinating Council is composed of the Vice President for Academic Affairs as chairman, the Dean of Academic Programs, the...

3. Page 5: Committee on Athletics  
The Committee on Athletics is composed of . . . ,  
the Director of Public Information, one person  
from the Bureau of Fiscal Affairs, four faculty  
members, . . . .
4. Page 6: Committee on Radiation Safety  
(Second paragraph) The University's Committee  
on . . . interested in procuring and/or using  
radioactive material or ionizing equipment . . .
5. Page 6: Committee on Student Appeals  
(Paragraph one, line two) All Committee members  
are nominated by the Committee on Faculty Organi-  
zation.
6. Page 6: Committee on Student Appeals  
(Last paragraph, line three) . . . appeal to  
the Board of Regents.
7. Page 8: Scholarship and Retention Committee  
(First paragraph, line nine) . . . for whatever  
reason, but who wish a hearing.
8. Change the word "Chairman" to "Chairperson" in  
all cases.

Dr. Ellis moved that the document be accepted as amended. The motion, seconded by Dr. Magda, passed.

Dean Duncan: Introduced President Norfleet who gave the annual budget presentation.

Dr. Norfleet: Presented the following points:

1. Looking at the budget at end of biennium makes a difference.
2. Money to be used this year was allocated last year. This included \$1.7 million for the current year and \$890,000 of new dollars for next year to cover all costs.
3. It was decided to allocate 8.5 percent for salary increases last year. This was a wise decision and served to one's advantage for a two-year period instead of one year.
4. There is a 5 percent money this year for salary increases.

5. Additional money will be allocated to cover promotions, returns from leave, receipt of advanced degrees, positions which had to be added during the year which were not in the base, increased number of part-time instructors which had not been budgeted, and minimum wage projected increase.
6. With fringe benefits added to the above, this allows for a projected increase in salaries and staff benefits of approximately 6½ percent to 7 percent.
7. The following tuition increases will become effective for the Fall Semester, 1977:
  - \$30 per semester for undergraduate residents
  - \$125 per semester for out-of-state undergraduate students
  - \$40 per semester for in-state graduate students
  - \$200 per semester for out-of-state graduate students
8. This tuition increase will not produce any significant increase in net income to the University because of the following factors:
  - a. Possible enrollment decrease from out of state.
  - b. Possible enrollment drop from Kentucky students in general.
  - c. Tuition decrease at University of Louisville which could cut enrollment from Jefferson County.
  - d. No increase in tuition levied on students in community colleges which could effect freshman enrollment.
  - e. Retention of out-of-state freshmen who will be sophomores.
  - f. In-state tuition for Kentucky students in the Boyd County area and adjacent Ohio counties who wish to attend Marshall University.
  - g. Flood situation.
  - h. Change in summer school enrollment.
  - i. Coordination of off-campus program may cause a reduction in offerings.
  - j. Uncertainty of Council on Public Higher Education's direction with Mission Statement.

For the above reasons, it was imperative to base next year's budget on the known and be on sound ground.

9. The amount of 5 percent of this year's salaries by Schools was allocated for an increase. It was decided to vary the increase from zero on up, according to ratings within the department and schools. Therefore, a person could get no raise while another could get 7 percent or higher, according to the evaluation made by the Department Head, Dean, and Vice President for Academic Affairs.
10. According to statutory interpretation, a \$10 SGA fee nor a proposed \$7 Health fee can be collected. Therefore, this must be absorbed into the regular budgeting process.
11. Figures show a possible 7 percent inflationary increase by September, 1977. No funds are built in for this.

Dr. Norfleet: Invited the faculty and administration to attend the Presidential Forum each Monday in the Eagle Room from 11:30 until 1:00 p.m. However, the Forum is canceled for Monday, April 25.

Dr. Norfleet: Announced the beginning of a project, beginning about May 15, to add an additional five feet of new dirt to the top of the dam. Because of a new classification system for dams, the state is being required to do this. In addition, repairs will be made to the spillway. A late summer completion date is expected.

Dr. Norfleet: Announced that all Special Committees have been appointed:

1. Inauguration Committee, Dr. John Philley, Chairman will meet at 3 p.m. on Friday, April 22, in the U. N. Room.
2. Beautification Committee, Doug Adams, Chairman.
3. Capital Construction Committee for assessment of further building needs.
4. Biennium budget completed by July 15, 1977.
5. Social Committee, Wanda Bigham, Chairman, has organized two functions with a third one planned for April 30 to Natural Bridge.
6. Cave Run Property, Jerry Howell, Chairman.
7. Publication Committee, Mary Bragg, Chairman.

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April 21, 1977  
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8. Forms Committee, Martin Huffman, Chairman.

Dr. Norfleet: Thanked the faculty and staff for their cooperation during this semester. Many students, faculty, and staff responded well to the flood situation.

Dean Duncan: Adjourned the meeting at 5:07 p.m.

Sue Y. Luckey  
Secretary to the Faculty

Virginia Randolph

91A15-3-5-20

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Sue Y. Luckey  
Secretary to the Faculty

Faye Belcher

91A15-3-5-21

MINUTES OF THE FACULTY MEETING  
Morehead State University  
May 9, 1977

A called meeting of the faculty was held at 4:10 p.m. on Monday, May 9, 1977, in the University Breckinridge Auditorium. Dean John R. Duncan called the meeting to order:

Dean Duncan: Asked that faculty who plan to be out of town during the summer and who wish to have their checks mailed, leave a summer address. Otherwise, the checks may be called for upon return.

Registrar J. Franklin: Indicated that a list of those who are currently completing course requirements for graduation and a list of those who finished degree requirements last Post Session and last December have been distributed.

Moved to recommend to the President and Board of Regents that these candidates be granted the degree for which they are expected to qualify. Dr. R. Jones seconded and the motion carried.

Dean Duncan: Adjourned the meeting at 4:11 p.m.

George M. Luckey  
Acting Secretary to the Faculty

Jean Wiggins

91A15-3-5-22

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Morehead State University  
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Dean Duncan:

Adjourned the meeting at 4:11 p.m.

George M. Luckey  
Acting Secretary to the Faculty

MINUTES OF THE FACULTY MEETING  
Morehead State University  
July 27, 1977

A called meeting of the faculty was held at 4:00 p.m. on Wednesday, July 27, 1977, in the Duncan Recital Hall, Baird Music Building. Dean John R. Duncan presided.

Motion to approve minutes of last meeting was made by Dr. John Payne, seconded by Dr. Tom Morrison. The motion carried unanimously.

ANNOUNCEMENTS:

Dean J.R. Duncan: Graduation exercises will be August 4, 1977, at 10:00 a.m. Faculty will follow the usual procedure for the academic procession.

August 4, 1977, 1:00-3:00 p.m. Open house in the Allie Young Building. Faculty, students, and guests invited.

Mr. Jerry Franklin: Final grades must be in the Office of the Registrar by noon, August 4, 1977.

All grades will be submitted at this time since the early examination schedule has been discontinued.

Urged that special attention be given to recording grades since graduates will not receive diplomas at the graduation ceremonies.

Students completing programs during Intersession, Summer I and Summer II sessions are candidates for August graduation.

Moved to recommend to the President and to the Board of Regents that with successful completion of their present program, students as listed, be granted the degree for which they are eligible. Dr. Eugene Martin seconded and the motion was carried unanimously.

Dean J.R. Duncan: Introduced Dr. Bill Moore, Head of the Agriculture Department.

Urged faculty to respond to the circulated questionnaire concerning their preference regarding scheduling of summer terms. He states that from a financial stand and student enrollment, this summer's arrangement had been successful. Deficit of institutional costs

Dr. Mary Northcutt  
Acting Secretary

9/15-3-5-24

MINUTES OF THE FACULTY MEETING  
Morehead State University  
September 20, 1977

The September meeting of the faculty was held at 4:10 p.m. on Tuesday, September 20, 1977, in the Recital Hall of Baird Music Building. Dean John R. Duncan called the meeting to order.

Dean Duncan: Called for announcements.

ANNOUNCEMENTS

Dr. Kleber: Honors Program Director, handed out general information sheets about the Honors Program. Three accomplishments for the past year were: (1) quiet floors in the dorms, (2) acceptance of from 3.0 to 3.4 for the Dean's List, and (3) independent study course for the senior year passed by the Curriculum Committee. He reviewed the attendance policy and asked for advice and support of the Academic Honors Program.

Dr. Philley: Chairman of the Inauguration Committee, explained that the faculty need not respond to the invitation to the Inauguration received today; it is a memento. Information concerning the academic procession will come later this week. Classes prior to 12:40 on Friday, September 30, will be dismissed; however, 12:40 classes will meet.

Presented the following rundown of next week's events:

Tuesday, September 27, 1977

10:20 a.m.	Inaugural Lecture by Jesse Stuart Kentucky Poet Laureate	Reed Hall Auditorium
12 noon	Informal Luncheon with Jesse Stuart "Dutch Treat"	Eagle Room ADUC
1 p.m.	Autographing Party featuring Jesse Stuart	University Store ADUC

Thursday, September 29, 1977

10:20 a.m.	Inaugural Lecture by Vincent Davis, Director Patterson School of Diplomacy University of Kentucky	Reed Hall Auditorium
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MINUTES OF THE FACULTY MEETING  
 Morehead State University  
 October 18, 1977

The October meeting of the faculty was held at 4:10 p.m. on Tuesday, October 18, 1977, in the Recital Hall, Baird Music Building. Dean John R. Duncan called the meeting to order and asked for approval of the September 20, 1977, minutes. Dr. Jack Ellis moved the minutes be approved as distributed. The motion, seconded by Dr. Robert Charles, carried.

Dr. Needham: Chairman of the Committee on Nominations, introduced the Committee members: Roland Burns, Glenna Campbell, Sue Luckey, Martha Norris, Charles Whidden.

Moved that the following nominees be considered for membership on the Faculty Organization Committee:

Applied Sciences and Technology	Robert Wolfe* Dennis Karwatka
Business and Economics	Alex Conyers* Helen Northcutt
Education	James Gotsick* Leonard Burkett
Humanities	Frank Mangrum Victor Venettozzi
Sciences and Mathematics	Maurice Esham Dixie Moore
Social Sciences	William Clark* Lola Crosthwaite

\*Denotes Current Members

Dr. Duncan: Asked for nominations from the floor.

Dr. Reser: Moved that the nominations of the Committee be accepted. The motion, seconded by Dr. Roger Jones, carried.

ANNOUNCEMENTS

Dr. LeRoy: Foreign study advisor, encouraged faculty members to volunteer to become host families by inviting foreign students into their home to share American hospitality and enjoy mutual enrichment. Contact Dr. LeRoy at Rader 337 or UPO 872.

Faculty Meeting Minutes  
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ROTC: Invited faculty to attend the Field Experience Exercises of freshman and sophomore cadets at Cave Run Reservoir on Saturday, October 22, sponsored by the Military Science Department. Lunch will be served and a bus will depart from the University Center at 9:30 a.m. and return at 2:30 p.m. If interested, please call or return the mailed invitation.

PROGRAM

Dr. Duncan: Introduced Dr. Jackson Hall, President of Pikeville College.

Dr. Hall: Gave an informative presentation about the future of higher education. He urged the cooperation of both public and private sectors of education in order to maintain a better academic atmosphere.

The meeting adjourned at 5:00 p.m.

Sue Y. Luckey  
Secretary to the Faculty