

Morehead, Kentucky
September 25, 1984

The Board of Regents of Morehead State University met in special session in the Riggle Room of the Adron Doran University Center on Tuesday, September 25, 1984, at 1:00 p.m. for consideration of possible settlement of alleged contract claims of Dr. Morris L. Norfleet with Morehead State University.

Chairman Robert M. Duncan called the meeting to order.

Regent John R. Duncan gave the invocation.

Secretary Carol Johnson administered the oath of office to Mrs. Patricia Ann Burchett, Paintsville, who was appointed to replace Mr. John Baird whose term had expired, and to Mr. James M. Richardson, Owingsville, reappointed, for six-year terms expiring June 30, 1990.

Chairman Duncan welcomed Mrs. Burchett to membership on the Board and recognized her for the purpose of making a statement.

Mrs. Burchett indicated it was an honor for her to become part of the Board and that she looked forward to working with each and every member for the betterment of Morehead State University.

Chairman Duncan also welcomed Judge Richardson back. Judge Richardson indicated he had made "too many speeches" and did not make any comments.

Chairman Duncan opened the floor for a resolution in behalf of Mr. John Baird for his many contributions while a member of the Board of Regents. Dr. Skaggs moved, seconded by Mr. Fox, that the Board issue Mr. Baird a resolution in appreciation of his activities while a member and, further, that the secretary be authorized to prepare the resolution. Motion unanimously carried.

On roll call, the following members were present:

Mrs. Patricia Ann Burchett
Mr. Walter W. Carr
Mr. Lloyd Cassity
Mrs. Eunice H. Caston
Dr. John R. Duncan

Mr. Robert M. Duncan
Mr. Michael Fox
Mr. Harry LaViers, Jr.
Mr. J. M. Richardson
Dr. Forest M. Skaggs

Absent: None

Chairman Duncan declared a quorum was present and called on President Reinhard for his report. President Reinhard indicated he had four items to report to the Board.

1. Administrative Tenure--President Reinhard indicated that in the reassignment of Mr. Buford Crager from Vice President for Student Affairs to full-time teaching in the School of Education there was some question as to whether he had administrative tenure. On Mr. Crager's 1974-75 contract at the University it stated, "Your length of service with the University on the administrative staff qualifies you for tenure under this contract." There was no record in the Minutes of the Board of Regents that a recommendation was ever made by then President Adron Doran for Mr. Crager to be granted administrative tenure. Since that time, it has been determined that Dr. Doran did in fact intend to recommend Mr. Crager for administrative tenure. In upholding that intent and in all fairness to Mr. Crager, Dr. Reinhard recommended that Mr. Crager be granted administrative tenure. He further stated that he believed this would be the only such recommendation for administrative tenure he would make to the Board of Regents during his tenure as President of Morehead State University. He indicated that he did not believe in administrative tenure.

Dr. Skaggs, seconded by Mr. Carr, moved that the Board grant Mr. Buford Crager administrative tenure. Motion was adopted by the following roll call vote:

Mrs. Burchett	Aye
Mr. Carr	Aye
Mr. Cassity	Aye
Mrs. Caston	Aye
Dr. Duncan	Aye
Mr. Fox	Aye
Mr. LaViers	Aye
Judge Richardson	Aye
Dr. Skaggs	Aye
Mr. Duncan	Aye

Nays:

None

Chairman Duncan explained his vote and indicated he felt this was an extraordinary item for the Board to consider because of the fundamental fairness of the issue to Mr. Crager and the fact that he has given so much to the University over the years that the Board needed to rectify the situation. He further stated, however, that he would not personally favor administrative tenure in the future.

2. Commencements--President Reinhard indicated this was for information and that in the best interests of the students the University would be going to three commencements: one in December (December 15, 1984, at 1:30 p.m.) in Button Auditorium; one in May which would be held in Jayne Stadium with the Academic/Athletic Center as a backup in case of inclement weather; and one in August in Button Auditorium.

President Reinhard submitted to the Regents that most boards around the country use their school colors for the Regents caps and gowns and indicated if there were no problems, caps and gowns would be ordered for the members of the Board using MSU's school colors.

Chairman Duncan asked the President for his thinking on honorary degrees. President Reinhard indicated that he felt a moratorium should be placed on the granting of honorary doctorates at least for the immediate future.

3. Organizational Structure--President Reinhard presented the new organizational structure which would be implemented October 1, 1984, which is attached to and made a part of the minutes. Out of 105 submissions from members of the faculty and staff, 45 were incorporated into the new structure.

Dr. Duncan moved, seconded by Mrs. Caston, that the Board approve and endorse the organizational structure. Motion unanimously carried.

4. Faculty Senate Constitution--President Reinhard presented the proposed Faculty Senate Constitution, which is attached to and made a part of the minutes, for Board approval. The Constitution was approved by the faculty in a meeting on September 24, 1984.

Dr. Duncan moved, seconded by Mrs. Burchett, that the Board approve the Faculty Senate Constitution.

Dr. Duncan, as a member of the faculty, commended President Reinhard for the time that he and other members of the administrative staff had spent with the faculty in hammering out points of difference and disagreement relative to the document. Dr. Duncan stated that he believed that it was a document that the faculty of the University could live with as attested to by their very strong vote yesterday (September 24, 1984) in considering the document. The document gives the faculty an opportunity to communicate to President Reinhard their concerns. It will be a morale improver on the campus which has been a problem in the past. He urged the Board to pass the document and give this vehicle an opportunity to work. "I hail it as a great day for the faculty at Morehead State University."

Mr. LaViers indicated he was opposed to documents being passed out in the Board room on the day of the meeting for approval and requested that items to be placed on the agenda be sent to the members of the Board at least ten days in advance of the meeting. However, due to the uniqueness of the situation in that it was a special meeting which did not permit the normal ten-day period for sending out the material and also the fact that the document was approved by the faculty the day prior to the meeting, Mr. LaViers moved that the rules be suspended in this particular matter. Motion was seconded by Dr. Skaggs and unanimously approved.

Chairman Duncan asked for a vote on the original motion. Motion unanimously carried.

Motion by Mr. Carr, seconded by Mr. Cassity, that the Board go into executive session for the purpose of discussing proposed litigation and personnel matters. The motion passed with the following roll call vote:

Mrs. Burchett	Aye
Mr. Carr	Aye
Mr. Cassity	Aye
Mrs. Caston	Aye
Dr. Duncan	Aye
Mr. Fox	Aye
Mr. LaViers	Aye
Judge Richardson	Aye
Dr. Skaggs	Aye
Mr. Duncan	Aye

Nays:	None
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Judge Richardson cast his vote in favor of the motion reluctantly.

Chairman Duncan declared the Board to be in closed session at 2:15 p.m. Following nearly five hours in closed session the Board went into public session whereupon Dr. Skaggs moved that the Treasurer of the University pay Dr. Morris L. Norfleet a salary of \$59,500 in nine (9) monthly payments for the 1984-85 year. Motion was seconded by Mr. Fox and approved by the following roll call vote:

Mrs. Burchett	Aye
Mr. Carr	Aye
Mr. Cassity	Aye
Mrs. Caston	Aye
Dr. Duncan	Aye
Mr. Fox	Aye
Mr. LaViers	Aye
Dr. Skaggs	Aye
Mr. Duncan	Aye

Judge Richardson	Nay
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(The Chair appointed Dr. Duncan temporary secretary to record the above motion and action in the absence of Mrs. Johnson.)

Minutes of September 25, 1984, cont'd

There being no further business to conduct, the Board adjourned
at 7:10 p.m.



Chairman



Secretary

FACULTY SENATE CONSTITUTION
Morehead State University

Article One: Name

The name of the organization herein described shall be the Faculty Senate of Morehead State University, hereinafter called the Faculty Senate.

Article Two: Membership

- Section 1. Membership shall consist of thirty (30) members, elected by the faculty. Composition of membership shall be as follows:
One representative from each academic department in the college of Arts and Sciences, Professional Studies and Applied Sciences and Technology. The remaining senators shall be at-large representatives whose numbers shall be apportioned among, and elected by the three Academic Colleges, such that the entire senate representation is proportional among the three academic colleges.
- Section 2. Election of senators shall be held 30 days prior to the end of the spring semester. Persons duly elected shall take office at the first fall meeting.
- Section 3. Full-time faculty members with rank of instructor or above who have been employed by the university for at least one academic year shall be eligible for election.
- Section 4. Faculty, for the purposes of electing or being elected to the Faculty Senate, shall be defined as full-time teaching/research personnel who hold academic rank, exclusive of department heads and other administrative personnel.
- Section 5. Terms of office shall be staggered. All terms of office excluding those in the first election shall be for three years.
- Section 6. Senators missing three consecutive, or a total of five regular senate meetings during the year shall automatically be dropped from senate membership. The chairperson, with the approval of the senate, shall appoint a replacement from the same constituency to serve out the school year. Any additional unexpired terms shall be filled by special election.
- Section 7. A Senator, who by reason of regularly assigned university responsibilities, will be unable to attend senate meetings for up to one semester shall

give written notice to the chairperson who shall appoint another person from the same constituency to serve as a replacement during the period of absence.

Section 8. The President, Vice President for Academic Affairs and the Faculty Board of Regents Representative shall serve as ex officio non-voting members of the Faculty Senate.

Article Three: Responsibilities and Powers

Section 1. The Faculty Senate shall be the official representative body of the University.

Section 2. The responsibilities of the Faculty Senate shall include matters which deal with academic excellence, academic freedom, professional ethics and faculty welfare specifically:

(a) Report and make recommendations to the faculty and/or president for consideration by the Board of Regents

(b) Originate and/or review policies in the following designated areas for recommendation to the faculty and/or president:

- (i) Academic policies;
- (ii) Fiscal planning;
- (iii) Educational standards; and
- (iv) Professional policies.

(c) Those university committees dealing with issues within the purview of the Faculty Senate shall transmit final reports for review. Matters requiring action by the president and/or Board of Regents shall be transmitted by the chairperson to the university president.

(d) On request, all university academic and administrative agencies shall provide appropriate information necessary for the senate to discharge its responsibilities.

Article Four: Officers

Section 1. The chairperson shall be the presiding officer of the Faculty Senate. She/he shall be elected by the senate, and shall serve a one year term.

Section 2. The chairperson shall receive a minimum of three hours of reassigned time in regular teaching load during each semester of service.

Section 3. The Executive Council shall consist of the chairperson and six members of the Faculty Senate from respective colleges, elected by the senate, who

shall serve as liaison between the Faculty Senate and the president. Standing senate committee chairpersons shall be appointed by the senate chairperson from members of the Executive Council. Terms of office of the executive council shall be one year.

Section 4. The chairperson shall serve as chairperson of the Executive Council.

Section 5. The chairperson-elect shall be elected by the senate from the Executive Council. At the request of the chairperson, or in the absence of the chairperson, the chairperson-elect shall preside at meetings and fulfill the duties and obligations of the chairperson. The chairperson-elect shall assume the office of chairperson at the last regular senate meeting of the spring semester.

Section 6. The recording secretary shall be appointed by the chairperson from the Executive Council and shall be responsible for records of the Executive Council.

Article Five: Committees

Section 1. The Academic Policies Committee shall consider and advise the Faculty Senate on business pertaining to academic committees, programs and curricula. Specifically:

- (a) Academic committee membership and credentials;
- (b) Structure and restructure of academic departments schools and colleges; and
- (c) Curriculum changes, additions, and revisions with respect to courses and programs of study in graduate and undergraduate programs.

Section 2. The Fiscal Affairs Committee shall make studies, review projected expenditures and advise the Faculty Senate on those matters affecting the economic welfare of the University, the Faculty, their families and dependents. Specifically:

- (a) Salaries, compensations, benefits, and merit pay;
- (b) Insurance, bonds, and annuities;
- (c) Audits of financial reports and budgets;
- (d) Projected revenue changes and financial exigency policies;

- (e) Projected major or capital expenditures; and
- (f) Fringe benefits.

Section 3. The Educational Standards Committee shall make studies, advise the Faculty Senate, and recommend action on matters concerning student academic standards and instructional competency.

Specifically:

- (a) Admission policies, standards, and projections;
- (b) Grading systems and policies;
- (c) Continuing education credit, adult education and other non-academic credit courses that involve university faculty;
- (d) Academic honesty;
- (e) Class attendance, size, location;
- (f) Class standards, make-up examinations, requirements, and evaluation.

Section 4. The Professional Policies Committee shall make studies and recommend action concerning any matters relating to conditions, evaluation and levels of employment of faculty.

Specifically:

- (a) Faculty recruitment, conditions of appointment, and credential evaluation;
- (b) Promotion and changes in rank, tenure, department, and compensation;
- (c) Evaluation process of professional department and quality of instruction;
- (d) Work load, travel, secretarial and student assistance;
- (e) Sabbatical leave, leave of absence, reassigned time, and other employment changes;
- (f) Faculty grievances;
- (g) Faculty development; and
- (h) Termination of tenured, non-tenured, and term appointments.

Section 5. Senate Committee on Elections

- A. The chairperson shall appoint five representatives from the voting membership to comprise a committee

on elections. The committee is authorized to conduct regular and special elections.

Section 6. Senate Ad Hoc Committees

Ad Hoc Committees may be appointed by the chairperson with the consent of the faculty senate.

Article Six: Meetings

Section 1. Meetings of the Faculty Senate shall be open.

Section 2. All meetings shall be conducted according to the latest edition of Robert's Rules of Order.

Section 3. A quorum shall consist of a simple majority of the membership.

Section 4. Records, excluding those covered by relevant privacy acts but including meeting agendas, minutes, and committee reports, shall be deposited by the chairperson in the Camden-Carroll Library and senate office. Proposed agendas and minutes of senate meetings shall be distributed to the University faculty, president, vice presidents and college deans.

Article Seven: Voting

Section 1. Senate approval for recommendations shall require a simple majority of members voting.

Section 2. A senator may designate another senator as her/his proxy for the purpose of casting a vote on specific issues only, but such designation must be in writing and must be submitted to the chairperson before voting occurs. A vote by proxy does not constitute attendance.

Section 3. Any faculty senate action shall be subject to a faculty referendum called by a petition, presented to the senate, bearing the signatures of fifty faculty members. The referendum shall require a majority vote of the university faculty, as defined in Article 2, Section 4 and voting for approval.

Article Eight: University Support

- A. The university shall provide at least 20 hours per week of secretarial assistance, during the academic year.
- B. A budget of \$1500.00 per academic year shall be provided for senate duplicating, travel and office supplies.
- C. Office space for the senate secretary and senate files shall be provided during the academic year.

Article Nine: Amendments

- Section 1. Amendments to this Constitution may be proposed by the Faculty Senate or in a petition signed by at least ten members of the faculty which shall be filed with the Chairperson of the Faculty Senate.
- Section 2. It shall be the duty of the chairperson to send copies of such proposed amendments to all members of the faculty within one week and to canvass the faculty by mail ballot within three weeks of distribution. A majority of the university faculty, as defined in Article 2, Section 4, shall be necessary for approval.
- Section 3. Upon approval by the University Faculty, proposed amendments shall be submitted within one week to the president for presidential and board approval.

Article Ten: Severability

The invalidation of any portion of this constitution shall not affect the validity of any other portion of the constitution.

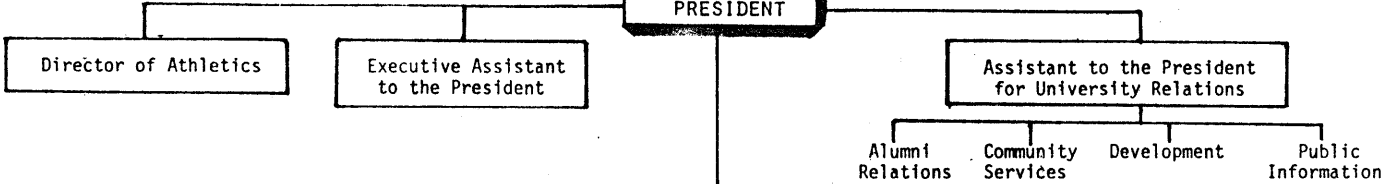
Article Eleven: Effective Date

This constitution becomes effective immediately upon ratification by the faculty and approval of the President and the Morehead State University Board of Regents.

MOREHEAD STATE UNIVERSITY
MOREHEAD, KENTUCKY

BOARD OF REGENTS

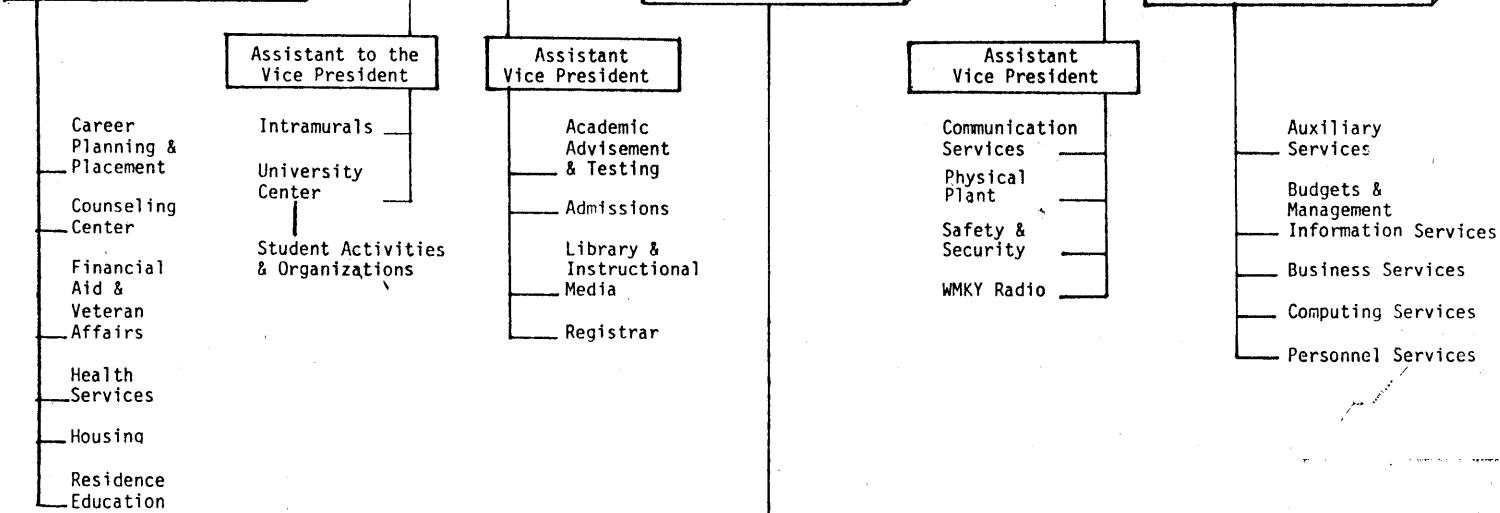
PRESIDENT



VICE PRESIDENT FOR STUDENT DEVELOPMENT

VICE PRESIDENT FOR ACADEMIC AFFAIRS

VICE PRESIDENT FOR ADMINISTRATIVE AND FISCAL SERVICES



GRADUATE AND SPECIAL ACADEMIC PROGRAMS

COLLEGE OF ARTS AND SCIENCES

COLLEGE OF PROFESSIONAL STUDIES

COLLEGE OF APPLIED SCIENCES AND TECHNOLOGY

DEAN

DEAN

DEAN

DEAN

- Appalachian Development Center
- Continuing Education
- Honors Program
- Research, Grants and Contracts
- TRIO Programs

- Art
- Biological & Environmental Sciences
- Communications
- English, Foreign Languages & Philosophy
- Geography, Government & History
- Mathematics
- Music
- Physical Sciences

- Business and Economics
- Education
- Health, Physical Education & Recreation
- Military Science
- Psychology and Sociology

- Agriculture & Natural Resources
- Home Economics
- Industrial Education and Technology
- Nursing and Allied Health

CLARIFICATION NOTES

1. The number of vice presidents is reduced from four to three.
2. The number of deanships is reduced from seven to four.
3. Six schools are converted to three colleges.
4. Academic Advisement and Testing have been combined into one office.
5. Discontinuance of Bureaus and establishment of colleges, offices and departments, plus three over-all university divisions, Divisions of Academic Affairs, Student Development, and Administrative and Fiscal Services.
6. The planning function is coordinated by the President's cabinet.
7. Personal Development Institute is merged into the Department of Home Economics, College of Applied Sciences and Technology.
8. Drug and Alcohol Abuse Counseling is a part of University Counseling Center.
9. The Office of Development is the liaison with MSU Foundation, Inc.
10. News Services, Photographic Services and Publications are parts of Public Information.
11. Agriculture and Natural Resources includes University Farm, Mining Technology, Veterinary Technology, the Agricultural Research Complex - Martiki.
12. Academic support services functions will be incorporated into the Office of the Assistant Vice President for Academic Affairs.
13. Instructional media, a part of the library, provides equipment and services for instructional purposes.
14. Continuing Education includes: In-Service Education, Community Education and Instructional Development.
15. Coordination of summer school and regional instruction is the responsibility of the Office of the Graduate and Special Academic Programs.
16. TRIO Programs includes Upward Bound, Special Services, and Educational Talent Search.
17. International Education Programs Committee is advisory to the Dean, Graduate and Special Academic Programs. International Student Committee is advisory to the Vice President for Student Development. A revised description of University committees and their relationship to the organizational structure is forthcoming.
18. Academy of Arts is administered by the Dean, College of Arts and Sciences.
19. Television production is a part of the Department of Communication, College of Arts and Sciences.

20. Accounting and Economics, Information Sciences, Management and Marketing are included in the Department of Business and Economics, College of Professional Studies.
21. Curriculum and Instruction, Leadership/Foundations and Professional Laboratory Experiences are included in the Department of Education, College of Professional Studies.
22. Social Work and Corrections are included in the Department of Psychology and Sociology, College of Professional Studies.
23. Radiological Technology is included in the Department of Nursing and Allied Health, College of Applied Sciences and Technology.
24. Communication Services under the Division of Administrative and Fiscal Services include: Engineering Regional Technical Services, Cable Television, Post Office, Telephone System, and Printing Services.
25. Business Services includes Accounts, Purchasing, and Payroll.
26. Auxiliary Services includes Food Services, Golf Course, Vending/Concessions, University Store, Faculty and Staff Housing, University Bowling Lanes, and Sugar Shack.

ADDITIONAL INFORMATION

1. The President's Cabinet will consist of the President; the three Vice Presidents; the Executive Assistant to the President; the Assistant to the President for University Relations; the Director of Personnel Services and Affirmative Action Officer; the four Academic Deans; the two Assistant Vice Presidents; and the Assistant to the Vice President.
2. The Executive Committee of the President's Cabinet will consist of the President; the three Vice Presidents; the Executive Assistant to the President; and the Assistant to the President for University Relations.
3. An Expanded Cabinet will be developed which will meet monthly for the sharing of information. The Expanded Cabinet will consist of 35-40 members of the professional staff recommended by the Vice Presidents and appointed by the President.