

Morehead, Kentucky  
June 15, 1985

The Board of Regents of Morehead State University met in special session on Saturday, June 15, 1985, at 1:00 p.m. in the Riggle Room of the Adron Doran University Center for the purpose of further consideration of the salaries of reassigned administrators.

**I. CALL TO ORDER**

Chairman Robert M. Duncan called the meeting to order.

**II. INVOCATION**

Regent John R. Duncan delivered the invocation.

**III. ROLL CALL**

On roll call, the following members were present:

Mrs. Patricia Ann Burchett  
Mr. Walter W. Carr  
Mr. Lloyd Cassity  
Dr. John R. Duncan  
Mr. Robert M. Duncan  
Mr. Michael Fox  
Mr. Harry LaViers, Jr.  
Mr. J. M. Richardson  
Dr. Forest M. Skaggs

Absent: Mrs. Eunice H. Caston

**IV. ACTION ON MINUTES OF MEETING HELD MAY 31, 1985**

The Board took action on the minutes of May 31, 1985, later in the meeting.

**V. CONSIDERATION OF SALARIES OF REASSIGNED ADMINISTRATORS**

President Reinhard submitted the following recommendation for the Board's consideration:

**RECOMMENDATION  
FOR  
SALARIES OF SIXTEEN (16) CLASSROOM PROFESSORS  
FOR 1985-86 ACADEMIC YEAR**

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At the April 26, 1985, and May 31, 1985, meetings of the Board of Regents of Morehead State University, I recommended or indicated a preference for certain criteria or guidelines to be followed by the Board of Regents in fixing the salaries for the 1985-86 school year of the following sixteen (16) former administrators who have been reassigned as classroom professors: Dr. Harold Rose, Dr. Robert Meadows, Dr. Andrew Boston, Dr. Frank Mangrum, Dr. Charles Pelfrey, Dr. William Bigham, Dr. Jack Bizzel, Dr. Gary Cox, Dr. Don Flatt, Dr. Alban Wheeler, Dr. Reedus Back, Dr. Charles Hicks, Mr. Buford Crager, Mr. John Graham, Dr. William Whitaker and Mr. Eugene Norden.

As no affirmative action was taken by the Board of Regents on any recommendation or expression of preference, those previously made are withdrawn.

Pursuant to KRS 164.360, I recommend to the Board of Regents the following four (4) alternative criteria and guidelines, along with any modification or variation thereof, for fixing the compensation to be paid the named sixteen (16) classroom professors for the 1985-86 academic year, and the Board of Regents is requested to select and approve the criteria and guidelines considered to be the fairest and most appropriate under the circumstances:

**SALARIES OF ADMINISTRATORS WITH ACADEMIC RANK  
RETURNING TO TEACHING**

| <u>Name and<br/>Sch/Rank/Dept</u>         | <u>1985-86<br/>9-mo. con.<br/>Proposed<br/>April 26*</u> | <u>9/11 of<br/>1984-85<br/>Salary<br/>+ 3%</u> | <u>9/12 of<br/>1984-85<br/>Salary<br/>+ 3%</u> | <u>Flat<br/>Percentage<br/>Formula<br/>1985-86<br/>Salary<br/>+ 3%</u> | <u>Past<br/>1984-85<br/>12-month<br/>Contract</u> | <u>1985-86 Highest<br/>Paid 9-mo. Faculty<br/>Member in Depart.<br/>by Comparable Rank</u> |
|-------------------------------------------|----------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------------------------------------------------------|
| <u>Former Deans:</u>                      |                                                          |                                                |                                                |                                                                        |                                                   |                                                                                            |
| Alban Wheeler<br>SS/Prof/So. Sci.         | \$36,500                                                 | \$38,445                                       | \$35,241                                       | \$35,241/75%                                                           | \$45,620                                          | \$30,207<br>So. Sciences                                                                   |
| William Whitaker<br>B&E/Prof/B&E          | 37,700                                                   | 40,916                                         | 37,506                                         | 37,506/75%                                                             | 48,552                                            | 37,203<br>B&E                                                                              |
| Reedus Back<br>EDUC/Prof/EDUC             | 33,800                                                   | 40,577                                         | 37,195                                         | 37,195/75%                                                             | 48,150                                            | 34,192<br>EDUC                                                                             |
| <u>Former Vice<br/>Presidents:</u>        |                                                          |                                                |                                                |                                                                        |                                                   |                                                                                            |
| Buford Crager<br>EDUC/Ass't Prof/<br>HPER | 25,500                                                   | 39,756                                         | 36,442                                         | 34,012/70%                                                             | 47,175                                            | 25,877<br>HPER                                                                             |
| John Graham<br>B&E/Ass't Prof/<br>B&E     | 27,700                                                   | 41,475                                         | 38,018                                         | 35,483/70%                                                             | 49,215                                            | 27,001<br>B&E                                                                              |
| <u>Former Dir. of<br/>Bands:</u>          |                                                          |                                                |                                                |                                                                        |                                                   |                                                                                            |
| Eugene Norden<br>HUM/Ass't Prof/<br>Music | 25,800                                                   | 25,702                                         | 23,560                                         | 25,129/80%                                                             | 30,498                                            | 30,805<br>Music                                                                            |
| <u>Former Dir. of<br/>Computing Ser.:</u> |                                                          |                                                |                                                |                                                                        |                                                   |                                                                                            |
| Charles Hicks<br>EDUC/Prof/EDUC           | 33,500                                                   | 37,220                                         | 34,118                                         | 36,391/80%                                                             | 44,166                                            | 34,192<br>EDUC                                                                             |
| <u>Former Dept.<br/>Heads:</u>            |                                                          |                                                |                                                |                                                                        |                                                   |                                                                                            |
| Harold Rose<br>EDUC/Prof/EDUC             | 33,600                                                   | 35,729                                         | 32,751                                         | 34,934/80%                                                             | 42,397                                            | 34,192<br>EDUC                                                                             |

| <u>Name and Sch/Rank/Dept</u>                     | <u>1985-86 9-mo. con. Proposed April 26*</u> | <u>9/11 of 1984-85 Salary + 3%</u> | <u>9/12 of 1984-85 Salary + 3%</u> | <u>Flat Percentage Formula 1985-86 Salary + 3%</u> | <u>Past 1984-85 12-month Contract</u> | <u>1985-86 Highest Paid 9-mo. Faculty Member in Depart. by Comparable Rank</u> |
|---------------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|----------------------------------------------------|---------------------------------------|--------------------------------------------------------------------------------|
| Robert Meadows<br>B&E/Prof/B&E                    | 37,200                                       | 34,496                             | 31,616                             | 33,724/80%                                         | 40,928                                | 37,203<br>B&E                                                                  |
| Franklin Mangrum<br>HUM/Prof/Eng.,<br>F.L., Phil. | 32,600                                       | 35,897                             | 32,905                             | 35,098/80%                                         | 42,596                                | 32,028<br>Eng., F.L., Phil.                                                    |
| Charles Pelfrey<br>HUM/Prof/Eng.,<br>F.L., Phil.  | 32,300                                       | 34,358                             | 31,493                             | 33,594/80%                                         | 40,770                                | 32,028<br>Eng., F.L., Phil.                                                    |
| William Bigham<br>HUM/Prof/Music                  | 32,000                                       | 33,619                             | 30,817                             | 32,871/80%                                         | 39,893                                | 30,805<br>Music                                                                |
| Jack Bizzel<br>SS/Prof/GGH                        | 36,800                                       | 36,146                             | 33,133                             | 35,341/80%                                         | 42,891                                | 36,877<br>GGH                                                                  |
| Gary Cox<br>SS/Prof/GGH                           | 36,200                                       | 34,297                             | 31,438                             | 33,534/80%                                         | 40,698                                | 36,877<br>GGH                                                                  |
| Don Flatt<br>SS/Prof/GGH                          | 36,100                                       | 34,297                             | 31,438                             | 33,534/80%                                         | 40,698                                | 36,877<br>GGH                                                                  |
| Andrew Boston<br>AST/Prof/Ag.                     | 36,865(11)                                   | 31,891                             | 29,232                             | 31,181/80%<br>(38,110/11)                          | 37,842                                | 30,663<br>Ag.                                                                  |

\*As per policy of August 3, 1979.

Respectfully submitted,

/s/ Herb. F. Reinhard  
Herb. F. Reinhard, President

Hearing the President's recommendation, Mr. LaViers moved, seconded by Dr. Skaggs, that the Board go into executive session for the purpose of consideration of personnel matters. The vote was:

|                  |     |
|------------------|-----|
| Mrs. Burchett    | Aye |
| Mr. Cassity      | Aye |
| Dr. Duncan       | Aye |
| Mr. LaViers      | Aye |
| Judge Richardson | Aye |
| Dr. Skaggs       | Aye |
| Mr. Carr         | Nay |
| Mr. Fox          | Nay |
| Mr. Duncan       | Nay |

Chairman Duncan announced that with a vote of six (6) to three (3), the Board would go into executive session for the purpose of discussing personnel matters.

At the conclusion of the closed session of approximately two hours, Chairman Duncan declared the meeting to be back in public session whereupon Mr. LaViers moved:

1. To repeal effective immediately University Policy Statement Number 2-32 effective August 3, 1979.

2. To establish the following policy effective immediately:

If an administrator with academic rank returns for whatever reason to a nine-month teaching, research or service contract, he or she shall be paid a salary thereafter equal to nine elevenths (9/11) of the salary being paid to him or her as an administrator at that time.

3. Be it resolved as follows:

(1) The written alternative recommendations of Dr. Herb. F. Reinhard, President, as to the establishing of the salaries for the 1985-86 school year of the sixteen (16) persons named in the premises hereof is ordered to be filed with the minutes of this meeting and spread at large thereon.

(2) The Board of Regents notes that of these sixteen (16) former administrators, six (6) made their own personal request to be returned to teaching positions, five (5) are returned to teaching

positions as a result of the Board of Regents reorganization and five (5) are returning to teaching at the request of the administration and as to all sixteen (16) persons the Board of Regents hereby accepts and approves the alternative recommendation of Dr. Herb. F. Reinhard, President of Morehead State University, that the salaries of these persons for the 1985-86 school year be fixed at nine/elevenths (9/11) plus three (3) percent of their respective salaries received as administrators for the 1984-85 school year as follows:

| <u>Names of Professor</u> | <u>1985-86 Salary</u> |
|---------------------------|-----------------------|
| Alban Wheeler             | \$38,445              |
| William Whitaker          | 40,916                |
| Reedus Back               | 40,577                |
| Buford Crager             | 39,756                |
| John Graham               | 41,475                |
| Eugene Norden             | 25,702                |
| Charles Hicks             | 37,220                |
| Harold Rose               | 35,729                |
| Robert Meadows            | 34,496                |
| Franklin Mangrum          | 35,897                |
| Charles Pelfrey           | 34,358                |
| William Bigham            | 33,619                |
| Jack Bizzel               | 36,146                |
| Gary Cox                  | 34,297                |
| Don Flatt                 | 34,297                |
| Andrew Boston             | 31,891                |

Motion was seconded by Judge Richardson. On voice vote the motion carried with all being in favor except Mr. Duncan and Mr. Fox.

#### **VI. OTHER BUSINESS**

For information, President Reinhard reported to the Board the following:

1. Summer Orientation and Registration (SOAR) Sessions-- Reported that the summer orientation program for new prospective students for the fall and their parents had been revised. Four sessions will be held during the 1985 summer:

Friday and Saturday, June 14 and June 15  
 Thursday and Friday, June 27 and June 28  
 Thursday and Friday, July 11 and July 12  
 Friday and Saturday, July 19 and July 20

President Reinhard indicated that all new students and their parents are given the opportunity to select one of the four sessions to attend and although the sessions are not mandatory they have been emphasized as highly desirable for parents and students to attend. He further stated that the written evaluations and verbal comments on the first session were extremely positive.

2. Admissions for New Freshman and Transfer Students--Reported that as of June 9, 1985, the actual student generated acceptances are 1,821 students as compared to 1,766 on June 9, 1984, which reflects a 3.11 percent increase over this same time last year.

3. Signage Program--Reported that the new signage program had been implemented on the campus by Mr. Dailey and the Physical Plant staff. The signs are consistent, are very attractive and aid visitors in getting to various areas of the campus.

4. Summer Commencement--Reported that summer commencement is scheduled for Saturday, August 3, 1985, at 1:30 p.m. in Button Auditorium and that more information would be provided to the Regents on that commencement program in the near future.

5. Eagle Lake--Reported that Eagle Lake would be opened sometime the week of June 17 as a recreational facility initially to students, faculty and staff and their families. The facility will provide a sand beach with a nominal charge for swimming in order to have a life guard on duty, rental paddle boats, picnic area and concessions. The facility has been developed by the Physical Plant staff in conjunction with staff of the Division of Student Development.

Chairman Duncan announced that the next quarterly meeting would not be in July as previously scheduled but would be in September and more information would be provided at a later date on that meeting.

Further, Chairman Duncan noted that this meeting was Mr. Fox's last meeting as the student member on the Board for the 1984-85 year and commended him for his service.

#### IV. ACTION ON MINUTES OF MEETING HELD MAY 31, 1985

Mr. LaViers moved, seconded by Dr. Skaggs, that the minutes of the meeting held on Friday, May 31, 1985, be approved as distributed. Motion carried with Mrs. Burchett abstaining.

VII. ADJOURNMENT

There being no further business to conduct, the meeting adjourned at 3:20 p.m.

  
Chairman

  
Secretary