

AGENDA BOOK

Board of Regents



MEETING SCHEDULE

Friday, September 3, 2004

9 a.m.

**Tour of Space Satellite Tracking System
(Depart from ADUC parking lot)**

10 a.m.

BOR Meeting

Riggle Room

Following Meeting

Lunch

Heritage Room

Members, Morehead State University Board of Regents

James H. Booth (*Chair*)

Helen C. Pennington (*Vice Chair*)

Gene Caudill (*Staff Member*)

Jean Dorton

Sylvia L. Lovely

Jason Marion (*Student Member*)

John C. Merchant

Dr. Charles H. Morgan Jr. (*Faculty Member*)

Dr. John D. O'Cull

Jill Hall-Rose

Jerry W. Umberger

**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
10 a.m., Friday, September 3, 2004**

Agenda

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **APPROVE MINUTES OF JUNE 11, 2004, AND JULY 13, 2004**
- IV. **ADOPT RESOLUTION OF COMMENDATION FOR
BUCKNER HINKLE JR.**
- V. **SPOTLIGHT PRESENTATION -- *Accountability***
- VI. **RECOMMENDATIONS AND REPORTS**
 - A. **Recommendations**
 - 1. Ratify Resolution to Participate as a Partner in the
University Center of the Mountains 1-2
 - 2. Approve Personnel Actions.....3-31
 - 3. Approve Naming of Golf Academy.....32
 - 4. Approve Naming of Eagle Park.....33
 - 5. Confirm Appointment of Board Members, Friends of the
Kentucky Folk Art Center, Inc.....34
 - B. **Reports**
 - 1. Report on Personal Service Contracts35-36
 - 2. Report on Real Property Leases.....37-39
 - 3. Report on Fair Labor Standards Act.....40
 - 4. Gift Income Report.....41
 - 5. Preliminary Report on 2004 Fall Enrollment (To be distributed
at meeting)
 - 6. Report on CPE Request for Grades and Financial
Aid Information44
- VII. **OTHER BUSINESS**
 - Future Meetings** -- Work Session, Thursday, November 11
BOR Meeting, Friday, December 17
- VIII. **ADJOURNMENT**

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY
June 11, 2004**

The Board of Regents of Morehead State University met at 9 a.m. on Friday, June 11, 2004, in Breckinridge Hall 302. Chair Buckner Hinkle Jr. presided.

ROLL CALL

The following members were present: James H. Booth, Gene Caudill, Jean Dorton, Joshua Gruenke, Buckner Hinkle Jr., John Merchant, Dr. Charles H. Morgan Jr., Helen Pennington, Sylvia Lovely, and Jerry W. Umberger.

Also, Joyce LeMaster, President of the MSU Alumni Association, attended the meeting.

**NOMINATING
COMMITTEE
REPORT**

Chair Hinkle asked for a report from the Nominating Committee that was appointed to make recommendations concerning the election of a chair and vice chair of the Board. Chair Hinkle noted that it did not appear that he would be reappointed for another term following the expiration of his current term on June 30, 2004. Dr. Morgan recommended that James Booth and Gene Caudill be elected chair and vice chair respectively. Mr. Umberger seconded the motion. The motion carried.

**PRESIDENT
REAGAN**

Chair Hinkle asked that the Board observe a moment of silence in keeping with the national day of mourning for President Ronald Reagan.

**MARCH 5 AND
APRIL 26, 2004
MINUTES**

Mr. Umberger moved that the minutes of the March 5, 2004, quarterly meeting and the April 26, 2004, special meeting be approved as distributed. Ms. Dorton seconded the motion. The motion carried.

**GOVERNORS
NUNN AND
BREATHITT
RESOLUTIONS**

Dr. Morgan moved that the Board adopt memorial resolutions in honor of Governors Louie B. Nunn and Edward T. Breathitt who served as chair and vice chair respectively of the Board of Regents from 1986 to 1989. Ms. Dorton seconded the motion. The motion carried.

(Memorial Resolutions for Governors Nunn and Breathitt attached to these minutes and marked V)

**JOSHUA
GRUENKE
RESOLUTION**

Ms. Dorton moved that the Board adopt the resolution honoring Joshua R. Gruenke, who served as the student member of the Board of Regents during the 2003-04 year. Ms. Lovely seconded the motion. The motion carried.

(Resolution Honoring Joshua R. Gruenke attached to these minutes and marked VI)

Mr. Gruenke thanked the Regents for the opportunity to serve on the Board and for the experience he had gained during the past year. As president of the Student Government Association (SGA), he described two major accomplishments of SGA during the 2003-04 school year:

- Hosting guest lecturer Dr. Sarah Weddington, the attorney who argued *Roe vs. Wade*; and
- Participating in February education rally in Frankfort. MSU had the largest delegation in attendance for the rally. SGA followed up with a letter writing campaign to legislators.

Following his presentation, Mr. Gruenke introduced incoming president of the SGA, Jason Marion from Batavia, Ohio. Mr. Marion will be the student representative on the Board for the 2004-05 year.

SABBATICAL LEAVE REPORT

Dr. Michael Moore, Provost, noted that this is the second in our series of sabbatical leave reports for the 2002-03 school year. He introduced Dr. John Ernst, Associate Professor of History, who reported on his sabbatical leave. Dr. Ernst's research included visiting several state archives and writing a portion of his book, entitled *Kentucky and Vietnam War*.

SPOTLIGHT PRESENTATION ON ROTC PROGRAM

Dr. Michael Seelig, Dean of the Caudill College of Humanities, introduced Lt. Colonel John Karaus, Chair of the Department of Military Science, who made the spotlight presentation on the ROTC program. He talked about the achievements of the ROTC program and noted that the program, which had once been on the verge of being eliminated, moved to a 21st ranking in the nation and number one in Kentucky last year. Established on MSU's campus in 1968, the program graduated its first class in 1970. During the past 34 years, approximately 581 students have been commissioned second lieutenants.

Col. Karaus introduced the new department chair, Major Bonnie Noyes, who had just completed a tour of duty in Iraq.

PRESIDENT'S RECOMMENDA- TIONS

Promotions

The President recommended:

RECOMMENDATION: That the Board approve the granting of promotions to the following faculty with the issuance of their contracts for the 2004-05 year:

Professor

Robert Prichard, Music

Elizabeth Regan, Information Systems

Allen Risk, Biology

Librarian III

Thomas Kmetz

Jennifer Little

(Additional background information attached to these minutes and marked X-A-1)

Dr. Moore noted that one faculty member, who was nominated for promotion, was not recommended.

MOTION: Dr Morgan moved that the Board approve the President's recommendation. Ms. Pennington seconded the motion.

VOTE: The motion carried.

Emeritus Status

The President recommended:

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

Wade Cain, Associate Professor of Chemistry

Mary Jo Netherton, Associate Professor of French

Betty Jo Peters, Assistant Professor of English

(Additional background information attached to these minutes and marked X-A-2)

MOTION: Mr. Booth moved that the Board approve the President's recommendation. Dr. Morgan seconded the motion.

VOTE: The motion carried.

Educational Leave

The President recommended:

RECOMMENDATION: That the Board approve the granting of an educational leave for the 2004-05 academic year to Ms. Yan Duan, Associate Professor of Nursing, contingent upon funding being available within Academic Affairs.

(Additional background information attached to these minutes and marked X-A-3)

MOTION: Ms. Dorton moved that the Board approve the President's recommendation. Dr. Morgan seconded the motion.

VOTE: The motion carried.

Spring Graduates

The President recommended:

RECOMMENDATION: That the Board ratify the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University at the 2003 Spring Commencement on May 8, 2004.

(Additional background information attached to these minutes and marked X-A-4)

MOTION: Mr. Gruenke moved that the Board approve the President's recommendation. Dr. Morgan seconded the motion.

VOTE: The motion carried.

**Faculty Senate
Constitution**

The President recommended:

RECOMMENDATION: That the Board approve the revisions to the Faculty Senate Constitution.

(Faculty Senate Constitution and additional background information attached to these minutes and marked X-A-5)

Michael Moore, Provost, stated that the major revision to the Faculty Senate Constitution includes clarification of the election process for the Executive Council of the Senate, i.e., requiring one senator from each department to be tenured and changing the requirement of one year of MSU employment prior to Senate service to two years. Other minor revisions reflect changes in operational definitions at the University.

Dr. Eaglin stated that, while the Faculty Senate does a good job, these changes will bring greater sophistication to the Senate.

Dr. Morgan stated that the Faculty Senate voted overwhelmingly in favor of making the changes.

MOTION: Ms. Dorton moved that the Board approve the President's recommendation. Dr. Morgan seconded the motion.

VOTE: The motion carried.

Personnel Actions

The President recommended:

RECOMMENDATION: That the Board ratify the Personnel Actions for the period February 16, 2004, through May 21, 2004.

(Personnel Actions and additional background information attached to these minutes and marked X-A-6)

Michelle Hardin, Associate Director of Human Resources, stated that the Personnel Action report includes 53 PARs. Of this number, five are resignations and 11 are retirements.

Mr. Caudill asked if Coach Kyle Macy's employment contract had been changed from a 12-month appointment to an 11-month appointment. Ms. Hardin stated that it should be 12 months and that it would be corrected in the next report.

Ms. Hardin noted that the new supplemental policy would go into effect July 1, 2004. Dr. Eaglin stated that the administration is working on the broader issue of supplemental pay and will cover that at the Board workshop.

MOTION: Dr. Morgan moved that the President's recommendation be approved. Mr. Booth seconded the motion.

VOTE: The motion carried.

**Third Quarter
Financial
Statements**

The President recommended:

RECOMMENDATION: That the Board accept the financial statements and amend the operating budget for the third quarter of the fiscal year that will end June 30, 2004.

(Third Quarter Financial Report and additional background information attached to these minutes and marked X-A-7)

James Fluty, Director of Accounting and Budgetary Control, stated that the Third Quarter Financial Statements consist of two basic financial statements: the Statements of Net Assets, which include information about the assets, liabilities and net assets, or fund balances, of the entire University; and the Statements of Revenues, Expenditures and Changes in Fund Balance, which provides information about the unrestricted current funds revenues, expenditures and transfers of the University. He said that the University's financial picture remained stable through the third quarter of the 2003-04 fiscal year.

Teresa Johnson, Director of Budgets, stated that changes in fund balance were similar to last year's. She noted that several projects have been completed. These include fire alarm upgrades/replacements in some classroom buildings and sprinkler installation and fire safety projects in residence halls.

Discussion followed on phase three of the Wellness Center.

MOTION: Mr. Caudill moved that the Board approve the President's recommendation. Ms. Dorton seconded the motion.

VOTE: The motion carried.

**Audit Services
Contract**

The President recommended:

RECOMMENDATION: That based on the recommendation of the Audit Committee, the Board approve the extension of the auditing services contract with Crowe, Chizek, and Company for the 2003-04 fiscal year audits.

(Additional background information attached to these minutes and marked X-A-8)

Michael Walters, Vice President for Administration and Fiscal Services, stated that two new audit functions will require that the auditors commit additional time and resources to the audit process. As a result, the fee for the 2003-04 fiscal year audit will be \$50,200, which represents an additional 10 percent over and above the consumer price index.

MOTION: Ms. Dorton moved that the Board approve the President's recommendation. Mr. Umberger seconded the motion.

VOTE: The motion carried.

**Minimum Scope of
Audit**

The President recommended:

RECOMMENDATION: That based on the recommendation of the Audit Committee, the Board approve the minimum scope of the University's audit for the year ending June 30, 2004.

(Minimum Scope of Audit and additional background information attached to these minutes and marked X-A-9)

MOTION: Mr. Booth moved that that Board approve the President's recommendation. Ms. Pennington seconded the motion.

VOTE: The motion carried.

**Regional University
Excellence Trust
Fund Program**

The President recommended:

RECOMMENDATION: That the Board approve the submission of new gifts eligible to be matched in the Regional University Excellence Trust Fund program.

(Additional background information attached to these minutes and marked X-A-10)

Barbara Ender, Vice President for Development, stated that the total amount to be matched was \$425,500 with funds for various scholarships and endowments, including \$140,000 for the Bonnie Eaglin Endowment for Music.

MOTION: Mr. Booth moved that the Board approve the President's recommendation. Dr. Morgan seconded the motion.

VOTE: The motion carried.

Admissions Center

The President recommended:

RECOMMENDATION: That the Board approve naming of the Admissions Center.

(Additional background information attached to these minutes and marked X-A-12)

Keith Kappes, Vice President for University Relations, stated that the MSU Foundation acquired in 2003 the former Hogge building that was used as rental property for several years. The building, which is now under the University's control through a lease-purchase agreement with the Foundation, has been upgraded and houses the Office of Admissions, the Office of Institutional Research and Computer Applications, and Governor Fletcher's East Kentucky Regional Office. Mr. Kappes said that "Admissions Center" appropriately identifies the structure by its primary function and makes it more recognizable and accessible to prospective students and their families.

MOTION: Dr. Morgan moved that the Board approve the President's recommendation. Mr. Gruenke seconded the motion.

VOTE: The motion carried.

**Mays Hall
Apartments**

The President recommended:

RECOMMENDATION: That the Board approve billing for Mays Hall Apartments under the new pricing structure that allows for billing of shared rent (based on one price for the apartment) to individual student accounts.

(Additional background information attached to these minutes and marked X-A-13)

Madonna Weathers, Vice President for Student Life, noted that previously students had been charged a per-person rate for Mays Hall. The new pricing structure will become effective with the 2004 fall semester as part of the 2004-05 Fee Schedule.

MOTION: Mr. Caudill moved that the Board approve the President's recommendation. Mr. Booth seconded the motion.

VOTE: The motion carried.

**2004-05 Operating
Budget, Personnel
Roster & Fee
Schedule**

The President recommended:

RECOMMENDATION: That the Board approve the recommended 2004-05 Operating Budget, which totals \$99,278,000, the 2004-05 Personnel Roster, and the 2004-05 Fee Schedule.

(2004-05 Operating Budget, 2004-05 Personnel Roster, 2004-05 Fee Schedule and additional background information attached to these minutes and marked (X-A-11))

Beth Patrick, Vice President for Planning, Budgets and Technology, discussed the variables for determining the budget. The budget, based on the University's strategic plan for 2001-06, had input from various constituencies. Operating units developed efficiency strategies to support a 2.6 percent budget reallocation to offset a state appropriation reduction. A tuition hearing was held to discuss tuition and mandatory fee rates for the coming year. The 2004-05 Operating Budget relies on increases in revenue generated from student tuition and fees as well as a 2.6 percent budget reallocation to continue support of the key initiatives outlined in the strategic plan.

MSU experienced a 1.26 percent growth in total enrollment during 2003-04, which was attributed to an increase in part-time students. The proposed budget was based on a fall headcount objective of 9,100.

Occupancy in the residence halls is budgeted at 6.5 percent increase from last year with 2,882 students projected to reside in University housing. The Operating Budget maintains a \$500,000 housing depreciation fund for the continuous upgrade and improvement of residence halls and furnishings. An

average 4 percent increase is recommended for all residence halls to address general operating increases in housing. The average hall rate is \$1,182, up \$68 from last fall.

New revenue from tuition and fees is based on the Board-approved 14 percent increase in tuition rates for 2004-05. This equates to an additional \$238 per semester for an undergraduate resident.

A 3 percent general salary pool increase was built into the Operating Budget. Faculty and librarians received 2 percent for merit with another 1 percent for equity. Staff received a 2 percent across-the-board increase with another 1 percent for merit. The budget also includes adjustments for faculty promotions, staff reclassifications and career ladder advancements. A significant base salary adjustment was included to bring police officer salaries to a level competitive with the local and regional markets. The Personnel Roster contains 1,048 positions with an estimated 984 contracted to be filled by July 1.

The 2004-05 Operating Budget allocates a \$772,730 increase in student financial aid through increases in tuition waiver and athletic scholarship budgets necessary to offset the 14 percent in student tuition and fees and the new tuition discount program for K-12 educators. The Kentucky Educators Excellence Program (KEEP) which offers a 10 percent discount on their tuition and mandatory fees, was created as a part of the University's ongoing commitment to its historic mission of teacher training.

At this point, Ms. Patrick asked Chip Smith, Director of Athletics, to provide information related to student financial aid and athletics.

Mr. Smith reported on the results of a three-year academic survey of student athletes' graduation rates (six-year period). The following table shows the ratios for student athletes compared to all MSU students::

	<i>Student-Athlete</i>	<i>All Students</i>
2002-03	54%	44%
2001-02	50%	46%
2000-01	44%	40%

In regard to grade point averages, MSU's student athletes ranked third in 2002-03, up from fifth place in 2001-02, when compared to other OVC institutions.

Mr. Smith also reported that former basketball coach Wayne Martin had been inducted into the OVC Hall of Fame, and Kandi Brown was awarded the OVC Steve Hamilton Sportsmanship Award.

Discussion followed.

MOTION: Mr. Caudill moved that the Board approve the President's recommendation. Ms. Dorton seconded the motion.

VOTE: The motion carried.

**2004 Spring
Enrollment**

Dr. Moore presented a report on 2004 Spring Enrollment noting that 8,954 students enrolled during the spring term, which is up .8 percent from last spring's 8,885 students. *(Report attached to these minutes and marked X-B-3)*

**REPORT ON
PRESIDENTIAL
SEARCH**

Mr. Caudill, who is a member of the Presidential Search Committee, reported that the committee had met and all constituencies had input in determining the qualifications needed for a new president. Isaacson Miller, the consulting firm retained to assist the Board with the search, has compiled a search document, which is posted on MSU's Web site at <http://www.morehead-st.edu/units/regents/search/>. Representatives of Isaacson Miller are scheduled to meet with the committee at its next meeting on July 13.

Chair Hinkle reported that he had received several inquiries regarding the representation of faculty, minorities, and local government on the committee. He said that the Board may want to consider these suggestions and determine if modifications should be made. Also, Mr. Hinkle said that since his term would expire on June 30, there would be a vacancy on the search committee that needs to be filled.

**EXECUTIVE
SESSION**

Chair Hinkle opened the floor for a motion to go into Executive Session to discuss the President's contract. Dr. Morgan moved that the Board go into closed session. Ms. Pennington seconded the motion. The motion carried.

OPEN SESSION

The Board reconvened in open session. Chair Hinkle stated that during Executive Session the Board discussed the President's contract, and no action was taken.


**PRESIDENT'S
CONTRACT**

Mr. Caudill moved that the Board approve a \$200,000 annual salary for President Ronald G. Eaglin for next year (2004-05). Ms. Pennington seconded the motion. The motion carried.

ADJOURNMENT

There being no further business to come before the Board, Mr. Caudill moved that the meeting adjourn at 12:30 p.m. Mr. Umberger seconded the motion. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

**SPECIAL MEETING
BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY
July 13, 2004**

The Board of Regents of Morehead State University met in special session at 2 p.m. on Tuesday, July 13, 2004, in the Riggle Room of the Adron Doran University Center. Chair James H. Booth presided.

Roll Call

On roll call, the following members were present: James H. Booth, Gene Caudill, Jean Dorton, Sylvia Lovely, Jason Marion, John Merchant, Dr. John D. O'Cull, Helen Pennington, Jill Hall Rose, and Jerry W. Umberger. Dr. Charles Morgan was absent.

Oath of Office

The Honorable Beth Maze, Circuit Judge of Division 2 of the 21st Judicial District, administered the oath of office to Dr. John D. O'Cull of Vanceburg and Ms. Jill Hall Rose of Winchester, who were appointed to six-year terms by Governor Fletcher, and to Mr. Jason Marion, president of the Student Government Association (SGA), who will serve as the student member during the 2004-05 year.

Introduction of Press

Pauline Young, Director of University Communications, introduced Kristin Murdock from Morehead State Public Radio and Kim Hamilton from *The Morehead News*.

Election of Vice Chair & Secretary

Pursuant to KRS 164.330, Chair Booth opened the floor for the election of a vice chair and secretary.

Mr. Umberger moved that Ms. Pennington be elected vice chair. Mr. Merchant seconded the motion. The motion carried.

Mr. Caudill moved that Ms. Johnson be reelected secretary. Ms. Pennington seconded the motion. The motion carried.

Appointment of Treasurer

Pursuant to KRS 164.330, Chair Booth opened the floor for the appointment of a treasurer. Mr. Caudill moved that Mr. Walters be reappointed treasurer. Ms. Dorton seconded the motion. The motion carried.

Review of KRS Relating to BOR

In response to a suggestion from Regent Caudill, Chair Booth requested that legal counsel review all of the statutes pertaining to the Board of Regents and report back to the Board before the September 3 meeting.

Workers Compensation Program

Chair Booth stated that in addition to administering the oath of office to the three new Regents, the purpose of the special meeting was to approve/authorize a letter of credit for the Workers Compensation Program. Michael Walters, Vice President for Administration and Fiscal Services, discussed the following recommendation and background information:

Recommendation:

That the Board authorize the President and/or the Vice President for Administration and Fiscal Services to negotiate and execute a letter of credit from USbank in the amount of \$200,000 to Safety National Casualty Corporation/Safety First Insurance Company.

Background:

The University, like all other employers, is required to provide workers compensation coverage for its employees. This coverage has historically been obtained through the State Workers Compensation Fund. That fund was established under the provisions of KRS 18A and covers state employees and employees of other state-related groups upon written agreement with the Personnel Cabinet.

The cost of workers compensation coverage under the state plan has risen over the past several years with a dramatic increase proposed for the 2004-05 and 2005-06 fiscal years. The cost of workers compensation coverage was scheduled to increase from \$303,527 in 2003-04 to \$579,456 for the 2004-05 fiscal year, an increase of about 91%. For the 2005-06 fiscal year, the coverage cost was scheduled to increase to \$664,622.

After learning of the increase, the University's Human Resources staff began to explore other options for obtaining this mandated coverage. The options included bidding the coverage with an outside insurance carrier, implementing a self-insured plan, or a blending of the first two options.

During this review process, the University of Kentucky (UK) approached Morehead State University with an opportunity to join its self-insured, managed care workers compensation program. Their program was established in 1996 and has proven to be very successful in managing the costs of workers compensation and providing quality care to employees who incur injuries on the job.

The University elected to leave the State Workers Compensation Fund as of June 30, 2004, and participate in the University of Kentucky Managed Care Workers Compensation Program effective July 1, 2004. The general provisions of the program include:

- UK will manage and operate the Managed Care Program on MSU's behalf.
- MSU's plan will be self-insured to the extent of \$250,000 for each occurrence.
- Underwriters Safety and Claims, Inc. in Louisville serves as UK's third party administrator and will also serve in that capacity for MSU.
- MSU is purchasing specific and aggregate 'stop loss' insurance from Safety National Casualty Corporation/Safety First Insurance Company that attaches at \$250,000 per specific occurrence (regardless of the number of employees affected by a particular occurrence) and at \$1,100,000 in aggregate claims paid.

In order to obtain the 'stop loss' insurance coverage, the University must issue through USbank, its depository bank, a letter of credit in the amount of \$200,000. The letter of credit serves as security for the insurance company's potential liability for incurred losses within the \$250,000 deductible amount, other obligations of MSU, and claims incurred but not reported. The letter of credit would only be funded by the bank in the event that MSU defaults on one of those obligations. The letter of credit is equivalent to a commercial loan and therefore needs Board authorization to be issued.

MOTION: Mr. Pennington moved that the Board approve the letter of credit for the new Workers Compensation Program. Mr. Merchant seconded the motion. The motion carried with Ms. Dorton recusing herself from voting.

Adjournment

There being no further business to conduct, Mr. Umberger moved that the meeting adjourn at 2:45 p.m. Ms. Pennington seconded the motion. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

**RESOLUTION HONORING
BUCKNER HINKLE, Jr.**

**BOR (IV)
September 3, 2004**

WHEREAS, Mr. Buckner Hinkle, Jr. a respected citizen of Lexington, Ky., served with distinction as a member of the Board of Regents of Morehead State University from 1992 to 2004; and

WHEREAS, Mr. Hinkle's tenure included service as chairman of the Board of Regents from 2001 to 2004; and

WHEREAS, Mr. Hinkle provided strong and effective leadership to the Board on several major issues of critical importance to the University; and

WHEREAS, Mr. Hinkle's distinguished service on the Board of Regents consistently demonstrated his high ethical standards and strong personal commitment to institutional integrity; and

WHEREAS, Mr. Hinkle's two full terms as a board member reflected his professional collegiality and dedication to academic excellence and his abiding concern for the welfare of the entire University community;

THEREFORE, be it resolved by the Board of Regents of Morehead State University that Mr. Buckner Hinkle, Jr. be and hereby is commended for his 12 years of honorable and outstanding service on the Board of Regents and that the University expresses its profound and sincere gratitude for his efforts.

Done this third day of September 2004.

James H. Booth, Chair

ATTEST:

Carol Johnson, Secretary

Ronald G. Eaglin, President

**RESOLUTION TO PARTICIPATE AS A
PARTNER IN THE UNIVERSITY CENTER
OF THE MOUNTAINS**

**BOR (VI-A-1)
September 3, 2004**

Recommendation:

That the Board adopt a resolution ratifying the participation of Morehead State University as a partner in the University Center of the Mountains.

Background:

The Memorandum of Agreement (MOA) for the establishment of the University Center of the Mountains requires a resolution be adopted by the respective boards of each college/university and community college authorizing each entity to participate as a partner.

The University Center of the Mountains is a collaboration of partnering postsecondary institutions for the purpose of increasing opportunities to obtain selected undergraduate and graduate degrees and professional certifications that address lifelong learning, economic and workforce needs, and community development within the Kentucky River Area Development District (Breathitt, Knott, Lee, Leslie, Letcher, Owsley, Perry and Wolfe counties).

The partnership includes participating colleges and universities and the community college. The founding partners are:

Morehead State University
Eastern Kentucky University
Hazard Community & Technical College
Kentucky Community and Technical College System

The purpose of the University Center of the Mountains is to provide greater access to public high quality baccalaureate and graduate education and other postsecondary learning opportunities for the citizens of southeastern Kentucky and to promote more collaboration between the universities and other educational providers, Hazard Community and Technical College and the Kentucky Community and Technical College System (KCTCS) propose the development of a higher education consortium for the Kentucky River region of the state to be known as the University Center of the Mountains.

The organizing principle guiding the development of The University Center of the Mountains has been one of collaboration of programs, people and resources to maximize the strengths of each college and university to create a new higher education opportunity for the students, citizens, businesses and taxpayers of southeastern Kentucky.

The guiding principle for each of the colleges and universities to this agreement has been a commitment to provide bachelor's and master's degree programming utilizing freshman and sophomore level work articulated with the junior/senior offerings to

meet the baccalaureate degree requirements. The common outcome for the community is the leveraging of dollars at all levels to provide the facilities, telecommunications hub and common student support services necessary for degree completion and success.

There is no separate governing board for The University Center of the Mountains. All matters related to this agreement are subject to review by and/or approval by each University Partner. Although there is no governing board the MOA does establish a Leadership Team as a representative entity to coordinate the activities of the University Center of the Mountains. The University Center of the Mountains Leadership Team will consist of five individuals: the director of the University Center of the Mountains, and the designees by the President/CEO of the four founding partners – Eastern Kentucky University, Hazard Community & Technical College, Kentucky Community & Technical College System and Morehead State University. The director will convene the meetings of the Leadership Team.

Prepared by: Michael Moore

RATIFY PERSONNEL ACTIONS

**BOR (VI-A-2)
September 3, 2004**

Recommendation:

That the Board ratify the Personnel Actions for the period May 24, 2004, through August 13, 2004.

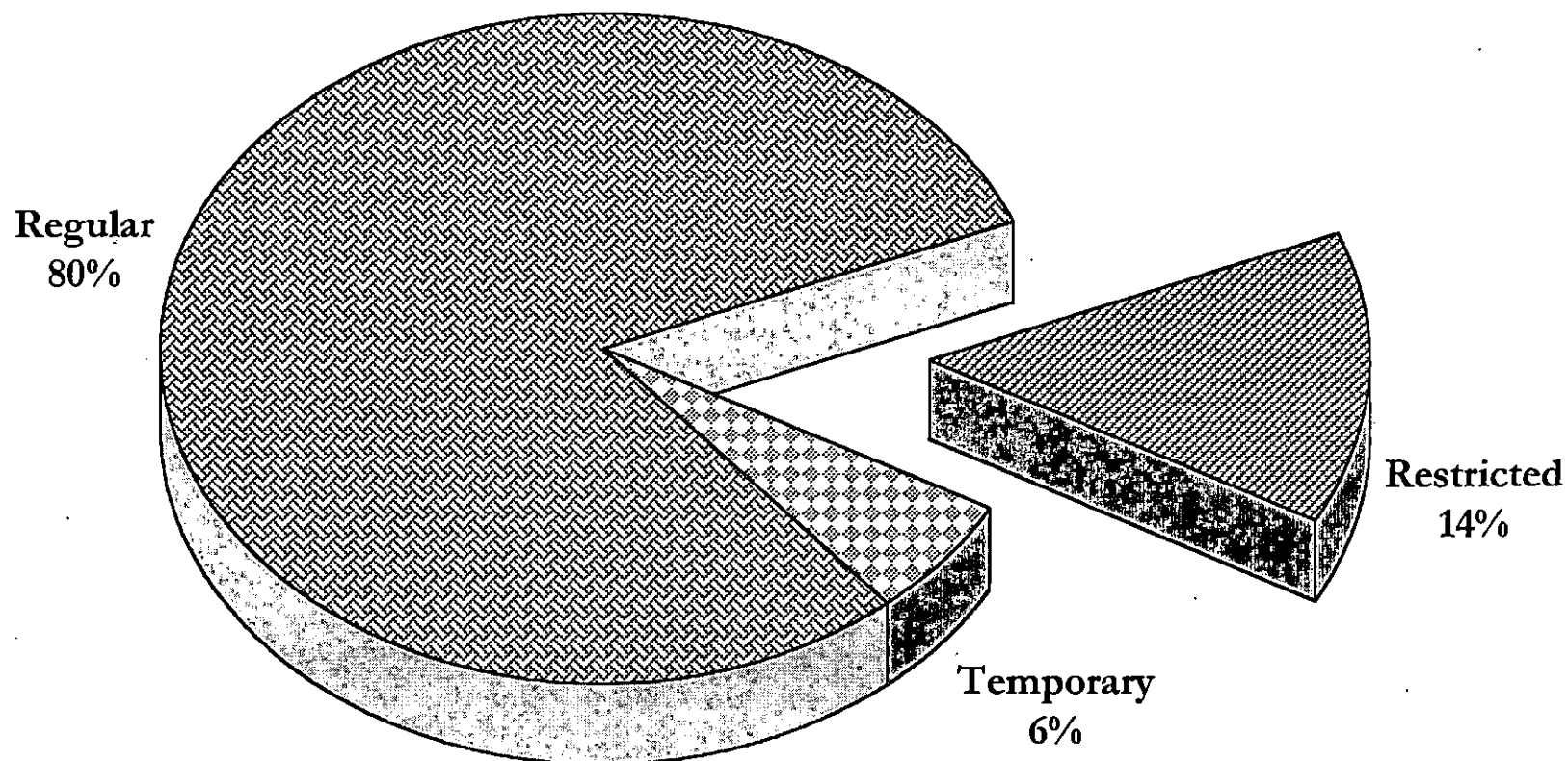
Background:

The Personnel Action Request Report includes actions related to:

- 1) full-time and continuing part-time faculty, librarians and Executive, Administrative and Managerial employees, excluding supplemental actions not listed under Item 3, below;
- 2) full-time and continuing part-time non-classified Executive, Administrative and Managerial and Professional Staff positions (including supplemental actions);
- 3) supplemental actions for faculty acquiring managerial duties, excluding normal grant activities;
- 4) discipline;
- 5) leave of absences;
- 6) sabbaticals; and
- 7) retirements.

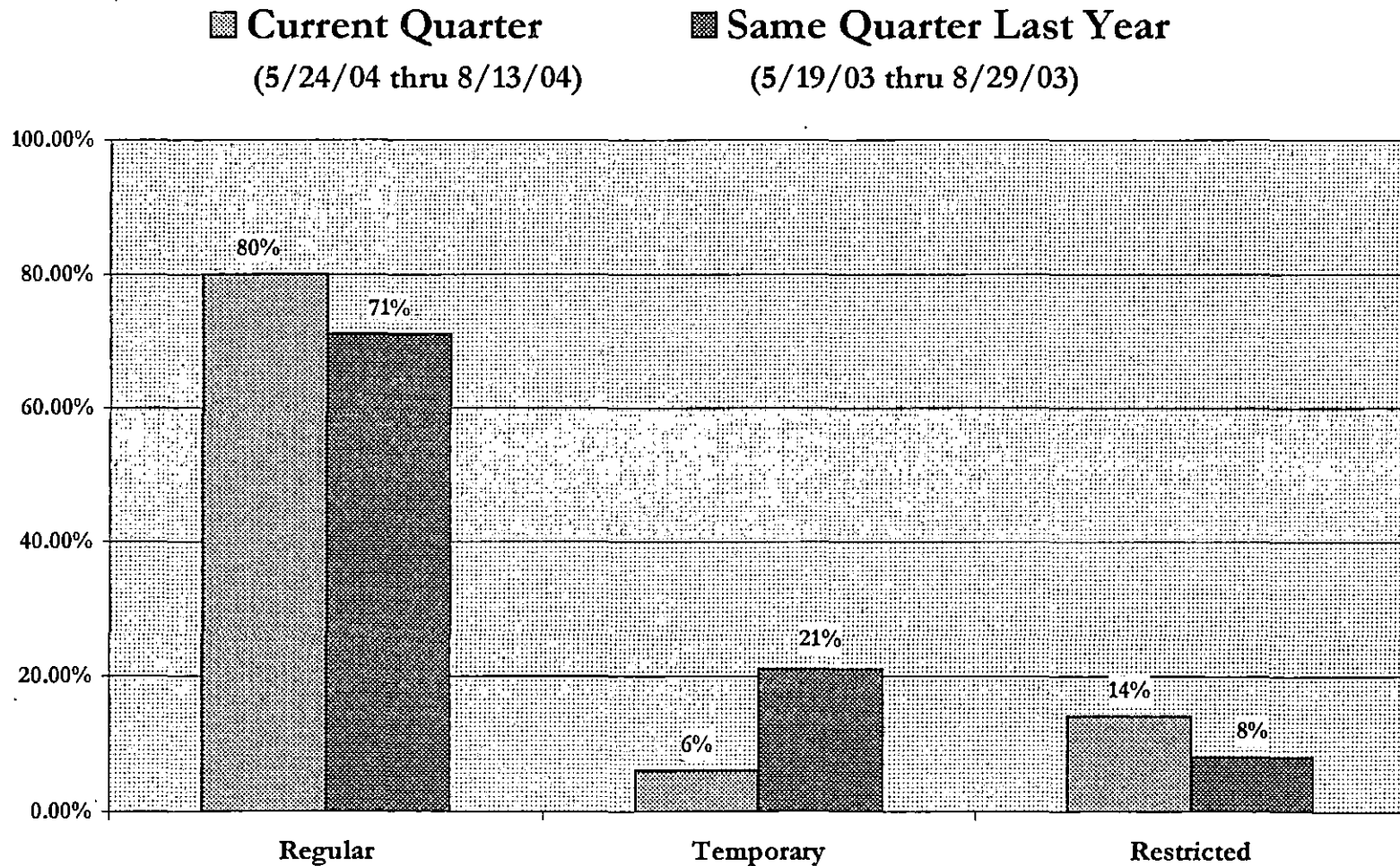
PERSONNEL ACTION REQUEST

5/24/04 thru 8/13/04



Total Number of PARs = 85

COMPARISON CHART FOR PERSONNEL ACTION REQUEST



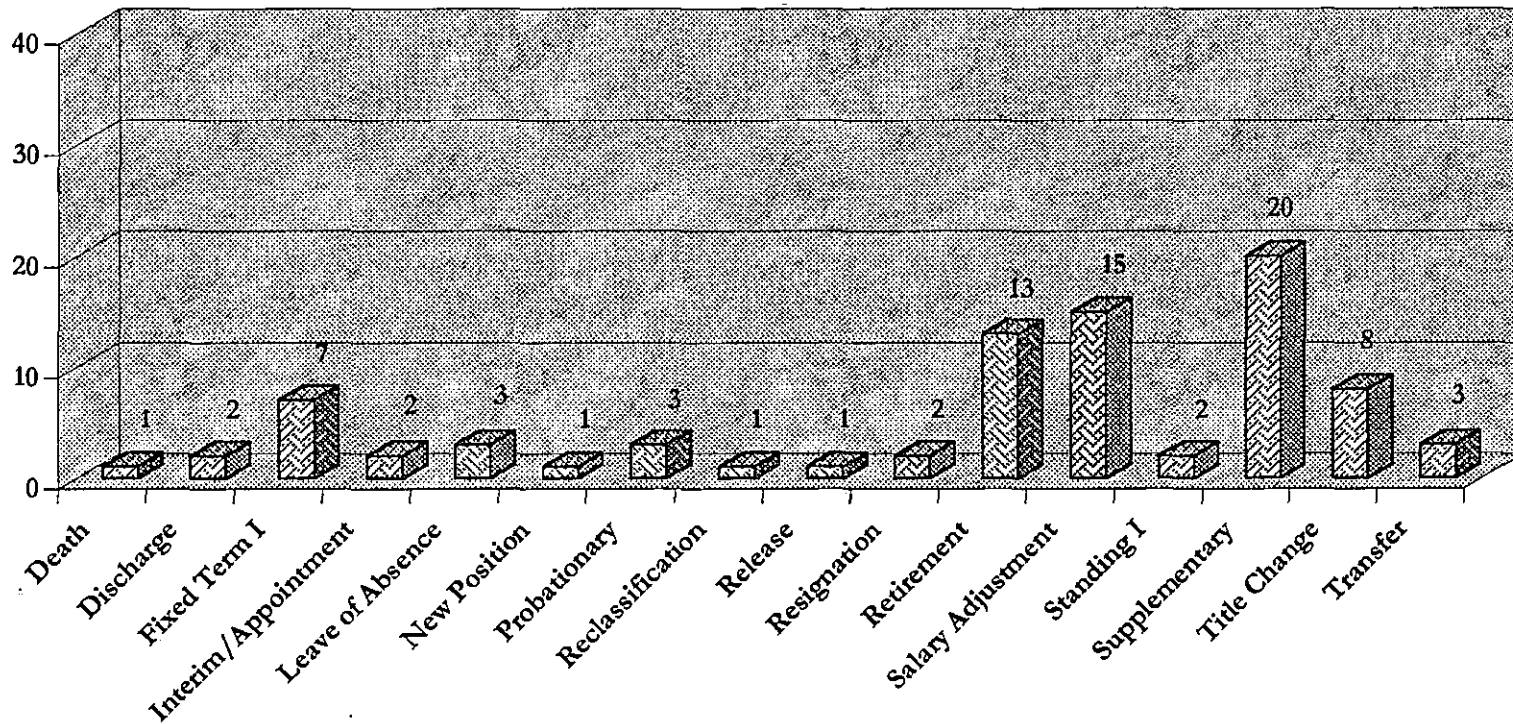
Total Number of PARs

Current Quarter = 85

Same Quarter Last Year = 123

PERSONNEL ACTIONS FOR COVERED ROSTER APPOINTMENTS

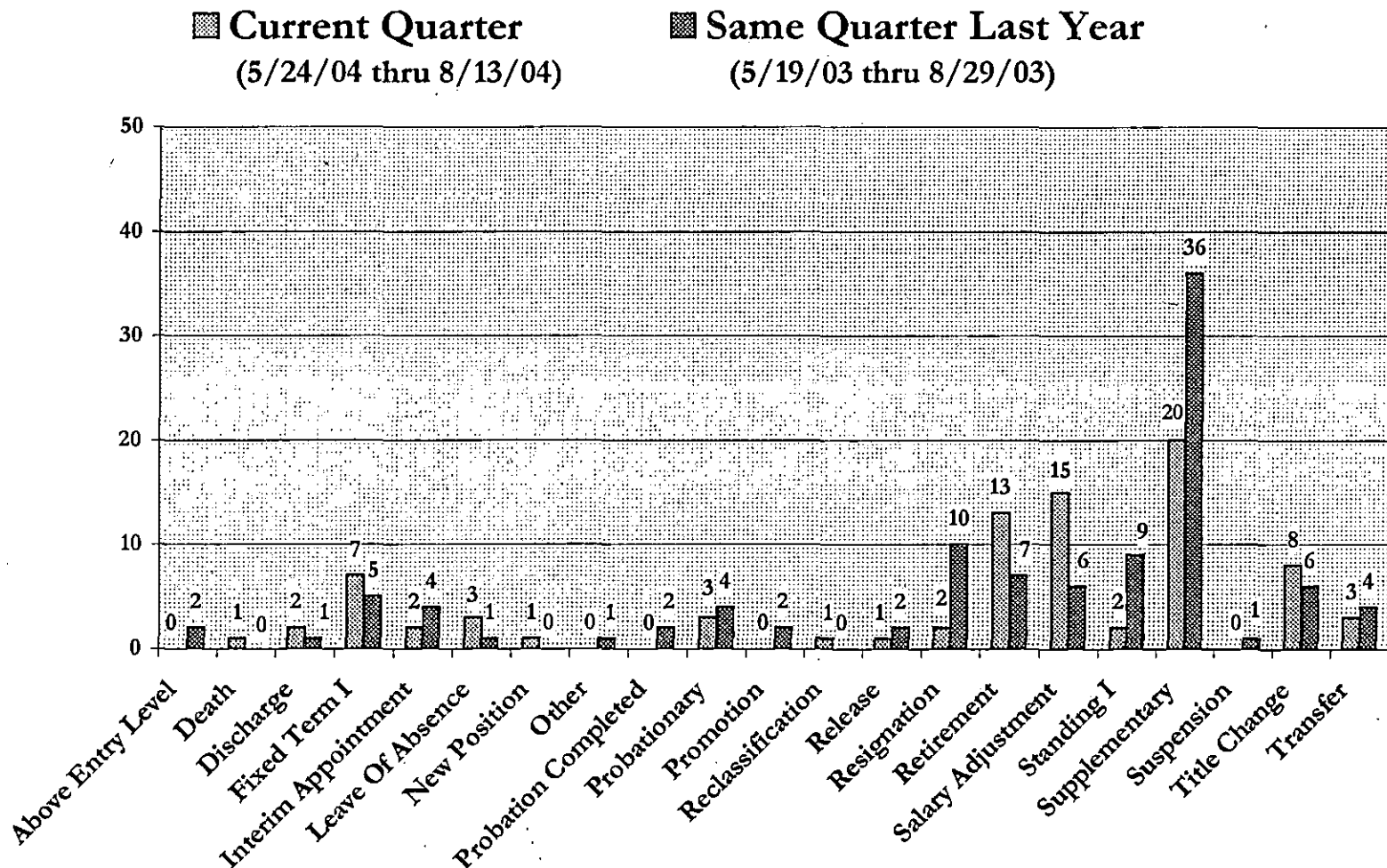
5/24/04 thru 8/13/04



Total Number of PARs = 68

Total Number of Actions = 84

COMPARISON CHART FOR COVERED ROSTER APPOINTMENTS



Total Number of PARs

Current Quarter = 68

Same Quarter Last Year = 87

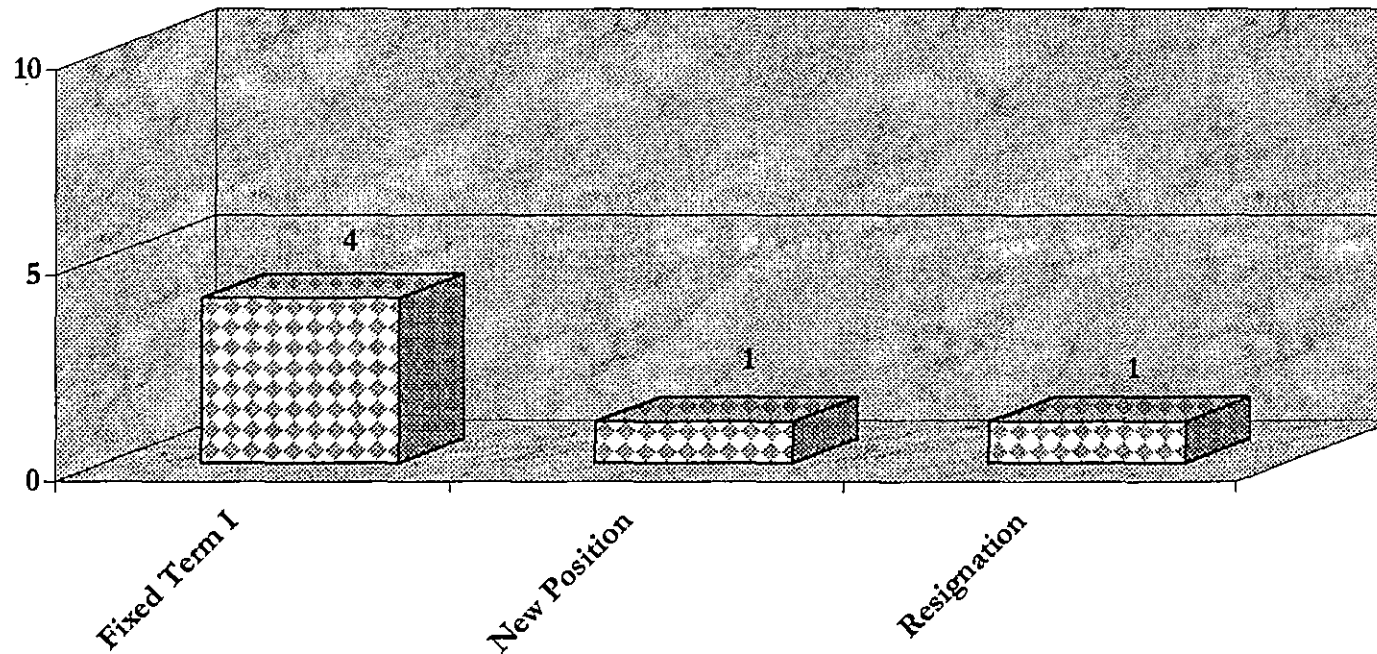
Total Number of Actions

Current Quarter = 84

Same Quarter Last Year = 103

PERSONNEL ACTIONS FOR NON-ROSTERED TEMPORARY APPOINTMENTS

5/24/04 thru 8/13/04

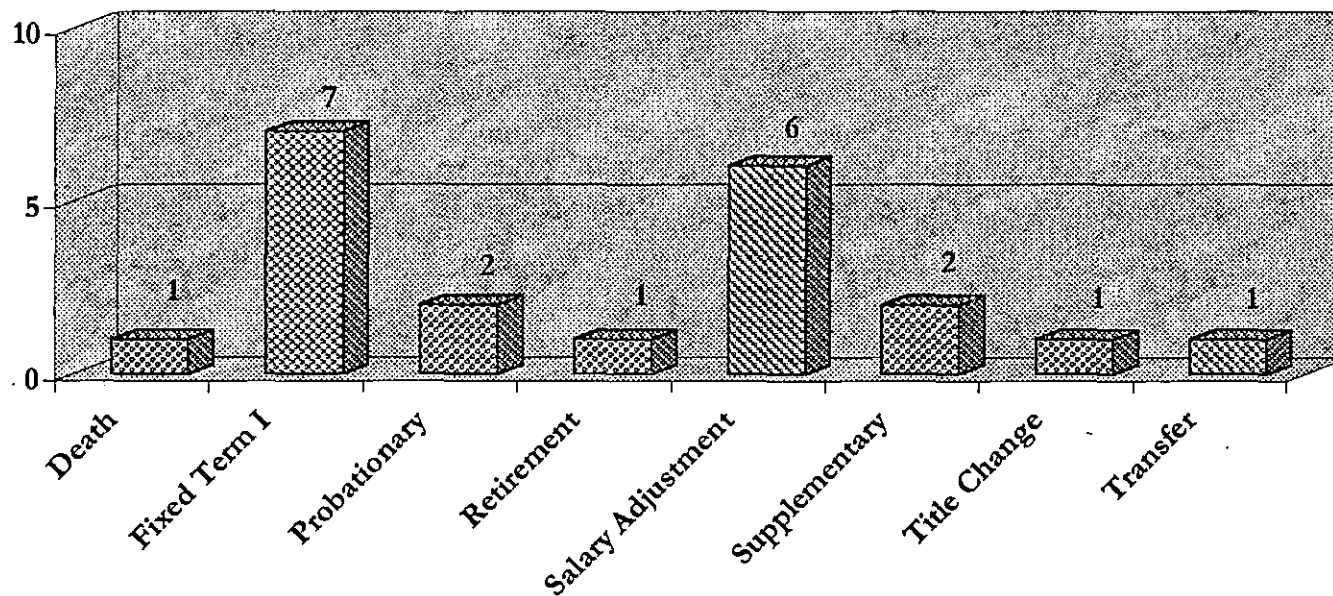


Total Number of PARs = 5

Total Number of Actions = 6

PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS

5/24/04 thru 8/13/04



Total Number of PARs = 12

Total Number of Actions = 21

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY
08/13/04

10

<u>DEPARTMENT NAME</u>	<u>July 1 Authorized Positions</u>	<u>Current Authorized Positions</u>	<u>+/- Position Adjustments</u>	<u>Current Position Strength</u>	<u>% Current Strength</u>
OFFICE OF THE PRESIDENT	6.00	6.00	0.00	6.00	100.00
DIVISION OF UNIVERSITY RELATIONS	34.00	34.00	0.00	34.00	100.00
DIVISION OF DEVELOPMENT	14.00	14.00	0.00	14.00	100.00
DIVISION OF PLANNING, BUDGETS AND TECHNOLOGY	42.00	42.00	0.00	40.00	95.24
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	68.00	68.00	0.00	67.00	98.53
PHYSICAL PLANT	153.70	153.70	0.00	148.70	96.75
DIVISION OF STUDENT LIFE	133.80	134.80	1.00	126.80	94.07
DIVISION OF ACADEMIC AFFAIRS	27.50	27.50	0.00	27.50	100.00
CAUDILL COLLEGE OF HUMANITIES	143.61	144.61	1.00	138.61	95.85
COLLEGE OF BUSINESS	53.50	53.50	0.00	50.50	94.39
COLLEGE OF EDUCATION	97.00	97.50	0.50	89.00	91.28
COLLEGE OF SCIENCE AND TECHNOLOGY	152.60	152.60	0.00	146.10	95.74
INSTITUTE FOR REGIONAL ANALYSIS & PUBLIC POLICY	19.00	19.00	0.00	19.00	100.00
GRADUATE AND UNDERGRADUATE PROGRAMS	47.64	47.64	0.00	44.64	93.70
CAMDEN-CARROLL LIBRARY	39.00	39.00	0.00	36.00	92.31
	1031.35	1033.85	2.50	987.85	95.55

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

DEFINITIONS OF THE DIFFERENT KINDS OF APPOINTMENTS

- Standing I:** Appointment to a continuing full-time faculty, administrative or staff (exempt or non-exempt) position with benefits fully covered. No ending date. Appointment may be terminated, if for cause.
- Fixed Term I:** Appointment to a full-time faculty, administrative or staff (exempt or non-exempt) position for at least six calendar months but not to exceed one year and with benefits fully covered. Non-faculty appointments may be renewed from year to year. Faculty appointments may be renewed from year to year but cannot exceed five academic years. Terminable on specified ending date of appointment, or earlier, if for cause.
- Fixed Term II:** Appointment to a full-time (up to six calendar months) or part-time (up to one year) faculty, administrative or staff exempt position with only mandated benefits. Terminable on specified ending date of appointment, or earlier, if for cause.
- Supplementary:** Supplementary appointment to original employment agreement. For example, Summer I & II faculty 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 appointments. For example, an administrator teaching a class or compensation for over-the-road pay. Not to be used for regular overtime pay. A supplemental appointment does not change an employee's base pay or employment status.

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

DEATH

RELEASE

DISCHARGE

RESIGNATION

FIXED TERM I

RETIREMENT

INTERIM/APPOINTMENT

SALARY ADJUSTMENT

LEAVE OF ABSENCE

STANDING I

NEW POSITION

TITLE CHANGE

PROBATIONARY

TRANSFER

RECLASSIFICATION

Appointment Status Actions

05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
BELL, LINDA K. External Degree Prog. Eval. CDPCRC	\$37,094.00/annual	Fixed Term I Probation	08/16/2004 - 06/30/2005	Restricted
BISHOP, ELIZABETH MARIE Instructor of Social Work/Fac. Sociology, Social Work & Crim. 3428 \$42,000.00	\$42,000.00/annual	Fixed Term I Transfer Salary Adjustment Title Change New Position (From Couns./Coord. EOC to Instr. Social Work/Fac Sociology. From \$32,512 to \$42,000. \$9,488 inc.)	08/23/2004 - 06/30/2005	Opening Bud-Undist.
BOOHER, DEBORAH FREEMAN Instructor of Music Music 522 \$40,000.00	\$36,000.00	Fixed Term I	08/12/2004 - 05/14/2005	
BORTOLOT, ZACHARY JARED Asst. Professor of Geography Inst. Region. Analy. Pub. Pol. 3393 \$45,037.00	\$46,037.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	08/17/2004	Operating Expenses

Appointment Status Actions
05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
BRAMMELL, BEN F. Instructor of Biology Biological & Environmental Sci		\$37,000.00	Fixed Term I	08/16/2004 - 05/13/2005	Roster ID # 000563
BROWN, DAYNA S. Dept. Chair, HPER Health, P.E. & Sport Science 3102 \$92,193.00		\$92,193.00	Leave of Absence (Educational leave with pay)	08/01/2004 - 05/31/2005	
BUMGARDNER, THELMA JEAN Building Services Technician Building Services 814 \$9.76/hr.		\$9.76/hr.	Retirement	07/30/2004	
BUTLER, MADALENE L. Bus Driver Motor Pool 762 \$12.56/hr.		\$12.56/hr.	Retirement	05/28/2004	
CAMPBELL, MARY ALMA Instructor of Education Reading First		\$70,583.00	Fixed Term I	07/01/2004 - 06/30/2005	Restricted

Appointment Status Actions

05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
CHRIST, FRANK L. Asst. Professor of HPES Health, P.E. & Sport Science 429 \$41,000.00		\$41,000.00	Resignation	07/11/2004	
COWART, LARY BRITTON Assoc. Professor Real Estate Manag., Market. & Real Estate 3109 \$80,885.00		\$4,625.00	Interim Appointment (Interim Chair, MMRE)	06/01/2004 - 06/30/2004	Summer School
DAVIS, ANITA KAY Secretary Specialist Office of Student Housing 927 \$10.24/hr.		\$10.24/hr.	Retirement	06/30/2004	
DECKER, MARTHA MILLER Assistant Professor Education Elem. Read. & Spec. Education 379 \$44,470.00		\$45,470.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	08/17/2004	Roster ID # 002996

Appointment Status Actions
05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
DOCKERY, RONALD CARL Instructor of Biology Biological & Environmental Sci 3090 \$32,861.00		\$34,000.00	Fixed Term I	08/12/2004 - 05/13/2005	Roster ID # 000563
DUAN, YAN Assoc. Professor of Nursing Nursing & All. Health-ADN Prog 291 \$49,248.00		\$49,248.00	Leave of Absence (Educational leave with pay)	08/17/2004 - 05/13/2005	
DUNN, GARY W. Asst. Football Coach/Off. Coor Football 1141 \$37,941.00	\$40,441.00/annual (\$2,500.00 incr.)		Salary Adjustment Title Change (From Offensive Coord. to Asst. Football Coach/Off. Coord.)	07/14/2004 - 12/31/2004	Roster ID # 003392
ELDRIDGE, KATHY C. Bookstore Automation Spec. University Store 3234 \$32,945.00		\$32,945.00	Retirement	07/30/2004	

Appointment Status Actions

05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position Base Salary Salary Description Effective Date Fund Source

ELDRIDGE, MICHAEL WADE
Director of Telecommunications
Off. of Telecommunications
3018
\$64,349.00

\$64,349.00

Retirement

07/30/2004

FARRELL, REBECCA
Instructor of Education
Coun. Leadership Adult Educ.
2485
\$51,145.00

\$42,000.00

Fixed Term I

08/12/2004 - 05/14/2005

FITZGERALD, LYNNE ELIZABETH
Professor of HPER
Health, P.E. & Sport Science
426
\$65,217.00

\$9,746.00

Interim Appointment
(Interim Chair, HPER)

08/01/2004 - 05/31/2005

Roster ID # 002996

FOX, AMY JO
Medical Dept. Psychologist
CDPCRC

\$54,631.00

Fixed Term I
Salary Adjustment
(From \$53,560 to \$54,631.
\$1,071 incr.)

07/01/2004 - 06/30/2005

Restricted

FREITAGER, HEIDI CATHERINE
Assistant Softball Coach
Women's Softball

\$18,000.00

Resignation

06/30/2004

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

GARDNER, DEBRA KAY

Secretary (P-16 Program)

Primary - 16+ Program

3361

\$8.64/hr.

\$8.64/hr.

Death

06/10/2004

GARNER, CHRISTOPHER L.

Assistant Football Coach

Football

3392

\$45,618.00

\$33,000.00/annual

Fixed Term I

Probation

07/06/2004 - 12/31/2004

GIBSON, JOHN C.

Instructor of CIS

Information Systems

\$36,079.00

Fixed Term I

08/16/2004 - 05/14/2005

Roster ID # 001393

GILLIAM, JOHN WILLIAM

Assistant Head Football Coach

Football

2532

\$48,688.00

\$51,188.00/annual

(\$2,500.00 incr.)

Salary Adjustment

Title Change

(From Defensive Coord. to

Asst. Head Football

Coach)

07/14/2004 - 12/31/2004

Roster ID # 003392

GLOVER, LINDA LILES

Building Services Technician

Building Services

822

\$7.58/hr.

\$7.58/hr.

Discharge

06/30/2004

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

GONDOKARYONO, YUDI SATRIA
Asst. Prof. Industrial Tech.
Industrial & Engineering Tech.
1282
\$47,892.00

\$48,892.00
(\$1,000.00 incr.)

Salary Adjustment
(Received doctoral
degree)

08/17/2004

Roster ID # 002996

GREVIOUS, MURRAY R.
Build. Services Superintendent
Building Services
1652
\$46,100.00

\$46,100.00

Retirement

08/31/2004

HAIL, MICHAEL W.
Dir., Div. App. Res. Ser,&Pol.
Inst. Region. Analy. Pub. Pol.
3048
\$70,475.00

\$89,475.00

Salary Adjustment
(Special Assistant to the
President for Federal
Relations. From \$68,893
to \$89,475. \$20,582 inc.)

07/01/2004

Opening Bud-Undist.

HALL, KEVIN BRENT
Director of Gear-Up
Gear-Up Program

\$58,523.00/annual

Salary Adjustment
(From \$56,640 to \$58,523.
\$1,883 incr.)

07/01/2004 - 09/14/2004

Restricted

HALL, RAYMOND DOUGLAS
Instructor of Sociology
Sociology, S.W. & Criminology

\$30,884.00

Fixed Term I

08/17/2004 - 05/14/2005

Roster ID # 003210

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

HEDGECOCK, SUSAN DEBORAH

Asst. Professor of Nursing

Nursing & All. Health-ADN Prog

2889

\$42,000.00

\$42,000.00

Standing I

08/12/2004

HENSLEY, CHRISTY LEANN

Mental Health Counselor/CDPCRC

CDPCRC

\$32,500.00

Fixed Term I

07/01/2004 - 06/30/2005

Restricted

HOLDER, TIMOTHY DAVID

Visiting Assistant Professor

Geog., Government & History

612

\$32,408.00

\$32,408.00

Resignation

07/26/2004

HOPPER, PHILLIP MICHAEL

Dir. Acad. Adv. & Car. Serv.

Acad. Advising/Career Serv.

150

\$50,974.00

\$54,683.00

Reclassification

Title Change

Salary Adjustment

(From Career Serv. Dir.

to Dir. Acad. Adv./Career

Serv. From \$49,455 to

\$54,683. \$5,228 incr.)

07/01/2004

Opening Bud-Undist.

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

HUNT, RICHARD L.
Assoc. Professor of Chemistry
Physical Sciences
592
\$66,126.00

\$66,126.00

Retirement

06/30/2005

JOLLEY, MARCELLA C.
Assistant Registrar
Office of the Registrar
1056
\$31,780.00

\$31,780.00

Retirement

06/30/2004

JONES, TAMI BETH
Director of Alumni Relations
Office of Alumni Relations
149
\$51,017.00

\$51,017.00

Transfer
(From Office of
Development to Office of
Alumni Relations)

07/01/2004

KILBURN, FREDA L.
Professor of Nursing
Nursing & All. Health-BSN Prog
1780
\$66,094.00

\$66,094.00

Retirement

01/04/2005

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

LEEDY, HARMON
Substance Abuse Counselor
CDPCRC

\$25,675.00

Fixed Term I
Salary Adjustment
(From \$25,172 to \$25,675.
\$503 incr.)

07/01/2004 - 06/30/2005

Restricted

LEEDY, HARMON
Substance Abuse Counselor
CDPCRC

\$25,675.00

Death

08/09/2004

22

LITTLE, DAVID L.
Instructor of Mathematics
Mathematics & Computer Science
961
\$30,868.00

\$30,868.00

Fixed Term I

08/17/2004 - 05/14/2005

MALONE, ALTON H
Librarian III
Camden Carroll Library
673
\$44,636.00

\$44,636.00

Retirement

09/30/2004

MALPHRUS, BENJAMIN KEVIN
Director of Space Center
Space Science Center
584
\$68,344.00

\$90,844.00

Salary Adjustment
Title Change
(From Prof. Space Sci. to
Dir, Space Sci. and Prof.
Space Sci. From \$64,162
to \$90,884. \$26,722 inc.)

07/01/2004

Other Wages

Appointment Status Actions
05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
MCMICHAEL, CHRISTINE ELEANA Asst. Professor of Geography Inst. Region. Analy. Pub. Pol. 3274 \$45,037.00		\$46,037.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	08/17/2004	Operating Expenses
MCNABB, LINDA E ADN Campus Laboratory Coord. Nursing & All. Health-ADN Prog 304 \$39,384.00		\$39,384.00	Leave of Absence (Without pay)	08/17/2004 - 05/13/2005	
MOORE, ZACHARY ALAN Asst. Football Coach/Rec. Coord Football 2284 \$30,065.00		\$32,565.00/annual (\$2,500.00 incr.)	Salary Adjustment Title Change (From Asst. Football Coach to Asst. Football Coach/Rec. Coord.)	07/14/2004 - 12/31/2004	Roster ID # 003392
PERKINS, EMMA KAYE Assistant Professor of Art Art 3174 \$43,442.00		\$44,442.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	08/17/2004	Roster ID # 002996

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

PORTER, JEFFREY ALLEN
Building Services Technician
Building Services
790
\$7.15/hr.

\$7.15/hr.

Probation
(Extension of
probationary period)

07/10/2004 - 10/08/2004

RAMACCI, GINA
Assistant Softball Coach
Women's Softball
3427
\$18,000.00

\$18,000.00/annual

Fixed Term I
Probation

08/04/2004 - 06/30/2005

Roster ID # 000654
Operating Expenses

SAMPLEY, MARILYN Y.
Professor of Human Sciences
Agricultural & Human Sciences
1786
\$75,327.00

\$75,327.00

Standing I
Title Change
Transfer
Salary Adjustment
(From Asst. Dean & Prof.
of Human Sci., S&T to
Prof. of Human Sci.
From \$81,113 to \$75,327)

08/17/2004

SCOTT, RICHIE
Police Telecommunicator
Police Department
1262
\$8.17/hr.

\$8.17/hr.

Release

05/25/2004

Appointment Status Actions
05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
SIMS, MARIAN MOORE Instructor of Education MAT Program (Middle Grade)	\$40,000.00/10 mo.	Fixed Term I New Position	08/04/2004 - 06/30/2005	Opening Bud-Undist.
SNYDER, STEVEN DEAN Assistant Professor of Music Music 518 \$40,047.00	\$41,047.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	08/17/2004	Roster ID # 002996
SPENCER, ANTHONY EVERETT Building Services Technician Building Services 829 \$7.15/hr.	\$7.15/hr.	Discharge	07/26/2004	
STEVENS, TERRY REGINA Adm. Secretary (PA Program) MSU/UK P.A. Program	\$12.34/hr.	Retirement	07/30/2004	
SWIM, RHONDA GAYE Asst. Dir. Fin. Aid/Tech. Supp. Office of Financial Aid 56 \$44,228.00	\$44,228.00	Retirement	09/30/2004	

Appointment Status Actions

05/24/2004 - 08/13/2004

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

TENYER, ROBERT J.
Asst. Football Coach/Strength
Football
1137
\$36,069.00

\$38,569.00/annual
(\$2,500.00 incr.)

Salary Adjustment
Title Change
(From Coord., Recruiting
to Asst. Football Coach/
Strength & Conditioning
Coord.)

07/14/2004 - 12/31/2004

Roster ID # 003392

WATSON, LINDA G
Acq. Accounting Assistant
Camden Carroll Library
697
\$16.55/hr.

\$16.55/hr.

Retirement

09/30/2004

WELLS, TERESA DANIELS
ABE Teacher (CDPCRC)
CDPCRC

\$37,094.00

Fixed Term I
Salary Adjustment
(External Deg. Prog. Eval.
From \$36,367 to \$37,094.
\$727 incr.)

07/01/2004 - 06/30/2005

Restricted

Appointment Status Actions
05/24/2004 - 08/13/2004

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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WELLS, TERESA DANIELS ABE Teacher (CDPCRC) CDPCRC		\$40,607.00/annual	Fixed Term I Probation Transfer Salary Adjustment Title Change (From Ext. Deg. Prog. Eval. to ABE Teacher. From \$37,094 to \$40,607. \$3,513 incr.)	08/16/2004 - 06/30/2005	Restricted
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WHITE, KENNETH LEO Director of Housing Office of Student Housing 924 \$57,919.00		\$57,919.00	Retirement	06/30/2004	
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THE FOLLOWING IS THE TYPE OF PERSONNEL ACTION REPORT
IN THE SUPPLEMENTAL ACTIONS SECTION:

SUPPLEMENTARY

Total for this report = \$128,533.00

Managerial Duties	\$91,703.00
Summer I	\$8,817.00
Summer II	\$8,817.00
Other	\$19,196.00

Supplemental Actions
05/24/2004 - 08/13/2004

Name Title Current Salary	Supplement	Description	Effective Date	Fund Source
<u>Staff Congress</u>				
TOBIN, JONELL	\$3,684.00	Adult Education Program	07/01/2004 - 06/30/2005	Restricted
Director, MSU @ West Liberty	\$1,500.00	Vice Chair Staff Congress	07/01/2004 - 06/30/2005	Other Wages
\$79,723.00				
<u>Office of Athletics</u>				
MACY, KYLE ROBERT	\$9,252.00	Eagle Sports Network	11/11/2003 - 03/05/2004	Unbudgeted Revenues
Head Basketball Coach				
\$93,730.00				
<u>Off. Dean, College of Business</u>				
WILLIAMS, L. K.	\$5,774.00	Assistant to the Dean	06/01/2004 - 06/30/2004	Summer School
Professor of Accounting				
\$98,504.00				
<u>Elem. Read. & Spec. Education</u>				
WILLIS, WAYNE	\$5,000.00	Assistant to the Dean	08/01/2004 - 12/31/2004	Roster ID # 002996
Professor of Education				
\$65,185.00				
<u>Primary - 16+ Program</u>				
DUVALL, ARDITH DALE	\$2,462.00	TMP Grant	07/01/2004 - 07/31/2004	Restricted
Assoc. Dean, Univ.&Comm. Part.	\$2,298.00	Consulting	11/01/2003 - 06/30/2004	Restricted
\$56,397.00				
<u>Off. Dean Coll. Science & Tech</u>				
DEMOSS, GERALD LYNN	\$10,824.00	Project Dir., TMP Grant	07/01/2004 - 06/30/2005	Restricted
Dean, Science & Technology				
\$121,202.00				

Supplemental Actions
05/24/2004 - 08/13/2004

Name Title Current Salary	Supplement	Description	Effective Date	Fund Source
<u>Off.Dean Coll. Science & Tech.</u>				
SAMPLEY, MARILYN Y. Professor of Human Sciences \$75,327.00	\$8,817.00	Teach Summer I	06/07/2004 - 07/02/2004	Summer School
	\$8,817.00	Teach Summer II	07/06/2004 - 07/30/2004	Summer School
<u>Nursing & All. Health-BSN Prog.</u>				
GROSS, JANET J. Coord. Baccalaureate Nur. Prog. \$78,001.00	\$4,072.00	Reassigned time as Chair	06/01/2004 - 06/30/2004	Summer School
	\$10,000.00	Acting Co-Dept. Chair	08/01/2004 - 05/31/2005	Roster ID # 003063
	\$4,072.00	Reassigned time as Chair	07/01/2004 - 07/31/2004	Summer School
<u>Nurs. & All. Hlth.-Rad. Scien.</u>				
DEHNER, BARBARA LEAH Coord., Radiologic Technology \$60,246.00	\$3,141.00	Reassigned time as Chair	06/01/2004 - 06/30/2004	Summer School
	\$10,000.00	Acting Co-Dept. Chair	08/01/2004 - 05/31/2005	Roster ID # 003063
	\$3,403.00	Reassigned time as Chair	07/01/2004 - 07/31/2004	Summer School
<u>Nursing & All. Health-ADN Prog</u>				
CORLEY, DONNA JEAN Coordinator, ADN Program \$61,692.00	\$3,218.00	Reassigned time as Chair	06/01/2004 - 06/30/2004	Summer School
	\$10,000.00	Acting Co-Dept. Chair	08/01/2004 - 05/31/2005	Roster ID # 003063
	\$3,218.00	Reassigned time as Chair	07/01/2004 - 07/31/2004	Summer School
<u>Space Science Center</u>				
MALPHRUS, BENJAMIN KEVIN Director of Space Center \$90,844.00	\$6,416.00	Co-Proj. Dir., TMP Grant	07/01/2004 - 07/31/2004	Restricted

Supplemental Actions
05/24/2004 - 08/13/2004

Name

Title

Current Salary

Supplement

Description

Effective Date

Fund Source

MSU at Mt. Sterling

KENNEY, JANET R.

Assoc. Professor of Radio-TV

\$58,888.00

\$10,000.00

Dir., MSU at Mt. Sterling

07/01/2004 - 06/30/2005

Other Wages

Adult Learning Center

CANIPE, JAMES BOYD

Asst. Prof. of Adult Education

\$44,218.00

\$2,565.00

Director of ALC

07/01/2004 - 06/30/2005

Restricted

NAMING OF GOLF ACADEMY

**BOR (VI-A-3)
September 3, 2004**

Recommendation:

That the Board of Regents approve naming of the Rex Chaney Golf Academy at Sunny Brook Golf Course and authorize its designation as an affiliated facility of The First Tee golf program. That the Board of Regents also approve naming of Davis Practice Course and Gene Caudill Drive on the same property.

Background:

The naming of physical facilities at the University requires a recommendation from the President and approval of the Board of Regents. Traditionally, naming of facilities has been a permanent means of recognizing those who have provided outstanding support, financial or otherwise, to the institution or given exemplary personal service over a sustained period.

In this instance, the University has a unique opportunity to honor veteran golf coach, Dr. Rex Chaney, by creating a golf instructional complex in his name to host "The First Tee" program for young golfers as well as instruction for college students. The Rex Chaney Golf Academy at Sunny Brook Golf Course will include the three-hole Davis Practice Course, a driving range, an indoor instructional center and other facilities for the teaching of golf and The First Tee's nine core values of respect, responsibility, honesty, courtesy, integrity, judgment, confidence, perseverance, and sportsmanship. The facility will be accessible via a new road built on land donated to the University by Gene Caudill. A fund raising campaign through the MSU Foundation is seeking to raise \$100,000 in cash and in-kind gifts to build and equip the complex.

A native of Perry County, Dr. Chaney was an MSU faculty member for 36 years and holds the distinction of being an Ohio Valley Conference coach of the year in two sports, golf and baseball. He has coached the MSU golf squad for 27 years. Under his leadership, the Eagles captured four OVC golf titles, earning him "Coach of the Year" honors for those seasons. He was head baseball coach from 1961 through 1967 and his Eagles won four OVC East Division championships. He was the OVC's baseball "Coach of the Year" in 1963. Dr. Chaney joined the MSU faculty in 1961 and retired in 1997.

Prepared by: Keith Kappes

NAMING OF EAGLE PARK

**BOR (VI-A-4)
September 3, 2004**

Recommendation:

That the Board of Regents approve naming of Eagle Park.

Background:

The naming of physical facilities at the University requires a recommendation from the President and approval of the Board of Regents. Traditionally, naming of facilities has been a permanent means of recognizing those who have provided outstanding support, financial or otherwise, to the institution or given exemplary personal service over a sustained period. In other instances, a name simply reflects the function of the facility.

Such is the case with real estate formerly known as White's Mobile Home Park which is located between Gilley Apartments and Lee Cemetery on the east end of the campus. It was purchased by the University in 2002 to provide recreational space for students and to allow for future expansion of the nearby Wellness Center.

Although not yet fully developed, the property is being utilized by student groups for outdoor activities. In order to efficiently manage scheduling of the property, it is necessary to assign an appropriate name. In view of the property's proximity to Breathitt Sports Center, home of the University's intercollegiate athletic programs, it is proposed that the property be identified as Eagle Park.

Prepared by: Keith Kappes

**APPOINTMENT OF BOARD MEMBERS, BOR (VI-A-5)
FRIENDS OF THE KY FOLK ART CENTER, INC. September 3, 2004**

Recommendation:

That the Board of Regents confirm the appointment of four new and two returning members of the Board of Directors of the Friends of the Kentucky Folk Art Center, Inc., as identified herein.

Background:

1. Under provisions of state law, Friends of the Kentucky Folk Art Center, Inc. (FKFAC), was declared an affiliated corporation of Morehead State University by the Board of Regents on September 18, 1998. As such, the Board of Regents of the University must confirm the appointment of members of the FKFAC Board of Directors. In addition, the relationship between the University and FKFAC is governed by an operating agreement approved by both boards.

2. The FKFAC Board of Directors met on April 2, 2004, and appointed four new board members – Larry Poe of Maysville and Monica Pipia, Roberta Harding and Sheila Kalas, all of Lexington. The Board of Directors also reappointed two members – Marilyn Leeper Payson of Pikeville and Bradley Collins of Morehead. All appointed board members serve three-year terms.

Prepared by: Keith Kappes

PERSONAL SERVICE CONTRACTS

BOR (VI-B-1)
September 3, 2004

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$10,000 between May 27, 2004 and August 10, 2004.

PERSONAL SERVICE CONTRACTS**May 27, 2004 through August 10, 2004**

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
University Accounting Service, Inc.	Collection Services/Perkins Loan Prog.	July 1, 2004	June 30, 2005	\$27,000	Solicitation of Proposal
Crowe, Chizek & Co, LLP	Audit Services	July 1, 2004	June 30, 2005	\$50,200	Solicitation of Proposal
Sturgill, Turner, Barker & Moloney PLLC	Legal Services	July 1, 2004	June 30, 2005	\$40,000	Solicitation of Proposal
C.L. Moore & Associates	Consultant/Space Science Center – Radiotelescope	July 1, 2004	December 30, 2004	\$32,440	Solicitation of Proposal
John Isaacson, Inc. (Issacson, Miller)	Consultant/Presidential Search	July 1, 2004	March 31, 2005	\$54,160	Solicitation of Proposal
KEGCO Enterprises, Inc.	Consultant/GPS & Weather Station Networking & Web Development	July 6, 2004	June 30, 2005	\$39,631	Solicitation of Proposal
The Flint Group, Inc.	Consultant/IRAPP-MSU Grant Development	July 6, 2004	June 30, 2005	\$80,000	Solicitation of Proposal

**ANNUAL REPORT ON
REAL PROPERTY LEASES**

**BOR (VI-B-2)
September 3, 2004**

Background:

Policies related to Real Property Management approved by the Board of Regents on April 30, 1993, require that all leases be reported annually to the Board. The Lease Report reflects those Lease Agreements in effect on July 1, 2004.

ANNUAL REPORT ON REAL PROPERTY LEASES

LESSOR	LEASE ID	DESCRIPTION	LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
ACADEMIC SUPPORT					
Mr. Harold Bellamy	PR 3440	Adult Learning Center 1,603 sq. ft. Classroom/office space (\$5.86/sq. ft.)	316 E. Main Street, Morehead	6/30/2007	\$9,398.00
FIVCO Area Development District	MSU-03	MSU at Ashland 2 nd and 3 rd Floors 28,200 sq. ft. Classroom/office space (\$4.02/sq. ft.)	Ashland	8/31/2004	\$113,364.00 (Actual cost for FY 2004/2005 \$18,894.00)
CommUNITY Development 38	MSU-18	MSU at Mt. Sterling 8,777 sq. ft. Classroom/office space (\$9.00/sq. ft.)	Indian Mound Drive, Mt Sterling	6/30/2011	\$79,000.00
Vision Realty	MSU-9	Small Business Dev. Ctr. 1,000 sq. ft. Office Space (\$6.42/sq. ft.)	3455 North Mayo Trail, Pikeville	10/31/2008	\$6,420.00
AUXILIARY SUPPORT					
MSU Foundation, Inc.	MSU-12	University Store 5,218 sq. ft. (\$6.00/sq. ft.)	149 E. Main Street, Morehead	06/30/2007	\$31,308.00
Eastern KY. Real Estate Co.	MSU-12-2	University Store 5,330 sq. ft. Upstairs/Storage/PO (\$3.00/sq. ft.)	147 E. Main Street, Morehead	07/31/2004	\$15,990.00 (Actual cost for FY 2004/2005 \$2,665.00)
LEASE/PURCHASE					
MSU Foundation, Inc.	MSU-7	Adjacent to University Golf	Morehead	02/01/2019	\$18,927.84

LESSOR	LEASE ID	DESCRIPTION	LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
		Course			
MSU Foundation, Inc.	MSU-16	Admissions Center (Hogge Building) 10,080 sq. ft. Office space (\$5.16/sq. ft.)	120 Normal Avenue, Morehead	6/30/2010	\$52,012.80
MSU Foundation, Inc.	MSU-13	Martindale Property Residential space +14 acres	Martindale Drive, Morehead	6/15/2012	\$129,783.96
PARKING LOTS					
Baptist Church	PR 3123	36 space gravel parking lot	2nd Street, Morehead	6/30/2005	\$2,592.00
Dr. Don Blair	PR 3122	63 space gravel parking lot	5th Street, Morehead	6/30/2005	\$4,020.00
City of Morehead	MSU-P2	30 space parking lot	First Street & Wilkinson Boulevard, Morehead	6/30/2008	\$3,600.00
Rowan Co. Fiscal Court	PR 3127	85 space gravel parking lot	Vaughn Drive, Morehead	6/30/2007	\$2,400.00

REPORT ON FAIR LABOR STANDARDS ACT REGULATION REVISIONS

**BOR (VI-B-3)
September 3, 2004**

Background:

In April 2004, the U.S. Department of Labor (DOL) issued its new exemption regulations under the Fair Labor Standards Act (FLSA). The FLSA requires employers to pay the minimum wage and overtime pay to employees, unless they are exempt from the provisions. The new regulations became effective on August 23, 2004 and replace exemption regulations that have been in place for over 50 years.

The new FLSA regulations continue exemption from overtime wages for executive, administrative, and professional employees, as well as certain outside sales employees and computer employees. Determining whether an employee meets the criteria for exemption requires an examination of the employee's salary level and primary job duties and responsibilities.

The University's exempt employee category most affected by the new DOL regulations is in the administrative exemption. To continue to meet the administrative exemption, employees must be paid at least \$455/week or \$23,660 annually. In addition, the employee's primary job duties and responsibilities must be performing office or non-manual work directly related to the management or general business operations of the employer. Also, the employee must have a primary duty that includes the exercise of discretion and independent judgment on matters of significance. The DOL provides guidelines as to what constitutes matters of significance.

Review Process:

After publication of the new regulations, the Office of Human Resources reviewed all exempt job descriptions at Morehead State University and made a preliminary determination regarding each position's continued eligibility for the exemption. Each position that was deemed to warrant further examination was forwarded to the appropriate vice president for input and discussion. The list was then sent to the law firm of Sturgill, Turner, Barker and Maloney, where the list was reviewed by an attorney specializing in labor law. Of the 122 positions submitted to the consultant, 74 positions were determined by the consultant to no longer qualify for the administrative exemption to overtime provisions. The wages of employees who are no longer eligible for the overtime exemption will be converted to an hourly wage equal to his or her current annual salary.

In order to accommodate the changes in the FLSA regulations, the University's current employee classification system may need to be revised. That system is under review and any changes, if necessary, will be presented to the Board at a future meeting.

Gift Income Report
FY 01-02, FY 02-03, FY 03-04

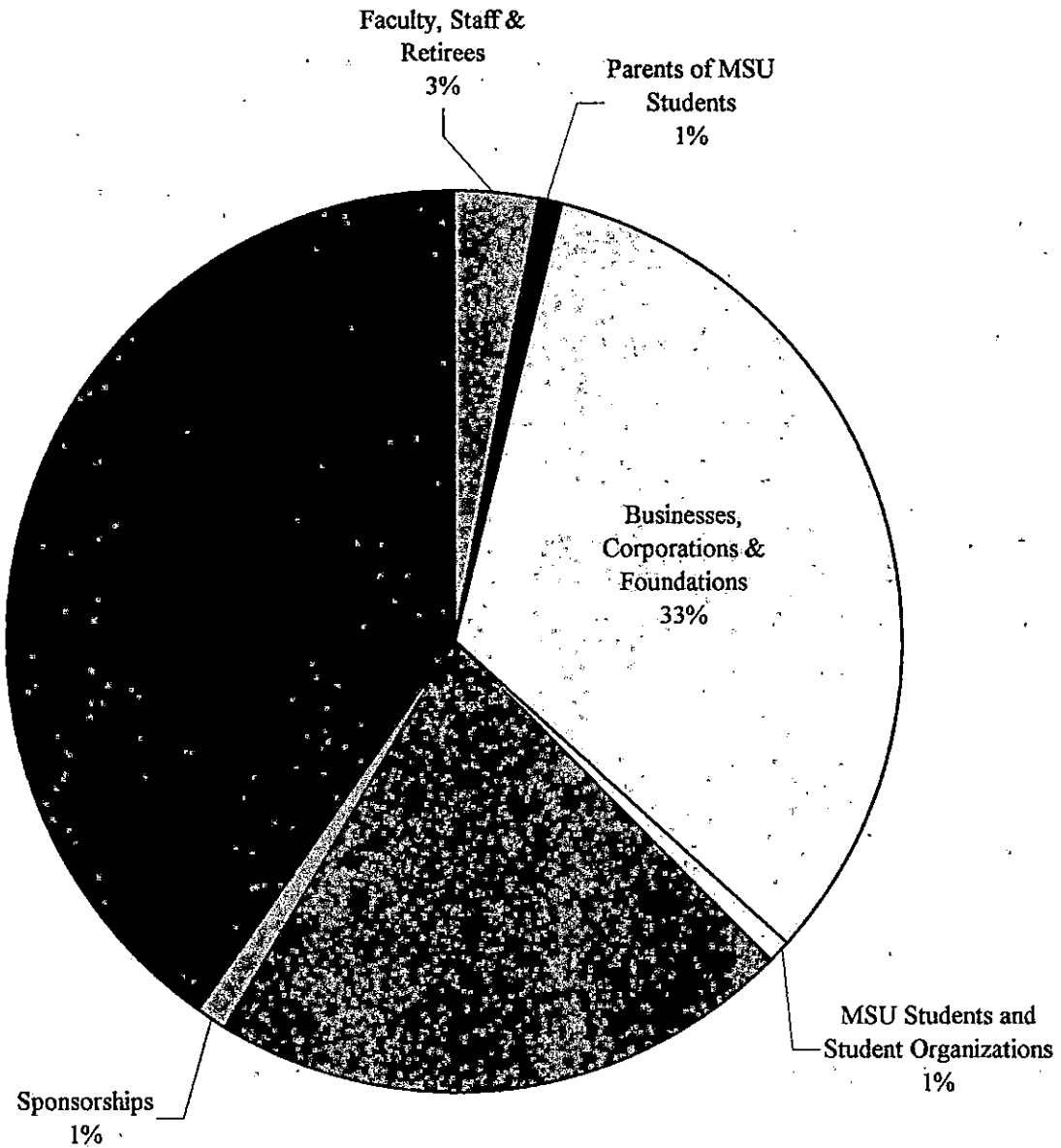
Giving Summary	FY 01-02		FY 02-03		FY 03-04	
Unrestricted	\$	89,274 4.64%	\$	143,924 6.76%	\$	137,156 4.18%
Colleges, Dept., and Other Units	\$	330,081 17.15%	\$	337,856 15.87%	\$	346,014 10.55%
Eagle Athletic Fund	\$	120,915 6.28%	\$	106,404 5.00%	\$	114,572 3.49%
Scholarships (unendowed)	\$	145,264 7.55%	\$	142,439 6.69%	\$	149,485 4.56%
Endowments	\$	674,363 35.04%	\$	488,683 22.96%	\$	1,613,092 49.19%
Gifts-in-kind	\$	564,807 29.35%	\$	909,080 42.71%	\$	918,902 28.02%
Total Gifts	\$	1,924,704 100.00%	\$	2,128,385 100.00%	\$	3,279,221 100.00%

Significant Gifts

The following is a list of gifts of \$10,000 or more that have been received and/or recorded since June 1, 2004, on behalf of the University in accordance with terms of the operating agreement between Morehead State University and the MSU Foundation, Inc.

<u>Donor Name</u>	<u>Purpose</u>	<u>Amount</u>
Paul and Lucille Caudill Little Charitable Trust	Endowment	\$1,000,000
Anonymous	General	\$100,000
Czar Coal Corporation	Endowment	\$25,000
Aramark Corporation	Endowment	\$12,730
E.O. Robinson Mountain Trust	Scholarship	\$10,000
Thomas Lowe	Endowment	\$10,000

MSU Foundation, Inc.
2003-04 Private Gifts by Source



Office of Development and Alumni Relations

TOTAL GIFT INCOME

July 1, 2003 - June 30, 2004

\$3,279,221

<u>Gift Ranges</u>	<u>Income</u>	<u>Number of Donors</u>
\$400,000 & Up	\$1,545,661.00	2
\$100,000 - \$399,999	\$100,000.00	1
\$50,000 - \$99,999	\$378,711.00	6
\$25,000 - \$49,999	\$229,243.00	7
\$5,000 - \$24,999	\$329,682.94	36
\$1,000 - \$4,999	\$270,808.31	142
Up to \$999	\$425,114.71	5,266
TOTAL	\$3,279,220.96	5,460

* The pyramid represents total gift income to the Foundation (pledge payments and gifts from July 1, 2003- June 30, 2004).

* Donors' cumulative giving throughout the year was combined and totalled to place donors in gift ranges. Donors were counted only one time.

* \$918,901.76 in Gifts-In-Kind and \$21,115.00 in matching gift dollars are included in the total.

REPORT ON CPE REQUEST FOR GRADES AND FINANCIAL AID INFORMATION **BOR (VI-B-6)**
September 3, 2004

The Council for Postsecondary Education has requested that all institutions forward to the CPE the final semester grades for all students. Likewise, CPE has advised that they will be requesting financial aid information on students as well as the financial information submitted by their parents. All of the information requested is or will be required to be personally identifiable.

The MSU Registrar, the Director of Institutional Research and Computer Applications, and the General Counsel have concerns regarding the legality of release of the records under the Family Educational Rights and Privacy Act (FERPA) and fundamental personal privacy concerns.

The Board of Regents is requested to set the directive for MSU's response to the Council.

Prepared by: Jane Fitzpatrick

**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
10 a.m., Friday, September 3, 2004**

Agenda

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVE MINUTES OF JUNE 11, 2004, AND JULY 13, 2004**
- IV. ADOPT RESOLUTION OF COMMENDATION FOR BUCKNER HINKLE JR.**
- V. SPOTLIGHT PRESENTATION -- *Accountability***
- VI. RECOMMENDATIONS AND REPORTS**
 - A. Recommendations**
 - 1. Ratify Resolution to Participate as a Partner in the University Center of the Mountains 1-2
 - 2. Approve Personnel Actions.....3-31
 - 3. Approve Naming of Golf Academy.....32
 - 4. Approve Naming of Eagle Park.....33
 - 5. Confirm Appointment of Board Members, Friends of the Kentucky Folk Art Center, Inc.....34
 - B. Reports**
 - 1. Report on Personal Service Contracts35-36
 - 2. Report on Real Property Leases.....37-39
 - 3. Report on Fair Labor Standards Act.....40
 - 4. Gift Income Report.....41
 - 5. Preliminary Report on 2004 Fall Enrollment (To be distributed at meeting)
 - 6. Report on CPE Request for Grades and Financial Aid Information44
- VII. OTHER BUSINESS**
 - Future Meetings --** Work Session, Thursday, November 11
BOR Meeting, Friday, December 17
- VIII. ADJOURNMENT**