

AGENDA BOOK
Board of Regents



**Board of Regents Meeting
Morehead State University
Thursday, September 15, 2005**

Schedule

9 a.m.	BOR Meeting	Riggle Room
Following Meeting	Tour of Student Technology Center	
Noon	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
Dr. Terry L. Irons (*Faculty Member*)
Sylvia L. Lovely
Jason Marion (*Student Member*)
John C. Merchant
Dr. John D. O'Cull
Jill Hall Rose
Jerry W. Umberger

**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
9 a.m., Thursday, September 15, 2005**

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Agenda

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **APPROVE MINUTES OF JUNE 16, 2005, AND JULY 14, 2005**
- IV. **OATH OF OFFICE ADMINISTERED TO SYLVIA LOVELY**
- V. **SPOTLIGHT – *Report by Dr. Dayna Seelig
Special Assistant to the President***
- VI. **SABBATICAL LEAVE REPORTS –
*Dr. Scott Davison, Associate Professor of Philosophy
Dr. Vicente Cano, Professor of Romance Languages***
- VII. **RECOMMENDATIONS AND REPORTS**
 - A. **Recommendations**
 - 1. Approve Emeritus Status, 2005 1
 - 2. Approve the 2005-06 Eagle Student Handbook..... 2-3
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 - 4. Approve Tuition and Student Fee Rates for
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 - 5. Ratify Personnel Actions..... 10-41
 - 6. Approve Revision to PSNE-5, Overtime Pay for Employees
Classified as Staff Nonexempt, and Adopt PG-60,
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Changes Only..... 42-45
 - 7. Approve Renaming of Streets for E-911 Compliance..... 46
 - B. **Reports**
 - 1. Preliminary Report on Fall 2005 Enrollment (To be
presented at meeting)
 - 2. Report on Personal Service Contracts 47-48
 - 3. Report on Real Property Leases..... 49-51
 - 4. Gift Income Report..... 52-54
 - 5. Report on Student Technology Center (To be presented
at meeting)
 - C. **President's Report**

VIII. OTHER BUSINESS

A. Executive Session

B. Upcoming Meetings

1. Work Session, Thursday, November 17
2. BOR Meeting, Thursday, December 15

IX. ADJOURNMENT

(Following the Board meeting, Board members will be taken on a tour of the Student Technology Center followed by lunch in the Heritage Room)

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY
June 16, 2005**

The Board of Regents of Morehead State University met at 9 a.m. on Thursday, June 16, 2005, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Chair James H. Booth presided.

ROLL CALL

The following members were present: James H. Booth, Gene Caudill, Jean Dorton, Sylvia Lovely, Jason Marion, John Merchant, Dr. Charles H. Morgan Jr., Dr. John D. O'Cull, Helen Pennington, and Jill Hall Rose. Jerry Umberger was unable to attend.

Others present: President Wayne Andrews, Provost Michael Moore, Vice Presidents Michael Walters, Keith Kappes, Beth Patrick, Madonna Weathers and Barbara Ender, and other members of the faculty and staff.

**INTRODUCTION
OF PRESS**

Pauline Young, Director of University Communications, introduced Nikki Bach and Kristin Murdock from Morehead State Public Radio.

**MARCH 10, 2005,
MINUTES**

Mr. Caudill moved that the minutes of the March 10, 2005, quarterly meeting be approved. Dr. Morgan seconded the motion. The motion carried.

**RESOLUTION
HONORING
CHARLES
MORGAN JR**

Chair Booth read and presented the following Resolution Honoring Dr. Charles H. Morgan Jr:

WHEREAS, Dr. Charles H. Morgan Jr., professor of psychology, has served with distinction as faculty representative on the Board of Regents of Morehead State University since 2002; and

WHEREAS, Dr. Morgan's distinguished service on the Board of Regents consistently has exemplified his high ethical standards and strong personal commitment to institutional integrity; and

WHEREAS, Dr. Morgan's tenure as a board member has 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 Dr. Charles H. Morgan Jr. be and hereby is commended for his three 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 sixteenth day of June 2005.

ATTEST:

James H. Booth, Chair

Carol Johnson, Secretary

Wayne D. Andrews, President

Ms. Pennington moved that the Board adopt the Resolution Honoring Dr. Charles H. Morgan Jr. Mr. Merchant seconded the motion. The motion carried.

SPOTLIGHT PRESENTATION

Beth Patrick, Vice President for Planning, Budgets and Technology, made the *Spotlight Presentation* on the 2005-06 Operating Budget, Personnel Roster and Fee Schedule. The proposed 2005-06 Operating Budget, which totals \$103,708,000, reflects an increase of \$4,430,000 or 4.46 percent over the 2004-05 opening budget. New funds available in the proposed budget are primarily attributed to revenue from a 12.5 percent increase in student tuition and fees and restoration of \$3,281,700 in state appropriation cuts taken during the past two fiscal periods. The 2005-06 Operating Budget prioritizes allocation of this new revenue to continue support of the key initiatives defined in the University's 2001-2006 Strategic Plan as follows:

Goal 1: Academic Excellence and Student Success

- \$250,000 Increase funds available for adjunct faculty and instructors
- \$100,000 Increase in operating supply and travel budgets for academic units

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- \$250,000 Increase funds available for adjunct faculty and instructors
- \$100,000 Increase in operating supply & travel budgets for academic units (1st year of 3 year plan)
- \$200,000 One-time funding for classroom and lab equipment
- \$100,000 Continuation of fund balance support for classroom and other academic facility improvements
- \$275,831 Operating support for Space Science Center
- \$33,000 Recurring funding for MAP computers in LA 108 and 129
- \$78,050 Funding to upgrade voice/data capability at the DAC
- \$46,000 Upgrade ITV equipment at Mt. Sterling ECC
- \$46,254 New position for Instructor of Music / Faculty Accompanist
- \$16,040 Creation of a full technology classroom in GH B402
- \$25,000 Support of Caudill College of Humanities Strategic Plan "The Response"

Goal 2: Excellence in Student Support

- \$50,000 Library operating increase to support rising costs of books and periodicals
- \$322,921 Funding to implement diversity initiatives
- \$200,000 One-time funding for Athletic Facility renewal and maintenance
- \$100,000 Increase in Athletic operating budgets (1st year of 3 year plan)
- \$31,900 Web interface for student meal plan/card system
- \$10,000 Operating budget increase for Student Activities/Greek Life

Goal 3: Enrollment Growth and Retention Gains

- \$189,200 Implementation of Enrollment Management Initiatives
- \$200,000 Funding for competitive institutional marketing efforts
- \$143,772 Funding for expansion of the MAT Program in Special Education and Secondary Education
- \$7,000 Funding for Retention Assessment Plan initiatives
- \$122,500 Increase Graduate Assistantship stipends by \$1,000
- \$186,064 Expansion of the BWS Program at Ashland ECC
- \$200,000 Increase funding for institutional merit-based scholarships
- \$75,000 Funding to establish the Undergraduate Fellowship program
- \$95,192 Athletic scholarship support to offset tuition increase
- \$465,441 Increased funding for out-of-state waiver program to offset tuition increase
- \$15,000 Funding for Teacher Recruitment Initiatives
- \$23,150 Funding for Student Orientation Program
- \$10,960 Installation of security peepholes in residence hall doors

Goal 4: Effective Administration

- \$1,994,800 4 percent salary pool for faculty/staff raises
- \$510,532 Faculty and librarian promotions, personnel adjustments and career ladder advancements
- \$429,360 Funding to cover increases in employee health and unemployment insurance premiums
- \$65,500 Funding for revision of the staff classification and compensation system
- \$250,000 Debt service to support purchase and implementation of the Datatel Colleague software application
- \$598,000 Funding for capital renewal and deferred maintenance projects

- \$430,420 Increase in funding for utilities
- \$64,000 Funding for a web-based Risk Assessment program for employees

Goal 5: Enhanced Reputation and Productive Partnerships

- \$50,000 Funding for Development DVD and preparation for a capital fund raising campaign
- \$10,000 Funding for scholarship stewardship and marketing project
- \$8,000 Funding for Museum Educator program

Mr. Caudill expressed concern about the increase in the athletic operating budget for three consecutive years. Dr. Andrews responded that we need to address athletics like any other program on campus.

Mr. Marion stated that for the University to be competitive, we also need to increase funding for student activities. Dr. Andrews said that the University plans to study areas like this and address those through the strategic planning process. The student recreation center is related to this issue and will be addressed later on the agenda.

Dr. Andrews stated that Morehead State University has a long history of being the primary portal into higher education for its traditional 22-county service region. Consequently, the University has made an effort to be as affordable as possible since it serves some of the poorest counties in the state. However, the University should not take pride in having the lowest tuition of the state's higher education institutions because, as a result, our students are being denied some of the things they need for their overall education. Couple that with the fact that our sister institutions receive more in state appropriations than MSU. For example, an FTE student at Murray State University, which is the closest in overall demographic characteristics to Morehead, receives \$500 more per FTE student in state appropriations than a student at Morehead State University. Nearly 55 percent of our students are Pell eligible, meaning that they are among the poorest of all students. The state should provide an enhancement to our funds since that group of students has greater needs requiring additional funding. MSU has 50,000 alumni who think Morehead State University has changed their lives. Ginni Fox, Secretary of the Kentucky Education Cabinet, said when she was recently on campus for the investiture that Morehead State University is responsible for creating the middle class in East Kentucky. Sixty-five percent of these alumni still live in East Kentucky.

Furthermore, as a result of the way tuition was brokered at some of our institutions for the coming year, the Executive Branch of government is putting pressure on the Council on Postsecondary Education to take back tuition authority, and CPE is going to do just that. Dr. Andrews said that next year and in subsequent biennia the University will be faced with a situation of having to do a good job of explaining tuition increases

and convincing people to allow us to increase tuition to levels they will perceive as being out of the norm. MSU is in a position now of being at the bottom, and it will be hard to make progress out of that bottom. He said that we will need the Board's help with that process.

In response to a question from Ms. Lovely about Morehead State's tuition, Ms. Patrick responded that MSU has always been the lowest or next to the lowest in the state. While it is not a goal, we have made a conscious effort to maintain affordability.

**PRESIDENT'S
RECOMMENDA-
TIONS**

***2005-06 Operating
Budget, Personnel
Roster and Fee
Schedule***

The President recommended:

RECOMMENDATION: That the Board approve the recommended 2005-2006 Operating Budget, which totals \$103,708,000, the 2005-2006 Personnel Roster, and the 2005-2006 Fee Schedule.

(2005-06 Operating Budget, Fee Schedule and Personnel Roster attached to these minutes and marked IV-A-17)

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

VOTE: The motion carried.

The President recommended:

RECOMMENDATION: That the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University at the 2005 Spring Commencement on May 14, 2005, be ratified.

Michael Moore, Provost, noted that this was our largest graduating class ever with 1153 degree candidates.

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

VOTE: The motion carried.

***2005 Spring
Graduates***

Promotions

The President recommended:

RECOMMENDATION: That the Board of Regents approve the granting of promotions to the following faculty with the issuance of their contracts for the 2005-06 year:

Associate Professor

Lucille Mays, Nursing

Professor

Yvonne Baldwin, History

Craig Tuerk, Biology

Ahmad Zargari, Industrial and Engineering Technology

Librarian II

Pamela Colyer

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

Dr. Moore stated that all of the faculty members being recommended for promotion have been through the promotion process and University Promotion Committee.

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

VOTE: The motion carried.

Emeritus Status

The President recommended:

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

Lindsey Back, Professor of Government

Kent Freeland, Professor of Education

Robert Grueninger, Professor of HPES

Karen Hammons, Assistant Professor of Education

Rodger Hammons, Professor of Mathematics

Freda Kilburn, Professor of Nursing

Travis Lockhart, Professor of Theatre

Ted Marshall, Professor of Social Work

Paul McGhee, Professor of Education

Eugene Norden, Assistant Professor of Music

Mary Anne Pollock, Associate Professor of Education

Raymond Ross, Assistant Professor of Music

Gary Van Meter, Associate Professor of Accounting

Glenn Rogers, Professor of English

Judy Rogers, Professor of English

Larry Besant, Librarian IV
Alton Malone, Librarian III

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

Dr. Moore stated that the faculty members and librarians being recommended have faculty status and their departments and/or immediate supervisors have recommended them for emeritus status.

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

VOTE: The motion carried.

***Tenure for Dr.
Cathy Gunn***

The President recommended:

RECOMMENDATION: That the Board of Regents approve the granting of tenure to Dr. Cathy Gunn, Professor of Education.

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

Dr. Moore stated that Dr. Cathy Gunn, who was selected from a national search as the Dean of the College of Education, is being recommended to be hired with tenure.

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

VOTE: The motion carried.

Revision of PAC-3

The President recommended:

RECOMMENDATION: That the Board of Regents approve the revision to PAC-3, Emeritus Status for Faculty.

Dr. Moore said that the Faculty Senate has recommended minor changes in PAC-3, Emeritus Status for Faculty, to clarify deadlines and procedures for granting emeritus status to retiring faculty members.

(PAC-3 on Emeritus Status for Faculty attached to these minutes and marked VI-A-5)

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

***Philosophy of
Teaching
Assessment
Statement***

VOTE: The motion carried.

The President recommended:

RECOMMENDATION: That the Board of Regents approve the insertion of the Philosophy of Teaching Assessment Statement into the following policies:

Pac-2, Promotion Review

Pac-27, Tenure Review

Pac-30, Performance-Based Compensation Plan for Faculty

Pac-34, Alternative Career-Track Faculty

Dr. Moore said that the Faculty Senate has adopted the following Philosophy of Teaching Assessment Position Statement to be inserted into personnel policies governing promotion, tenure, performance-based compensation for faculty and alternative career-track faculty to clearly communicate the importance and role of the assessment of teaching:

Morehead State University is committed to quality teaching, learning and the improvement of teaching through assessment. The use of various means of formative assessment provides a comprehensive picture of an individual's development as a teacher. Therefore, the position of Morehead State University is that assessment of teaching be, first and foremost, formative and used for the purpose of improving teaching. Morehead State University is committed to supporting faculty of all ranks in order to develop a cohesive community of teachers and learners.

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

VOTE: The motion carried.

***Masters of Public
Administration***

The President recommended:

RECOMMENDATION: That the Board of Regents approve the Masters Degree in Public Administration.

Dr. Moore stated the proposed Masters Degree in Public Administration provides a broad-based MPA program that offers students two options – spatial and regional analysis and federalism and public affairs. No other Kentucky program offers these tracks. Both tracks build upon IRAPP's existing strengths and are complementary and non-duplicative of the UK Martin School's strengths. In fact, the MPA program will strengthen IRAPP's collaborative efforts with the UK Martin School while at the same

time strategically positioning the University in state and federal arenas that have importance for revenue generation.

(Additional background information on the Masters Degree in Public Administration attached to these minutes and marked VI-A-7)

Ms. Lovely stated that it was wonderful that Morehead was going to be involved with the UK Martin School. She said that it would enhance both programs since both need growth so they can synergize and create something bigger.

Mr. Marion stated that the Martin School is one of the more exceptional programs at UK. Their MPA program ranks in the Top 20. He said several students had expressed an interest in MSU's new program.

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

VOTE: The motion carried.

***Masters of Science
in Information
Systems Degree***

The President recommended:

RECOMMENDATION: That the Board of Regents approve the Master of Science in Information Systems degree.

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

Dr. Moore stated that the Master of Science in Information Systems will address the growing need for information technology leaders in business, education, government, healthcare, sciences, the arts, as well as other disciplines. The primary objective is to respond to the changing needs of the global economy for workers who can develop innovative, information technology-based solutions.

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

VOTE: The motion carried.

***Bachelor of
Science: Area of
Concentration in
Engineering
Technology***

The President recommended:

RECOMMENDATION: That the Board of Regents approve the Bachelor of Science: Area of Concentration in Engineering Technology.

(Additional background information attached to these minutes and marked VI-A-9)

Dr. Moore stated that the Bachelor of Science in Engineering Technology degree is designed primarily for students interested in the practical application of the most recent and relevant scientific and engineering knowledge to the problems of industry and manufacturing. Equally important, this program will satisfy the expressed needs of industries in our service region.

Dr. Morgan asked about the possibility of establishing an actual engineering program at Morehead State University since there is a shortage of engineers in this area.

Gerald DeMoss, Dean of the College of Science and Technology, stated that several years ago the University discussed with the Council on Postsecondary Education the potential of developing an engineering initiative. At that time, however, the University did not have the infrastructure or faculty members to offer such a program. He said that we are now trying to move the University in terms of human resources in the direction of offering an engineering program.

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

VOTE: The motion carried.

Personnel Actions

The President recommended:

RECOMMENDATION: That the Board ratify the Personnel Actions for the period February 13, 2005, through May 20, 2005.

(Personnel Actions and additional background information attached to these minutes and marked VI-A-10)

MOTION: Dr. O'Cull moved that the Board approve the President's recommendation. Mr. Merchant seconded the motion.

VOTE: The motion carried.

**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, 2005.

(Financial statements and additional background information attached to these minutes and marked IV-A-11)

James Fluty, Director of Accounting and Budgetary Control, discussed and provided an analysis of the financial statements for the nine months that ended on March 31, 2005. Mr. Fluty said that the University operated with a surplus of revenues over expenditures and transfers in the amount of \$12.6 million during this period. Due to revenue flow, this level of operating surplus is expected. However, as the year concludes, the difference between revenues and expenditures will continue to decrease and will reflect a more appropriate operating surplus or deficit. In addition, he discussed statements of net assets and significant trends and variances that impacted the nine-month period.

Teresa Johnson, Director of Budgets, discussed budget amendments, significant adjustments to revenue, and the capital outlay status report for the period of January 1 to March 31, 2005. The capital outlay status report included capital construction projects and land acquisitions greater than \$400,000.

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

VOTE: The motion carried.

The President recommended:

RECOMMENDATION: That the Board authorize a lease/purchase agreement with the MSU Foundation, Inc. for property located at 320 University Street in Morehead.
(Additional background information attached to these minutes and marked VI-A-12)

Michael Walters, Vice President for Administration and Fiscal Services, said that in 2004 the University acquired three tracts of land located behind the administration building. The University has spending authorization from the state to acquire property within the Campus Master Plan. However, when these parcels became available for acquisition, the University did not have sufficient budgetary authorization remaining to acquire all three tracts. As a result, the University purchased two of the tracts located at 310 and 314 University Street and the MSU Foundation, Inc. purchased the property located at 320 University Street. With the passage of a state budget for the 2004-06 biennium, the University now has the spending authorization to purchase the property.

**Lease/Purchase
Agreement with
MSU Foundation,
Inc.**

However, from a cash flow perspective, the property would best be acquired through the use of a lease/purchase agreement.

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

VOTE: The motion carried.

Razing of Houses

The President recommended:

RECOMMENDATION: That the Board authorize the razing of houses located at 310 Tippet Avenue and 121 Fourth Street.

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

Mr. Walters stated that in the mid 1990's, the University purchased two properties located at 310 Tippet Avenue and 121 Fourth Street. At that time, both properties were in the Campus Master Plan. When the Master Plan was amended and approved by the Board in 2002, both parcels were identified as sites for parking. The two houses, which have been used as faculty or staff rental units since the property was acquired, are now in need of major repairs. Estimates for repairing these houses total more than \$110,000. If the University spends that amount of money to repair the houses, it will price us out of the rental market. Since there is an ample supply of rental property in the community, it is in the University's best interest to raze the houses.

In response to a question from Ms. Dorton on whether the houses contained asbestos and the cost of razing the houses, Mr. Walters said it would cost approximately \$35,000 to raze the houses and this included asbestos abatement.

Dr. Andrews stated that from a Master Plan perspective, the University should not be in the rental business if the property has deteriorated to the extent this property has nor should the University spend another \$110,000 to renovate the houses. The University should acquire property as it becomes available that is in its Master Plan, but unless the property is in good condition and can be used for a specific purpose, it should be torn down and used for green space or parking.

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

MOTION: Mr. Marion moved that the Board accept the President's recommendation. Dr. O'Cull seconded the motion.

VOTE: The motion carried.

**Student Recreation
Center**

The President recommended:

RECOMMENDATION: That the Board authorize the engagement of a consultant to assist a programming committee with the preliminary programming needs and cost estimates for a student recreation center.

(Additional background information attached to these minutes and marked VI-A-14)

Dr. Andrews asked Jason Marion to provide the Board background on where the idea of the recreation center came from and what the students have asked for in terms of the concept.

Mr. Marion said that for the past several years, students have expressed great interest in developing and constructing a student recreation center on campus. As a result, a committee has been appointed to study this issue. Earlier this year, a group of students and staff visited Eastern Kentucky University, Western Kentucky University, Tennessee Tech University, Tennessee State University, and Middle Tennessee State University. The group found that Morehead's facilities aren't competitive with those institutions. Mr. Marion said that Morehead State needs a recreation facility to help maintain enrollment, to increase pride in the institution, and to give students activities in which to participate on weekends. He also noted that in a recent article that appeared in *The Wall Street Journal*, it was reported that recreation centers are key components in giving universities a competitive edge in enrollment. For example, since the University of Massachusetts opened its recreation facility, the number of applications is up 10 percent. Even more astounding, the number of students who met the schools requirements and were admitted is up 50 percent.

Ms. Pennington asked about some of the activities these facilities offer. Mr. Marion said that first and foremost, none of the facilities have an academic component. Typically, these recreation centers may include space for activities such as basketball and multi-purpose courts, racquetball courts, free weight and cardiovascular equipment, bowling lanes, walking/jogging tracks, swimming pools, rock climbing walls, fitness assessment areas, aerobics/dance rooms, outdoor athletic fields, and common gathering areas to socialize (coffee shops, lounges, etc.).

Ms. Rose said that she wholeheartedly concurs with the proposal. She said the proposal is critical to the issue of retention. Morehead State needs to be an exciting place where students want to be, where they want to stay in the evening, where they want to see their friends, where they want to exercise, and where want to stay on weekends. In addition, she said that the residence halls are what we need to be focused on in going forward as far as new proposals.

**PRESIDENT'S
REPORTS***Jason Marion**Jason Rainey**Strategic Plan**Enrollment
Management*

Dr. Andrews reported:

- That Jason Marion had been reelected president of the Student Government Association and would be serving as the student representative on the Board for the 2005-2006 school year.
- That Jason Rainey, an MSU graduate student and former student member on BOR, is one of three finalists being considered by the Governor for the student seat on the Council on Postsecondary Education. Dr. Andrews suggested that Board members may wish to write a letter on Jason's behalf to the Governor.
- That MSU's Strategic Plan will be the focus of the September 1 administrative retreat. The retreat will include BOR members, President, Vice Presidents, Deans, Department Chairs and selected directors. Dr. Andrews said that one of the most important goals under his leadership will be to update the University's strategic plan. It needs to be an institution-leading document. Preliminary work will be done this summer so that when the retreat is held in September, it will be an action-oriented meeting that involves Board members in the process of helping make some decisions about the University's vision, mission, core values, and strategic goals and priorities. A revised strategic plan will be presented to the Board for approval in June 2006 that is fully integrated with all the other issues, i.e., housing, campus master plan, maintenance, etc.
- That when he (the President) arrived on campus in January, it soon became apparent that the University had some challenges in enrollment. Enrollment numbers for fall and spring were down. Dr. Andrews said that enrollment is not the job of one person. Every faculty member, staff member, and administrator needs to own the idea that attracting, retaining, and graduating students are their business. Following are highlights of some strategies that were implemented in the spring to increase enrollment:
 - Produced two television commercials featuring the President that were aired in targeted areas.
 - Revised mailings and approach to how we go out into region in terms of how we contact students.
 - Promoted transfer registration process.
 - President visited every county and superintendent in MSU service region and asked "How are we doing? What is it we can do better?"
 - Tightened housing waiver procedure in student housing.

As of June 15, 2005, some of the outcomes include:

- Total headcount of 6,884 students registered for Fall 2005 compared with 6,800 last year. (748 first-time freshmen are registered; 692 more are needed to reach 1,440.)
- 249 students attended the April SOAR, compared to 187 the year before.
- More first-time freshmen with ACT scores above 25 registered or scheduled for SOAR than when we began last year.
- 151 students registered as transfers as compared to 91 last year. (CPE's goal for MSU for transfer registration is 311.)
- 2,266 total students are in University housing. (234 more applications are needed to meet the 2,500 goal.)

***BOR Letters of
Congratulation***

- That as a result of a suggestion by Jean Dorton that BOR members send letters of congratulations to MSU scholarship recipients in their respective areas, Ms. Johnson was asked to contact Regents to determine their interest in sending personal congratulatory letters.

***President's
Leadership
Academy***

- That Dean Michael Seelig and Al Baldwin expressed an interest in establishing a leadership academy to help find and develop our leaders of tomorrow. The goals of this Academy are to provide quality professional development, mentorship, and fellowships to nominated and selected faculty, staff and administrators who show potential to become effective leaders. Participants will be selected through a competitive nomination, application and interview process beginning this fall with the first Academy class identified by next spring.

***President's
Diversity Initiative***

- That under the leadership of President Eaglin, Dean Michael Seelig was asked to lead a University-wide task force which concluded last year with some major recommendations to improve diversity on the campus. As a result of these recommendations, a total of \$322,921 has been allocated in the 2005-06 budget for diversity initiatives during 2005-06. These initiatives include scholarships totaling \$40,000, Marketing \$25,000, Interdisciplinary Programs \$30,000, MSU 101 Diversity Instruction \$3,200, Black Gospel Ensemble \$3,000; MSU Dance Ensemble \$7,500, Instructor of Dance \$46,254, Asst. Provost \$24,298, Operating Budget for Diversity \$5,000, Minority faculty hire for Geog, Gov't & History \$60,831, and Minority faculty hire for Curriculum & Instruction \$77,838.

No Smoking

- That MSU's residence halls will be tobacco free starting with the fall semester. Also, students, faculty, and staff expressed concern about walking through secondhand smoke at the entrance to the buildings. The University's Wellness Committee was asked to explore best practices of other higher education

**Enrollment
Management**

Dr. Andrews reported that the University has set the following enrollment targets for the 2005 Fall Semester:

9,300 – head count for fall 2005
2,500 – number of students residing in University housing
1440 – first-time freshmen
311 – KCTCS transfers

The University will work with the Kentucky Community and Technology College System (KCTCS) to establish some articulation agreements in an effort to increase the number of KCTCS transfer students. In addition, the University has revised its scholarship program and incorporated a scholarship for eligible KCTCS transfers.

Further, he reported that a new unit is being created that will merge financial aid and admissions into Enrollment Services. This new unit also will include representatives from the Registrar's Office and Accounting and Budgetary Control. The purpose of the merger is to make the enrollment process more student friendly. Dr. Dayna Seelig, Special Assistant to the President for Assessment and Continuous Improvement, will lead the Enrollment Services unit located in the Admissions Center. The proposed Phase II of the ADUC will have facilities for a student services unit.

**Meeting
w/Legislators**

Dr. Andrews reported that he, Chair Jim Booth, and Vice President Beth Patrick met with members of MSU's legislative delegation to talk about the priorities of the University and to look at strategies to improve the University's state funding appropriation.

**Provost & Vice
Presidents' Reports**

Following President Andrews' update, the provost and vice presidents discussed their respective divisions. (Their reports are contained in the BOR Handbook.)

**ORIENTATION
SESSION**

At noon, the Board recessed for lunch. The orientation session continued at 1 p.m. with Dr. Roy S. Nicks, Chancellor Emeritus of the Tennessee Board of Regents, discussing "The Effective Governing Board."

ADJOURNMENT

There being no further business to conduct, Mr. Umberger moved that the meeting adjourn at 3 p.m. Ms. Pennington seconded the motion. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

EMERITUS STATUS

BOR (VII-A-1)
September 15, 2005

Recommendation:

That the Board of Regents approve the granting of Emeritus Status to Richard Hunt, associate professor of chemistry.

Background:

In accordance with PAc-3, faculty members and librarians are recommended for emeritus status by their peers and immediate supervisors to the Provost. The President, based upon recommendations from the Provost, submits his recommendations to the Board of Regents. The emeritus status will become effective upon the date of retirement.

Recommendation:

That the Board of Regents approve the *2005-06 Eagle Student Handbook*.

Background:

A deliberate and systematic review and revision of the Student Conduct Code and Student Handbook has not been undertaken since the mid-1980's. The Student Conduct Code has evolved over the years. Changes and additions were made in response to situations that did not fit the code as written. Contributing to the disjointedness and cumbersomeness of the conduct code have been the various interpretations of several in-house counsels during this period. The code has become difficult for students to understand and for us to maneuver. The Dean of Students facilitated a systematic review and revision of the Student Conduct Code, which is the initial step in a complete revision of the Student Handbook.

As general updates were presented for inclusion in the information section of the Student Handbook each year, portions of the handbook would be rewritten; but the entire document has not been revised since the mid-1980's. Review and revision of the Student Handbook will be an ongoing initiative.

Analysis:

The following represents a summary of significant changes to the *2005-2006 Eagle Student Handbook*:

- An index page was added for easier access to handbook information.
- Welcome letters from the President, Vice President for Student Life, and the SGA President were added to incorporate a more personal touch to the handbook.
- Based upon student recommendations, a quick reference phone list was added to the back cover of the handbook.
- Sections of the handbook were alphabetized to allow students to identify information in a more efficient manner.

- Policies that apply specifically to students living in residence halls were moved to Appendix J from the main body of the handbook.
- Information related to Community Damage Billing was added to the housing section of the handbook (Appendix J).
- Information related to the Housing Disciplinary Board was added to the housing section of the handbook (Appendix J).

Code:

The following represents a summary of significant changes to the Student Conduct

- The Student Conduct Code was reformatted in an alphabetized, outline style to allow for better understanding and identification of University regulations.
- Sanctions were thoroughly defined for clarity and identification of possible consequences of inappropriate behavior.
- Information was added related to the tobacco policy as it applies to the University and residential facilities.
- Wording associated with the Student Disciplinary Committee has been altered to better meet Kentucky Revised Statutes.

**UNIVERSITY POLICE DEPARTMENT STANDARD
OPERATING PROCEDURES MANUAL REVISIONS**

**BOR (VII-A-3)
September 15, 2005**

Recommendation:

That the Board of Regents approve revisions to the Morehead State University Police Department Standard Operating Procedures Manual.

Background:

KRS 164.4950 establishes the authority for the creation of the Office of Public Safety/Police Department. It delegates virtually all policy decisions to the "governing board," which in this case is the University Board of Regents.

The Public Safety Policy Manual was first approved and published in 1980 and amended in 1987. Since that time, several revisions have been approved, with the newest version, entitled Morehead State University Police Department Standard Operating Procedures Manual, approved by the Board on June 6, 2003, and revised on March 5, 2004.

Analysis:

Revisions in two chapters (Chapter 3: Uniforms and Equipment and Chapter 5: Firearms) are the result of the University Police Department issuing firearms to officers rather than requiring officers to provide their own firearms. This change in procedure provides the following benefits for the Police Department:

1. Maintenance on the firearms will be conducted only by a trained officer. This ensures that weapons are kept in the best possible condition.
2. The same ammunition will be used for all firearms. The exchange of ammunition was not possible when officers were permitted to carry different types of firearms. The ability to exchange ammunition provides greater safety for officers in crisis situations where two or more officers may need to use their firearms.
3. The Police Department will have the authority to collect the firearm, along with badge and credentials, from an officer who is suspended or terminated.

The list of equipment was omitted from Chapter 17: Department Property, Equipment and Vehicles, in the Morehead State University Police Department Standard Operating Procedures Manual that was approved in June 2003.

Chapter 3: Uniforms and Equipment

I Policy. The uniform and accessories are prescribed by the Morehead State University Police Department. Officers and other uniformed employees must insure that the uniform fits well and is cleaned and pressed, that leather is in good repair and that all brass is polished, and that items that are not authorized by these regulations are not worn. All mandatory items of uniform and equipment as specified by this policy, ~~with the exception of the duty firearm,~~ are provided by Morehead State University and remain the property of Morehead State University.

II Procedure:

POLICE OFFICERS UNIFORM

(12) **OFFICIAL CREDENTIALS BADGE** – The Police badge engraved “Morehead State University,” gold in color with black lettering, shall be the official duty badge worn on the uniform on the left side above the shirt pocket. The off-duty badge and police identification shall be carried both on and off duty. Both badges, identification, and leather holder are provided by the department. ~~Provided by the unit. Gold Morehead State University Police badge – with blue or black lettering. The Officer unit number of Ky may appear on the badge worn on the left side above the pocket. (wear mandatory with uniform)~~

(17) **FIREARMS** – Provided by the unit ~~individual~~. A Glock model 22 (.40 caliber) will be the standard issue duty weapon. The exception will be that an individual who is allowed to dress in civilian clothing may carry a Glock model 27 (.40 caliber). The Glock model 27 may also be carried as the secondary duty weapon or the off duty weapon. Before the individual may carry the Glock model 27, he/she must show proficiency with the weapon by successfully passing the same qualifications as the duty weapon. If the individual chooses to carry a Glock model 27, it will be supplied by the individual and approved by the Chief of Police or his/her designee. ~~A double-action semi-automatic pistol not to exceed 10mm. Semi-automatic firearms must meet the approval of the Chief of Police and the officer serving as Firearms Instructor. The unit recommends Glock 9mm or .40 calibers as a duty weapon. A double action safety lock, solid frame, swings out cylinder four-inch barrel of not less than .38 calibers or no more than .357 caliber revolver.~~

(18) **AMMUNITION** – Only ammunition issued by the unit is to be used. Issued ammunition for the duty and backup firearm will be Federal HST .40 caliber 180 grain. Ammunition for the shotgun will be Federal Tactical LE132 00. This is a 00-12 gauge round. Ammunition for the patrol rifle will be Federal Tactical Bonded LE223T3. This is a 65 grain bonded soft point round. Issued ammunition will be used for qualification. A cheaper grade of ammunition may be used during training.

Chapter 5: Firearms

B. DUTY FIREARM – Provided by the unit ~~individual~~. A Glock model 22 (.40 caliber) will be the standard issue duty weapon. The exception will be that an individual who is allowed to dress in civilian clothing may carry a Glock model 27 (.40 caliber). The Glock model 27 may also be carried as the secondary duty weapon or the off duty weapon. Before the individual may carry the Glock model 27, he/she must show proficiency with the weapon by successfully passing the same

qualifications as the duty weapon. If the individual chooses to carry a Glock model 27, it will be supplied by the individual and approved by the Chief of Police or his/her designee. A double-action, safety lock, solid frame, swing-out cylinder four inch barrel of not less than .38 caliber nor more than .357 caliber or a double-action semi-automatic pistol not to exceed 10mm. Semi-automatic firearms must meet approval of the designated Firearms Instructor and the Chief of Police. The duty firearm for sworn officers normally authorized to work in civilian clothes shall, as a minimum, conform to requirements for off-duty firearms, except that qualification shall be twice a year. Officers on special duty assignments, wearing civilian apparel, will be authorized to carry a duty weapon meeting the off-duty specification, for the period of the special assignment. The recommended firearm by the unit is GLOCK 9mm or .40 calb.

I. FIREARMS QUALIFICATIONS/TRAINING – Each member must attend 3 firearms qualifications/training sessions annually. Two of the sessions will count as qualifications while the other one will be a training session. Which session is a qualification and which is training shall be determined by the Chief of Police and the firearms instructor. The qualifications date will be predetermined and count for the whole department. qualify with their duty firearm twice annually and their off-duty firearm once annually. Qualification courses shall be approved by the Chief of Police and conducted by a firearms instructor who is certified by the Department of Criminal Justice Training Kentucky Justice Cabinet.

J. CARRYING FIREARMS OFF DUTY – While off duty, each member shall may carry, or have in their immediate possession, their Police Identification, badge and duty/off-duty firearm of not less than .380 caliber. Only the department-issued Glock 22 or the individual-supplied Glock 27 may be carried as an off-duty firearm. The Glock 27 may only be carried off duty after qualifying with the firearm. The Glock 27 must also be pre-approved by the Chief of Police or his/her designee before being carried as an off-duty weapon. The off-duty firearm must be concealed at all times in accordance with KRS: 527.020.

Chapter 17: Department Property, Equipment and Vehicles

EQUIPMENT. The following is a list of equipment that has been issued to each vehicle. The equipment shall be kept in a secure case or cases in the rear of the vehicle. The list is not all-inclusive and can be added to appropriately, with the approval of the Chief of Police.

- AR – 15 and Shotgun
- 35MM Camera
- Binoculars
- Bio-hazard Bags
- Blanket
- Crime Scene Tape
- Evidence Collection Supplies
- Fingerprint Kit
- Fire Extinguisher
- First Aid Kit
- Flares or Glow Sticks
- GPS
- Hand Cleaner

- Haz-Mat Book
- Personal Protective/Bloodborne Pathogens Kit
- Sharp Container
- Spare Tire with Jack & Wrench
- Water Bottle for OC Spray

**TUITION AND STUDENT FEE RATES FOR
2006-2008 BIENNIUM**

**BOR (VII-A-4)
September 15, 2005**

Recommendation:

That the Board approve an increase in student tuition and fee rates in a range starting at 8 percent but not to exceed 13 percent each year of the 2006-2008 biennium.

Background:

Tuition rates are developed each biennium and reported to the Council on Postsecondary Education as a preliminary preparation for the development of the 2006-2008 Executive Branch Budget Request.

Analysis:

Increased state appropriations enacted in 2005-2006 by the legislature helped to restore reductions implemented in prior fiscal periods to address state revenue shortfalls. However, even with the restoration, significant increases in fixed and unavoidable costs over the same time period have created budget challenges that have forced the University to increase dependency on student tuition and fee revenue. The average tuition and fee increase has been 11.5 percent over the past five years. This trend has not been unique to Morehead State University but has paralleled increases at other Kentucky institutions. Currently, Morehead State University's tuition and fee rates are the lowest of all state public universities at \$4,320 annually for a full-time, instate undergraduate student.

Kentucky Public Universities	2005-2006 Annual Tuition and Fee Rates
University of Kentucky (upper division)	\$ 5,980
University of Kentucky (lower division)	\$ 5,812
University of Louisville	\$ 5,531
Western Kentucky University	\$ 5,316
Northern Kentucky University	\$ 4,968
Eastern Kentucky University	\$ 4,660
Kentucky State University	\$ 4,468
Murray State University	\$ 4,428
Morehead State University	\$ 4,320
Average Annual Tuition & Fee Rate	\$ 5,054

In response to public concerns over the increasing cost of public higher education within the Commonwealth, the Council on Postsecondary Education has completed an extensive affordability study to assess the impact that higher tuition has had on the state. While the study determined that overall, the cost of higher education in Kentucky, remains affordable, the CPE is implementing more comprehensive guidelines and policies related to tuition-setting for the upcoming biennia to ensure affordability to public higher education is maintained throughout the Commonwealth.

Concern exists over the continued rise of both utilities and employee health benefits as we begin to prepare for the upcoming biennial budget. Also, additional investment into faculty and staff salaries will be necessary to continue progress toward bringing MSU salaries up to the average salaries of our regional benchmark peers. Commitment toward this goal by the Board over the past several years has enabled MSU to reduce the salary gap but significant differences remain in all faculty ranks as illustrated in the following table:

Average Salaries of Full-Time Faculty by Rank Kentucky Public Regional Universities 2004-2005				
	Instructor	Assistant	Associate	Professor
Eastern Kentucky University	\$ 41,532	\$ 47,778	\$ 56,724	\$ 70,672
Morehead State University	\$ 34,278	\$ 48,786	\$ 54,369	\$ 69,436
Murray State University	\$ 35,284	\$ 49,170	\$ 56,920	\$ 71,827
Northern Kentucky University	\$ 48,715	\$ 55,006	\$ 59,573	\$ 77,902
Western Kentucky University	\$ 35,777	\$ 49,177	\$ 58,460	\$ 73,242
2004-2005 Average Salary	\$ 39,117	\$ 49,983	\$ 57,209	\$ 72,616

To prepare to cover these cost increases and also provide resources to implement action items identified as priority for advancing the goals identified in the University strategic plan, a tuition increase is recommended in a range starting at 8 percent and not exceeding 13 percent each year of the 2006-2008 fiscal period.

If approved, this 8 percent to 13 percent range will enable the administration to adjust the annual increase amount based on the actual increases in fixed and unavoidable costs and changes in state appropriations. The recommended increase range to the tuition and fee rate for the 2006-07 would result in an increase for full-time undergraduate; instate students of no less than \$175 and no more than \$280 each semester or between \$350 and \$560 each year.

RATIFY PERSONNEL ACTIONS

**BOR (VII-A-5)
September 15, 2005**

Recommendation:

That the Board ratify the Personnel Actions for the period May 23, 2005, through August 19, 2005.

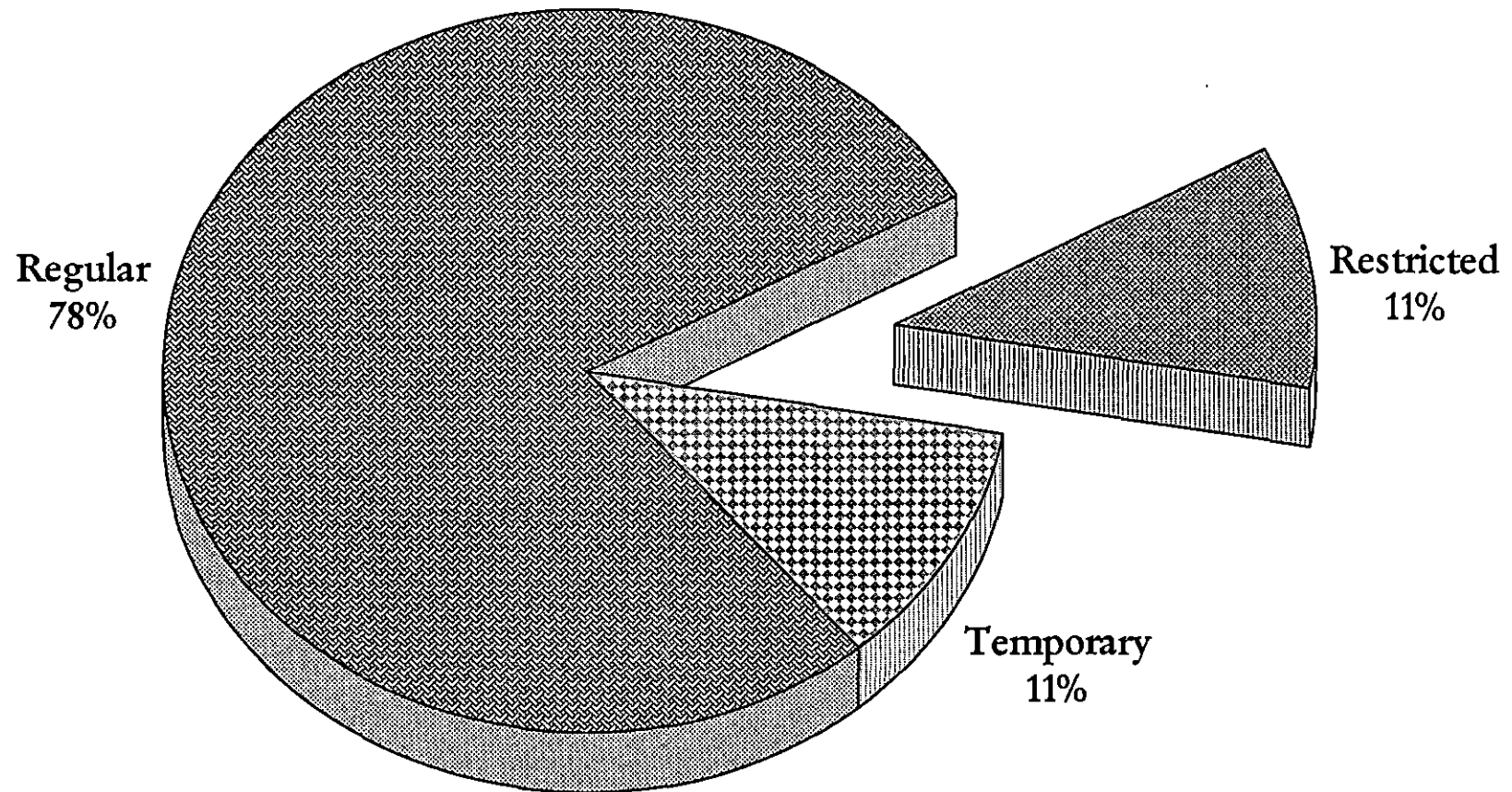
Background:

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.

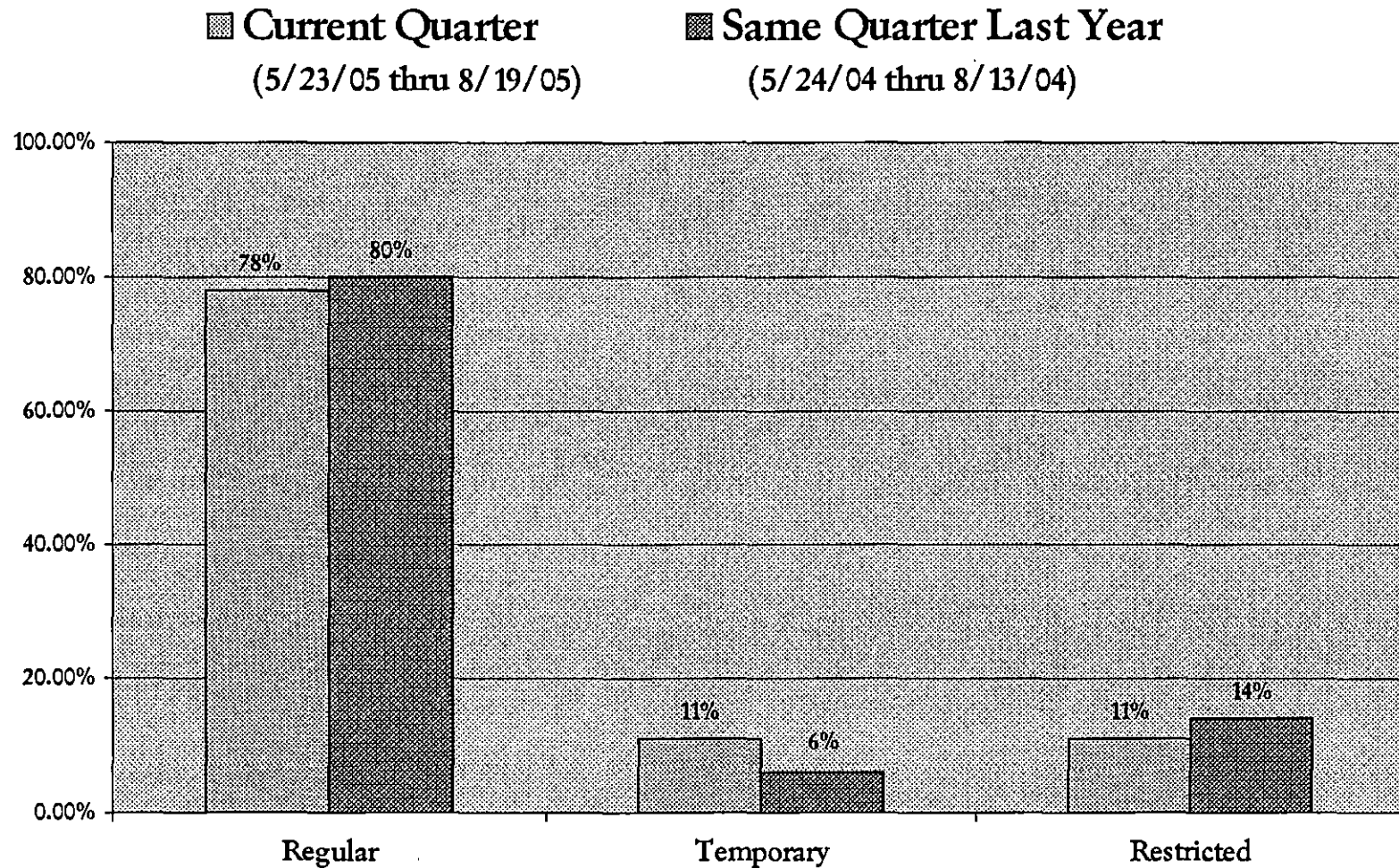
PERSONNEL ACTION REQUEST

5/23/05 thru 8/19/05



Total Number of PARs = 109

COMPARISON CHART FOR PERSONNEL ACTION REQUEST

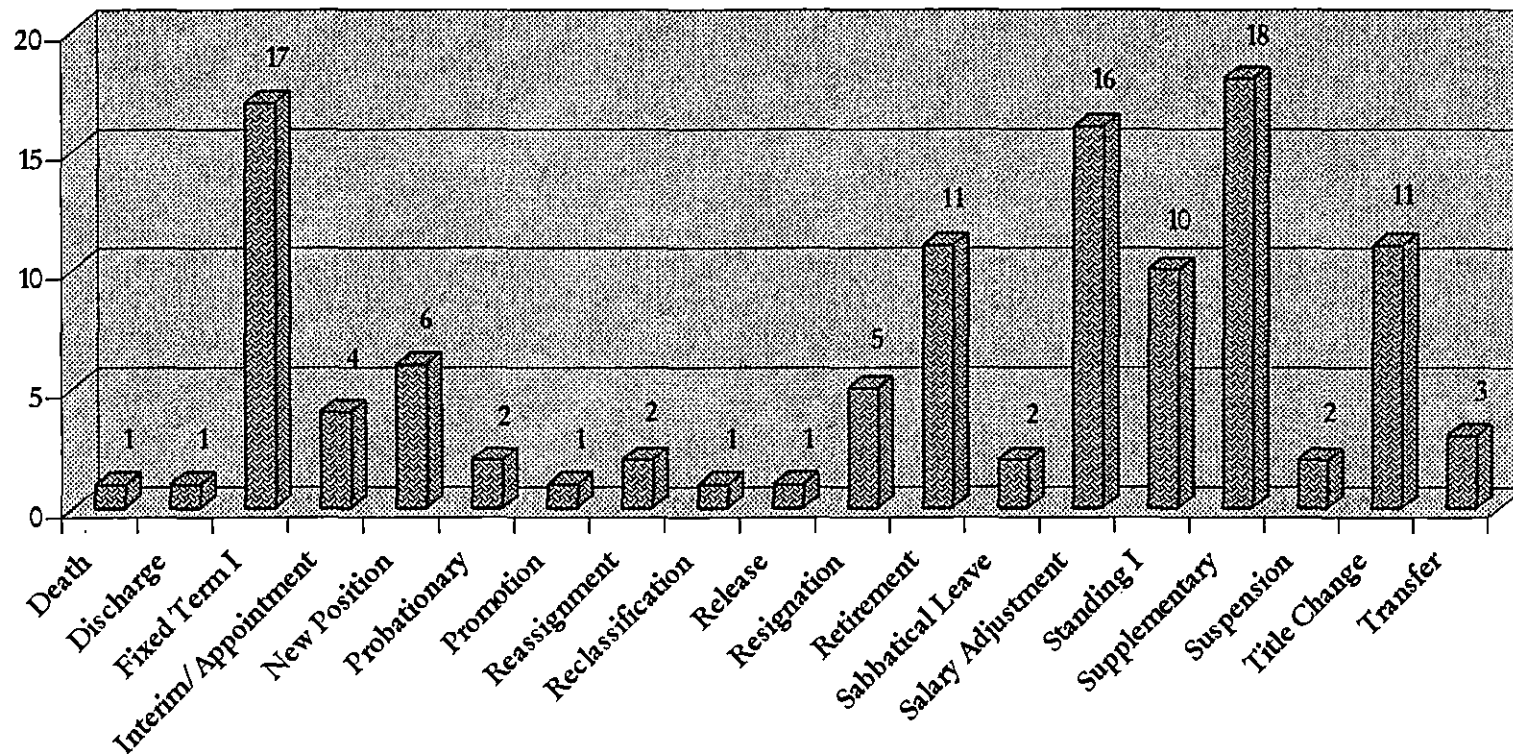


Total Number of PARs

Current Quarter = 109

Same Quarter Last Year = 85

PERSONNEL ACTIONS FOR COVERED ROSTER APPOINTMENTS 5/23/05 thru 8/19/05



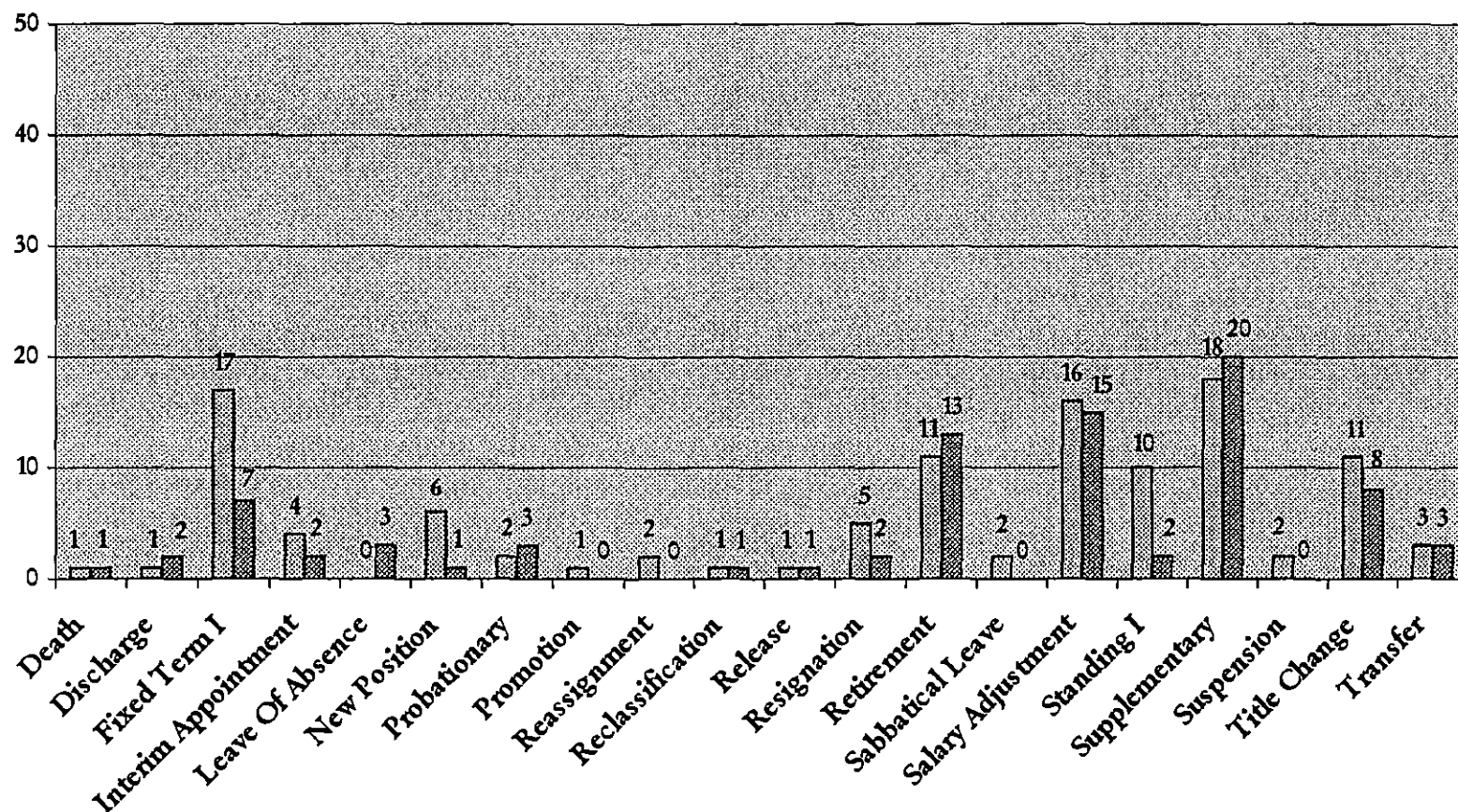
Total Number of PARs = 85

Total Number of Actions = 114

COMPARISON CHART FOR COVERED ROSTER APPOINTMENTS

■ Current Quarter
(5/23/05 thru 8/19/05)

■ Same Quarter Last Year
(5/24/04 thru 8/13/04)



Total Number of PARs

Current Quarter = 85

Same Quarter Last Year = 68

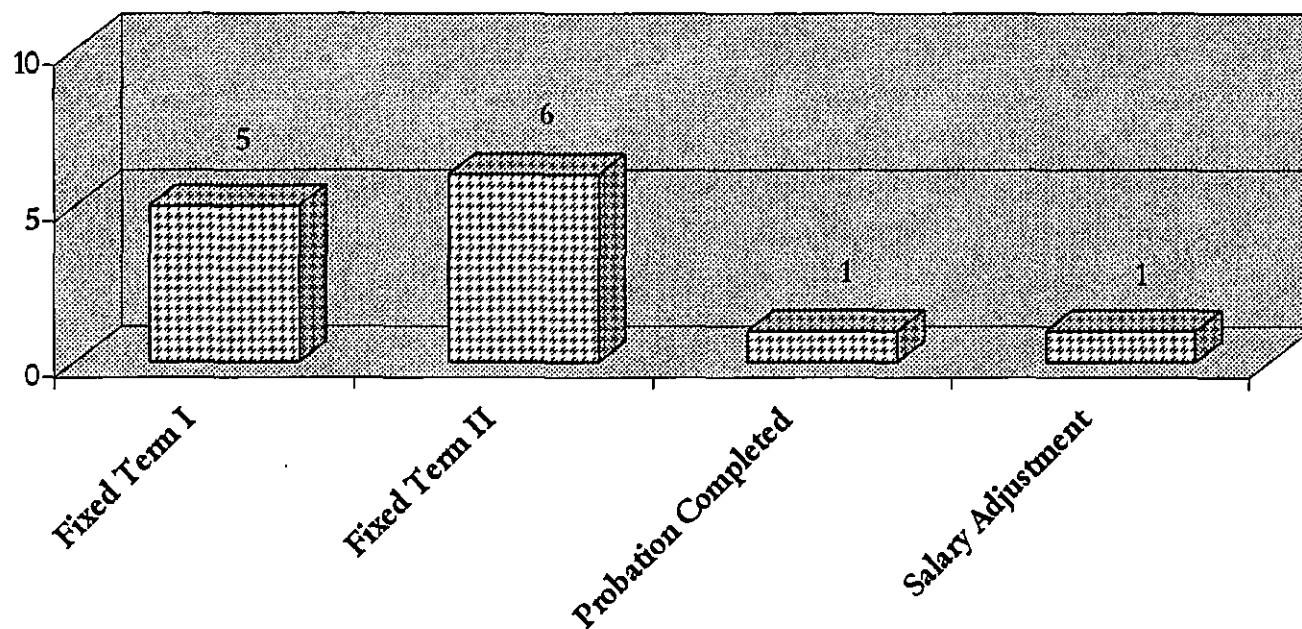
Total Number of Actions

Current Quarter = 114

Same Quarter Last Year = 84

PERSONNEL ACTIONS FOR NON-ROSTERED TEMPORARY APPOINTMENTS

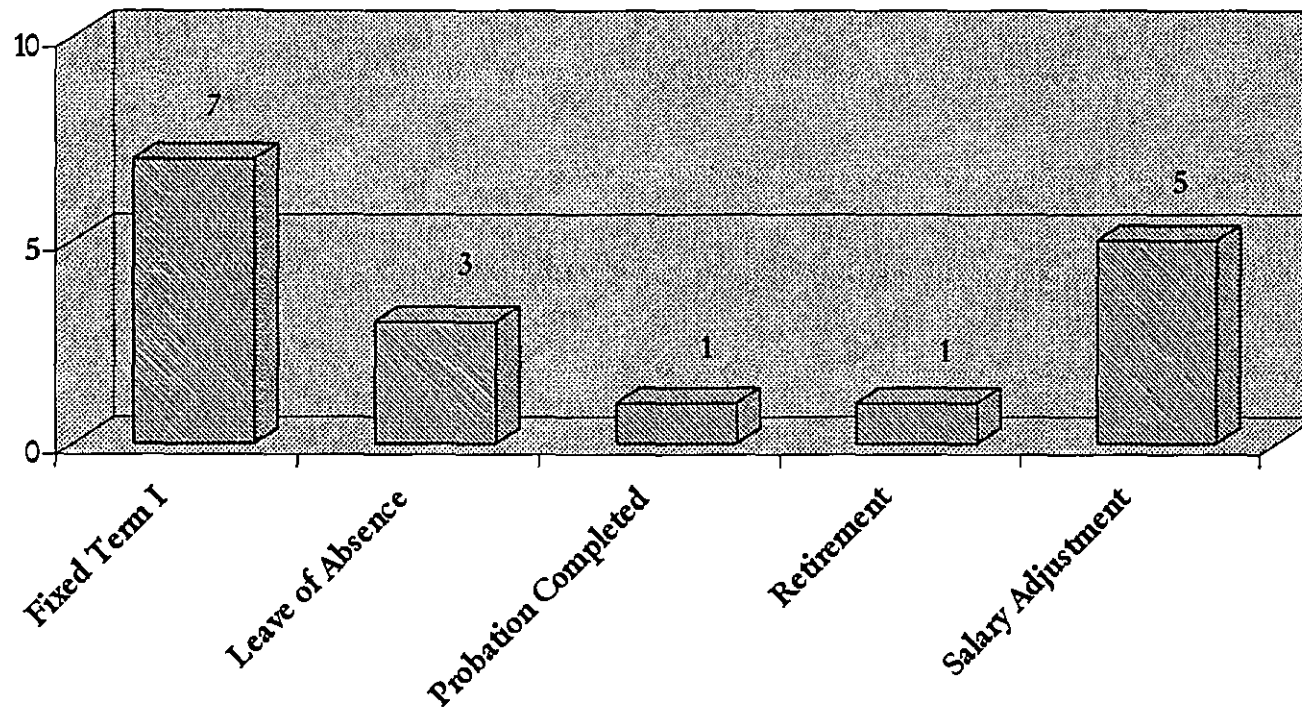
5/23/05 thru 8/19/05



Total Number of PARs = 12

Total Number of Actions = 13

PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS 5/23/05 thru 8/19/05



Total Number of PARs = 12

Total Number of Actions = 17

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY
8/19/05

<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	6.25	6.25	0.00	6.25	100.00
DIVISION OF UNIVERSITY RELATIONS	35.00	35.00	0.00	34.00	97.14
DIVISION OF DEVELOPMENT	14.00	14.00	0.00	13.00	92.86
DIVISION OF PLANNING, BUDGETS AND TECHNOLOGY	42.75	42.75	0.00	39.75	92.98
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	67.00	67.00	0.00	66.00	98.51
PHYSICAL PLANT	154.70	154.70	0.00	146.70	94.83
DIVISION OF STUDENT LIFE	137.49	137.49	0.00	134.49	97.82
DIVISION OF ACADEMIC AFFAIRS	27.50	27.50	0.00	25.50	92.73
17 CAUDILL COLLEGE OF HUMANITIES	161.61	162.61	1.00	158.61	97.54
COLLEGE OF BUSINESS	54.50	54.50	0.00	52.50	96.33
COLLEGE OF EDUCATION	104.00	106.00	2.00	94.00	88.68
COLLEGE OF SCIENCE AND TECHNOLOGY	153.60	153.60	0.00	148.60	96.74
INSTITUTE FOR REGIONAL ANALYSIS & PUBLIC POLICY	19.00	19.00	0.00	18.00	94.74
GRADUATE AND UNDERGRADUATE PROGRAMS	49.64	49.64	0.00	45.64	91.94
CAMDEN-CARROLL LIBRARY	38.00	38.00	0.00	36.00	94.74
	1065.04	1068.04	3.00	1019.04	95.41

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

REASSIGNMENT

DISCHARGE

RECLASSIFICATION

FIXED TERM I

RELEASE

FIXED TERM II

RESIGNATION

INTERIM/APPOINTMENT

RETIREMENT

LEAVE OF ABSENCE

SABBATICAL LEAVE

NEW POSITION

SALARY ADJUSTMENT

PROMOTION COMPLETED

STANDING I

PROBATIONARY

SUSPENSION

PROMOTION

TITLE CHANGE

TRANSFER

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
ABELL, DEBORAH JEAN Assoc Provost Grad & Undergrad Off., Undergraduate Programs 212 \$101,694.00	\$101,694.00	Title Change Salary Adjustment (From Assoc. VP, Acad. Aff. Grad/UG to Assoc. Provost Grad/UG. From \$97,549 to \$101,694)	7/1/2005	
ALEXANDER, CHRISTINE ALBERTA Visiting Assistant Professor Information Systems 3303 \$75,647.00	\$68,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
BARNES, VIVIAN Asst. Prof. Veterinary Tech. Agricultural Sciences-Vet Tech 311 \$44,178.00	\$44,128.00	Retirement	12/17/2005	
BELL, JENNIFER ROSS Instructor of Art Art	\$15,000.00	Fixed Term II	08/11/2005 - 12/16/2005	Roster ID # 003323
BELL, LINDA K. External Degree Prog. Eval. CDPCRC	\$38,589.00	Fixed Term I Salary Adjustment (From \$37,465 to \$38,589. \$1,124 incr.)	07/01/2005 - 06/30/2006	Restricted

Appointment Status Actions
05/23/2005 - 08/19/2005

Name	Title	Department	Roster ID	Position Base Salary	Salary	Description	Effective Date	Fund Source
BENTLEY, SCOTTIE RUBEN	Residential Adjust. Counselor	CDPCRC			\$25,487.00	Fixed Term I	07/01/2005 - 06/30/2006	Restricted
BENTLEY, SCOTTIE RUBEN	Residential Adjust. Counselor	CDPCRC			\$25,487.00	Probation Completed	7/3/2005	Restricted
BENTON, SHARON HENRY	Instructor of Education	Curriculum & Instruction			\$38,000.00	Fixed Term I	08/22/2005 - 05/13/2006	Roster ID # 000382
BERRY, RICHARD HENRY	Asst. Professor of Management	Manag., Market. & Real Estate	325		\$72,348.00	Resignation	5/14/2005	
BLACKBURN, BRENDA CAROLYN	Instructor of Education	MAT Program - Secondary Educ.	3444		\$31,229.00	Fixed Term I	08/17/2005 - 05/13/2006	
BOND, PENNY	Police Telecommunicator	Police Department	2497		\$11.02/hr.	Suspension (Without pay)	07/27/2005 - 07/28/2005	

Appointment Status Actions

05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

BOYD, JOEY
Building Services Technician
Building Services
838
\$8.64/hr.

\$8.64/hr.

Discharge

8/19/2005

BRAMMELL, BEN F.
Instructor of Biology
Biological & Environmental Sci.
3090
\$34,000.00

\$40,000.00

Fixed Term I

08/17/2005 - 05/13/2006

Faculty Escrow

BROWN, DOUGLAS MARTIN
Compliance Officer, H&W Plant
Power Plant
3391
\$17.54/hr.

\$17.54/hr.

Retirement

8/31/2005

CAMPBELL, MARY ALMA
Instructor of Education
Reading First

\$72,700.00

Fixed Term I

07/01/2005 - 06/30/2006

Restricted

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
CARGILL, SANDRA LEE Director, MSU @ Ashland MSU at Ashland 2221 \$39,101.00		\$60,000.00	Standing I Probation Promotion Salary Adjustment Title Change Transfer (From Assoc. Dir., to Dir., MSU @ Ashland. From \$38,637 to \$60,000. \$21,363 incr.)	7/1/2005	Roster ID # 002907
CARPENTER, JUDY LYNN Sec. Specialist (Fac. Senate) Faculty Senate 1255 \$13.85/hr.		\$13.85/hr.	Retirement	8/31/2005	
CHANEY, BOBBIE MAE Trio Program Specialist IV Student Support Services		\$12.89/hr.	Retirement	7/29/2005	
COEN, PATRICK BRYAN Instructor of Mathematics Mathematics & Computer Science		\$34,000.00	Fixed Term I	08/17/2005 - 05/13/2006	Roster ID # 000570

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
COLYER, PAMELA Librarian II Camden Carroll Library 667 \$37,727.00		\$39,227.00	Salary Adjustment Title Change (From Librarian I to Librarian II. From \$34,948 to \$39,227. \$4,279 incr.)	7/1/2005	Roster ID # 000680
CONNELL, DANIEL J. Assoc Provost Acad Out & Supp Academic Outreach & Support 942 \$104,015.00		\$104,015.00	Title Change Salary Adjustment (From Assoc. VP, Acad. Out. & Supp. to Assoc. Provost Acad. Out. & Supp. \$4,594 incr.)	7/1/2005	
DONATHAN, LYND A NORRIS Instructor, Imaging Sciences Department of Imaging Sciences		\$20,000.00	Fixed Term II	08/11/2005 - 12/16/2005	Roster ID # 003452
ELDRIDGE, PATTY V. Testing Coordinator Testing Center 222 \$51,072.00		\$51,072.00	Retirement	8/31/2005	
FOX, AMY JO Medical Dept. Psychologist CDPCRC		\$55,177.00	Leave of Absence (Without pay)	06/21/2005 - 06/30/2005	Restricted

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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FOX, AMY JO Medical Dept. Psychologist CDPCRC	\$56,832.00	Fixed Term I Salary Adjustment (From \$55,177 to \$56,832. \$1,655 incr.)	07/01/2005 - 06/30/2006	Restricted
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FOX, AMY JO Medical Dept. Psychologist CDPCRC	\$56,832.00	Leave of Absence (Without pay)	07/06/2005 - 08/02/2005	Restricted
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FOX, AMY JO Medical Dept. Psychologist CDPCRC	\$56,832.00	Leave of Absence (Without pay)	08/02/2005 - 08/05/2005	Restricted
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FRICKE, GERD H. Professor of Mathematics Mathematics & Computer Science 3165 \$57,302.00	\$57,302.00	Sabbatical Leave	08/17/2005 - 05/13/2006	
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GAWNE, JULIE ANNE Assistant Professor of Art Art 3323 \$43,180.00	\$43,180.00	Resignation	8/1/2005	
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GONDOKARYONO, YUDI SATRIA Asst. Prof. Industrial Tech. Industrial & Engineering Tech. 1282 \$50,349.00	\$50,349.00	Resignation	12/16/2005	
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Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
GREULICH, LUANA LYN Instructor of Education Curriculum & Instruction	\$19,135.00	Fixed Term II	08/22/2005 - 12/16/2005	Roster ID # 003056
GRICE, JUNE MARIE Assistant Professor of Music Music 522 \$43,000.00	\$45,000.00	Standing I	8/11/2005	Roster ID # 000395
GRIMES, DARRYL SCOTT Assoc. Dir., Res. Grants & Con Off., Research, Grants & Cont. 3105 \$61,208.00	\$61,208.00	Death	7/11/2005	
HAIL, MICHAEL W. Director of MPA & IRAPP IRAPP 3048 \$92,395.00	\$92,395.00	Reassignment Title Change (Dir., MPA & IRAPP; Asst. Dean; and Spec. Asst. to President for Fed. Govern. Relations)	07/01/2005	
HAN, DAIKWON Asst. Professor of Demography IRAPP 3320 \$45,260.00	\$47,500.00	Standing I	8/11/2005	Roster ID # 003281

Appointment Status Actions
05/23/2005 - 08/19/2005

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
HARRIS, G. EDWARD Asst. Prof. Business Inf. Sys. Information Systems 3303 \$75,647.00	\$75,647.00	Resignation	7/31/2005	
HENSLEY, CHRISTY LEANN Mental Health Counselor/CDPCRC CDPCRC	\$33,475.00	Fixed Term I Salary Adjustment (From \$32,825 to \$33,475. \$650 incr.)	07/01/2005 - 06/30/2006	Restricted
HESTERBERG, LATONYA JOYCE Asst. Prof. of Social Work Sociology, S.W. & Criminology 3113 \$43,591.00	\$44,591.00 (\$1,000.00 incr.)	Salary Adjustment (Received doctoral degree)	8/17/2005	Roster ID # 003470
HOLBROOK, PAMELA ELIZABETH Instructor of Mathematics Mathematics & Computer Science	\$30,000.00	Fixed Term I	08/11/2005 - 05/13/2006	Roster ID # 000576
HOLLEY, KAY M. Instructor of Human Sciences Agricultural & Human Sciences 280 \$47,441.00	\$42,000.00	Fixed Term I	08/17/2005 - 05/13/2006	Faculty Escrow

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
HOPPER, PHILLIP MICHAEL Dir., Academic & Career Sxs. Academic & Career Services 150 \$57,417.00	\$61,723.00 (\$4,306.00 incr.)	Reclassification Title Change Salary Adjustment (From Dir., Acad. Adv. & Car. Serv. To Dir., Academic & Career Sxs.)	8/1/2005	Roster ID # 000224 Roster ID # 002832
HORN, CONSTANCE M. Instructor of Education Curriculum & Instruction	\$28,000.00	Fixed Term II	08/22/2005 - 05/12/2006	Roster ID # 002892
HSIEH, CHIA-LING Instructor of Music Music 3478 \$34,000.00	\$34,000.00	Fixed Term I	08/17/2005 - 05/13/2006	
HUNT, CLIFFORD STEVEN Professor, Infor. Systems Information Systems 334 \$93,511.00	\$93,511.00	Sabbatical Leave	08/22/2005 - 12/16/2005	
JONES, KEVIN R. Assistant Professor Education Curriculum & Instruction 377 \$43,000.00	\$43,000.00	Standing I	8/11/2005	

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
KEETON, WILLIAM CURTIS Building Services Technician Building Services 799 \$10.65/hr.		\$10.65/hr.	Retirement	8/31/2005	
KNOLL, JAMES A. Professor of Education Curriculum & Instruction 3131 \$68,272.00		\$7,753.00	Interim Appointment (Interim Chair, Curriculum & Instruction)	07/01/2005 - 07/31/2005	Summer School
KNOLL, JAMES A. Professor of Education Curriculum & Instruction 3131 \$68,272.00		\$7,586.00	Interim Appointment (Interim Chair, Curriculum & Instruction)	08/01/2005 - 05/31/2006	Roster ID # 003056
LAKE, MICHAEL HOWARD Instructor of English English, Foreign Lang. & Phil. 3212 \$31,535.00		\$31,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
LOWE, LINDA L. Librarian II Camden Carroll Library 672 \$39,910.00		\$40,810.00	Salary Adjustment (Assuming additional duties. From \$38,938 to \$40,810. \$1,872 incr.)	7/1/2005	Roster ID # 000680

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
LYONS, BARBARA GARRETT Instructor of Education MAT Program - Secondary Educ. 3482 \$30,000.00		\$30,000.00	Fixed Term I	08/17/2005 - 05/13/2006	Unbudgeted Revenues
MADDEN, DEBORAH B. Instructor of Accounting Accounting, Econ. & Finance		\$47,613.00	Fixed Term I	08/17/2005 - 05/13/2006	Roster ID # 003239
MASON, PATRICK SAMUEL Instructor of Industrial Tech. Industrial & Engineering Tech. 3400 \$48,000.00		\$42,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
MAYSE, JOHN DAVID Technical Support Specialist Office of Financial Aid 661 \$13.63/hr.		\$13.63/hr.	Retirement	8/31/2005	
MCCORMICK, BEVERLY JOYCE Assistant Provost Honors Res. Leader. College 3170 \$88,328.00		\$88,328.00	Title Change Salary Adjustment (From Asst. VP, Acad. Aff. to Asst. Provost. From \$85,348 to \$88,328. \$2,980 incr.)	7/1/2005	

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
MCDONALD, SHERIE ROBIN AMSP Regional Coordinator Off. Dean Coll. Science & Tech		\$54,075.00	Probation Completed Salary Adjustment (From \$52,500 to \$54,075. \$1,575 incr.)	7/2/2005	Restricted
MCNABB, LINDA E ADN Campus Laboratory Coord. Nursing - ADN Program 304 \$39,384.00		\$39,384.00	Retirement	12/17/2003	
MCWRIGHT, BUFORD LADELL Visiting Assistant Professor Curriculum & Instruction		\$40,000.00	Fixed Term I	08/11/2005 - 05/13/2006	Unbudgeted Revenues
MOORE, MARILYN DEA Visiting Assistant Professor Information Systems 3454 \$41,000.00		\$41,000.00	Fixed Term I New Position	08/17/2005 - 05/13/2006	
MORELLA, WAYNE ANTHONY Professor of Industrial Educ. Industrial & Engineering Tech. 262 \$59,974.00		\$59,974.00	Retirement	6/30/2005	

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
NETTLETON, KIMBERELY F. Instructor of Education Curriculum & Instruction 448 \$43,000.00		\$36,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
NICHOLS, LISA A. Librarian I Camden Carroll Library 673 \$42,136.00		\$37,000.00	Standing I Probation	8/8/2005	
NUTTER, CAROL ANGELL Asst. Dean, Public Services Camden Carroll Library 660 \$69,938.00		\$73,939.00	Salary Adjustment Title Change (From Librarian IV to Asst. Dean, Public Serv. From \$66,551 to \$73,939. \$7,388 incr.)	7/1/2005	Roster ID # 000680
OLDFIELD, MARY ALICE Instructor of Education Curriculum & Instruction		\$14,000.00	Fixed Term II	08/22/2005 - 12/16/2005	Roster ID # 002892 Roster ID # 003056
PHILLIPS, CLARENDA MICHELLE Assoc. Professor of Sociology Sociology, S.W. & Criminology 3265 \$52,355.00		\$72,355.00	Salary Adjustment (Joint appointment as Assoc. Prof. Sociology and Asst. Provost. From \$48,356 to \$72,355)	7/1/2005	Opening Bud-Undist. Summer School

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
POTTER, CLARA BARTON Asst. Dean, Technical Services Camden Carroll Library 658 \$62,243.00		\$67,243.00	Salary Adjustment Title Change (From Librarian IV to Asst. Dean, Tech. Serv. From \$59,968 to \$67,243. \$7,275 incr.)	7/1/2005	Roster ID # 000680
RECKTENWALD, JAMES F. Substance Abuse Counselor CDPCRC		\$33,810.00	Fixed Term I Salary Adjustment (From \$32,825 to \$33,810. \$985 incr.)	07/01/2005 - 06/30/2006	Restricted
RIGGSBY, II, DONALD WAYNE Building Services Technician Building Services 1792 \$8.02/hr.		\$8.02/hr.	Suspension (Without pay)	08/01/2005 - 08/03/2005	
SCHROEDER, KENDRA Instructor of Mathematics Mathematics & Computer Science 961 \$30,000.00		\$30,000.00	Fixed Term I	08/17/2005 - 05/13/2006	
SCHUMACHER, MICHAEL G Asst. Professor of Accounting Accounting, Econ. & Finance 3239 \$83,099.00		\$83,099.00	Resignation	8/2/2005	

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
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SIMPSON, LINDA SUE
Adm. Asst. to V.P., Univ. Rel.
Off., V.P. for Univ. Relations
178
\$38,563.00

\$38,563.00

Retirement

8/31/2005

SIMPSON, TIMOTHY LEAHY
Assistant Professor Education
Curriculum & Instruction
381
\$43,000.00

\$42,000.00

Standing I
Salary Adjustment
Title Change
Transfer
(From Instr. of Ed. to
Asst. Prof. of Ed. From
\$38,783 to \$42,000.
\$3,217 incr.)

8/11/2005

SORRELL, DANA D.
Instructor of Education
MAT Program - Secondary Educ.
3481
\$30,000.00

\$30,000.00

Fixed Term I
New Position

08/17/2005 - 05/13/2006

Unbudgeted Revenues

STEELE, PAUL DOUGLAS
Dir., Inst. Correct. Training
Correct. Research & Training
2986
\$61,582.00

\$63,333.00

Standing I

1/3/2006

Roster ID # 003281

Appointment Status Actions
05/23/2005 - 08/19/2005

Name	Title	Department	Roster ID	Position	Base Salary	Salary	Description	Effective Date	Fund Source
STEVENS, PATRICIA W.	Professor of Education	Couns.,Lead.,Adult,Higher Edu.	3476		\$69,915.00	\$69,915.00	Salary Adjustment Title Change Reassignment (From Dept. Chair & Prof. of Ed. to Prof. of Ed. From \$85,888 to \$69,915. \$15,973 decr.)	7/1/2005	
SUTTLAR, ASHLEY LECILLE	Instructor of Dance	Communication and Theatre	3467		\$34,000.00	\$35,000.00	Fixed Term I New Position	08/11/2005 - 05/13/2006	Opening Bud-Undist.
SWAIN, RANDALL D.	Asst. Professor of Government	Geog., Government & History	3406		\$46,863.00	\$46,863.00	Salary Adjustment (Received doctoral degree. From \$45,000 to \$46,863. \$1,863 incr.)	8/17/2005	
THOMAS, MELINDA HAMM	Teacher Recruit. Prog. Asst.	Teacher Recruitment Program	3409		\$40,000.00	\$40,000.00	Release	7/22/2005	

Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
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THOMPSON, STEPHEN Instructor of Social Work Sociology, S.W. & Criminology 3470 \$42,000.00	\$35,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
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TOWNSEND, CECILIA Instructor of Spanish English, Foreign Lang. & Phil. 3483 \$30,000.00	\$30,000.00	Fixed Term I New Position	08/17/2005 - 05/13/2006	Unbudgeted Revenues Faculty Escrow
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TRENT, CINDY F. Manager of Document Services Off. of Document Services 188 \$38,200.00	\$38,200.00	Retirement	7/29/2005	
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VANMETER, ELLA JANE Instructor of English English, Foreign Lang. & Phil.	\$15,500.00	Fixed Term II	08/17/2005 - 12/16/2005	Roster ID # 000395
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WAYMAN, NANCY ELIZABETH Instructor of Art Art 452 \$40,000.00	\$29,000.00	Fixed Term I	08/11/2005 - 05/13/2006	
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Appointment Status Actions
05/23/2005 - 08/19/2005

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
WEBB, SHARON FAYE Visiting Assistant Professor Physical Sciences 592 \$43,000.00		\$36,500.00	Fixed Term I	08/11/2005 - 05/13/2006	
WELLS, TERESA DANIELS ABE Teacher (CDPCRC) CDPCRC		\$42,243.00	Fixed Term I Salary Adjustment (From \$41,013 to \$42,243. \$1,230 incr.)	07/01/2005 - 06/30/2006	Restricted
WILLIS, WAYNE Professor of Education Curriculum & Instruction 2486 \$68,570.00		\$7,822.00	Interim Appointment (Interim Chair, CLAH)	07/01/2005 - 07/31/2005	Summer School
WILLIS, WAYNE Professor of Education Curriculum & Instruction 2486 \$68,570.00		\$7,619.00	Interim Appointment (Interim Chair, CLAH)	08/01/2005 - 05/31/2006	Roster ID # 003224

Appointment Status Actions
05/23/2005 - 08/19/2005

Title

Roster ID

Description

Fund Source

Summer School

7/29/2005

8/17/2005

Roster ID # 003400

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

SUPPLEMENTARY

Total for this report = \$104,578.00

Managerial Duties	\$78,968.00
Other	\$25,610.00

Supplemental Actions
05/23/2005 - 08/19/2005

Name	Title	Current Salary	Supplement	Description	Effective Date	Fund Source
<u>Art</u>						
PERKINS, EMMA KAYE	Assistant Professor of Art	\$47,808.00	\$2,500.00	Dir., Cultural Stud. Pro.	08/22/2005 - 05/12/2006	Operating Expenses
<u>Geog., Government & History</u>						
HENNEN, JOHN	Assoc. Professor of History	\$49,669.00	\$2,500.00	Dir., Appalachian Pro.	08/22/2005 - 05/12/2006	Operating Expenses
<u>Sociology, S.W. & Criminology</u>						
NASH, SHONDRAH TARREZZ	Asst. Professor of Sociology	\$48,999.00	\$2,500.00	Assistant to the Dean	08/22/2005 - 05/12/2006	Operating Expenses
<u>Off. Dean, College of Business</u>						
WILLIAMS, L. K.	Professor of Accounting	\$102,985.00	\$5,910.00	Assistant to the Dean	06/06/2005 - 06/30/2005	Summer School
			\$5,910.00	Assistant to the Dean	07/05/2005 - 07/29/2005	Summer School
			\$5,000.00	Assistant to the Dean	08/01/2005 - 05/31/2006	Faculty Escrow
<u>College of Education</u>						
MORIARTY, ADELE F.	Assoc. Professor of Education	\$53,068.00	\$10,000.00	Assistant to the Dean	08/15/2005 - 05/12/2006	Faculty Escrow
<u>Primary - 16+ Program</u>						
DUVALL, ARDITH DALE	Assoc. Dean, Univ.&Comm. Part.	\$58,652.00	\$2,538.00	TMP Grant Project	06/01/2005 - 06/30/2005	Restricted
			\$1,148.00	SLC Grant	06/14/2005 - 06/30/2005	Restricted
			\$5,166.00	Admin. duties with KDE	07/01/2005 - 06/30/2006	Restricted

Supplemental Actions
05/23/2005 - 08/19/2005

Name Title Current Salary	Supplement	Description	Effective Date	Fund Source
<u>Off. Dean Coll. Science & Tech</u>				
DEMOSS, GERALD LYNN Dean, Science & Technology \$127,252.00	\$11,736.00	Proj. Dir. of KDE	07/01/2005 - 06/30/2006	Restricted
<u>Nursing - BSN Program</u>				
GROSS, JANET J. Professor of Nursing \$74,243.00	\$6,318.00	Reassigned time as Chair	06/01/2005 - 06/30/2005	Summer School
<u>Department of Imaging Sciences</u>				
DEHNER, BARBARA LEAH Dept. Chair, Imaging Sciences \$87,500.00	\$3,253.00	Reassigned time as Chair	06/06/2005 - 07/01/2005	Summer School
<u>Nursing - ADN Program</u>				
CORLEY, DONNA JEAN Coordinator, ADN Program \$65,034.00	\$6,663.00	Reassigned time as Chair	06/01/2005 - 06/30/2005	Summer School
<u>Physical Sciences</u>				
CHAPMAN, MARSHALL Assoc. Professor of Geology \$49,332.00	\$10,000.00	Director, Honors Program	08/17/2005 - 05/31/2006	Roster ID # 002996
<u>Space Science Center</u>				
MALPHRUS, BENJAMIN KEVIN Director of Space Center \$95,329.00	\$6,834.00 \$13,248.00	TMP Grant Project Project Manager of KDE	06/01/2005 - 06/30/2005 07/01/2005 - 06/30/2006	Restricted Restricted

**APPROVE REVISION TO PSNE-5, OVERTIME PAY
FOR EMPLOYEES CLASSIFIED AS STAFF NONEXEMPT
AND ADOPT PG-60, PERSONNEL POLICY REVISIONS BOR (VII-A-6)
REQUIRING ADMINISTRATIVE CHANGES ONLY September 15, 2005**

Recommendation:

That the Board of Regents approve the revision to PSNE-5 and adopt PG-60, Personnel Policy Revisions Requiring Administrative Changes Only.

Background:

A. PSNE-5, Overtime Pay for Employees Classified as Staff Nonexempt

In response to a proposal submitted by the Staff Congress, PSNE-5 has been revised to include time paid but not worked in the calculation for overtime pay. This includes, but is not limited to, sick leave, vacation leave, jury duty, or holiday pay.

B. PG-60, Personnel Policy Revisions Requiring Administrative Changes Only

Under current policy, the Board must approve all changes to existing personnel policies. The need does arise periodically to update policies for changes in position titles, functional unit titles, and administrative agency titles, or to correct typographical errors that do not change the intent or applicability of the policy. PG-60 authorizes the President to have those changes made without subsequent Board approval.

Policy: PSNE-5

Subject

Overtime Pay for Employees Classified
as Staff Nonexempt

Approval Date: 07/01/85

Revision Date: 04/30/93

Revision Date: 12/16/2004; 9/15/2005

PURPOSE:

To establish provisions for paying overtime to employees classified as nonexempt for hours worked in excess of 40 in a workweek in accordance with the Fair Labor Standards Act of 1934 (FLSA).

OVERTIME
PHILOSOPHY:

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

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

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

OVERTIME PAY:

Overtime pay is based on time actually worked and is calculated at the rate of one and one-half times the employee's regular hourly rate for each hour worked beyond 40 hours in a workweek. The University's workweek begins at 12:01 a.m. on Sunday and ends at 12:00 midnight on the following Saturday. In determining total overtime hours worked, hours paid but not worked, including but not limited to paid sick leave, vacation leave, or holiday pay during a week will not be considered as work time in computing the 40 hours. Work performed on University holidays is at the regular rate, unless it is overtime work.

Overtime provisions also apply when an employee works in more than one department. If an employee normally works 37.5 hours per week in one department and performs services in another department, i.e. teaching a class, any hours worked between 37.5 and 40 are paid at the regular rate and hours over 40 are paid at the overtime rate.

47 Compensatory time off in lieu of overtime pay is prohibited by Kentucky
48 Wage and Hour Laws. Therefore, the employee must be paid for all
49 overtime.
50

51 EQUIVALENT TIME:

A full-time employee who works in excess of his/her regular weekly
52 schedule but less than 40 hours in the week shall receive equivalent time off
53 for such hours under 40. Such equivalent time off is used for absences
54 where vacation leave would be charged, is scheduled in the same manner as
55 vacation, and is to be used for such absences before vacation leave is
56 charged.
57

58 It is permissible for the unit to pay out accumulated equivalent time by
59 paying the employee for each hour accrued to reduce their accumulated
60 equivalent time balance. Such payment must be made at the regular
61 hourly rate of pay received by the employee at the time of the payment.
62

63 At the time of transfer to another unit, the transferring employee must be
64 paid for all accrued equivalent time by the unit in which it was earned. Such
65 payments must be made at the regular hourly rate of pay received by the
66 employee at the time of transfer.
67

68 RECORDS OF HOURS
69 WORKED:

For all employees, full-time and part-time, in positions classified as nonexempt
70 a record of total hours worked must be maintained within the administrative
71 unit for a period of three years. Hours work must be documented in three
72 separate categories: 1) regular time, 2) equivalent time (for employees whose
73 scheduled workweek is 37.5 hours), and 3) overtime.

74 UNAUTHORIZED WORK:

Supervisors are required to approve any work for nonexempt employees that
75 is in excess of their regular work schedule. Nonexempt employees who
76 engage in unauthorized overtime work may be subject to disciplinary action.
77 Supervisors should implement management controls to assure the
78 unauthorized overtime work is not being performed.
79

80 EMERGENCY
81 CALL OUT:

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

Policy: PG-60

Subject

Personnel Policy Revisions Requiring Administrative Changes Only

Approval Date: 09/15/2005

Revision Date:

PURPOSE:

To provide Board of Regents approval for the University President to authorize revisions in Morehead State University Personnel Policies that are purely administrative in nature and make no substantive changes to the intent of the policy.

SCOPE OF THIS POLICY:

The Board of Regents directs the President to authorize corrections to personnel policies reflecting position and functional unit title changes, administrative agency title changes and typographical errors without requiring subsequent Board of Regents approval.

**RENAMING OF STREETS FOR
E-911 COMPLIANCE**

**BOR (VII-A-7)
September 15, 2005**

Recommendation:

That the Board of Regents approve the renaming of Woodlawn Terrace to Satellite Drive, Lakewood Terrace to Evans Branch Drive and Tower Drive to Page Drive.

Background:

The naming of physical facilities at the University requires a recommendation from the President and approval of the Board of Regents. As a result of the University's participation in the E-911 mapping project for emergency responders, we have been advised that three campus streets not used in mailing addresses have names that conflict with residential street names in Rowan County.

Those streets are Woodlawn Terrace which extends from Earle Clements Lane to Nunn Hall, Lakewood Terrace which connects Earle Clements Lane with the former Lakewood Terrace family housing area, and Tower Drive which winds through the Mignon Complex.

In keeping with the University's tradition of designating street names to reflect historical significance, it is proposed that Woodland Terrace be changed to Satellite Drive, that Lakewood Terrace become Evans Branch Drive, and that Tower Drive be renamed Page Drive. Satellite Drive accesses the road to the space tracking system component of the Ronald G. Eaglin Space Science Center. Evans Branch is the stream which was impounded to create Eagle Lake. Anna Page was the first student to enroll at MSU on the first day of classes in 1887.

Prepared by: Keith Kappes

PERSONAL SERVICE CONTRACTS

**BOR (VII-B-2)
September 15, 2005**

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$10,000 between May 26, 2005 and August 29, 2005.

PERSONAL SERVICE CONTRACTS
May 26, 2005 through August 29, 2005

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
University Accounting Service	Billing/Accounting Service/Perkins Loan Program	7/1/05	6/30/06	\$27,000	Request for Proposal
Sturgill, Turner, Barker & Maloney, PLLC	Legal Services	7/1/05	6/30/06	\$40,000	Request for Proposal
McBrayer, McGinnis, Leslie & Kirkland	Legal Services	7/1/05	6/30/06	\$25,000	Request for Proposal
Frost Brown Todd LLC	Legal Services	7/1/05	6/30/06	\$15,000	Request for Proposal
Crowe Chizek & Co., Inc.	Audit Services	7/1/05	6/30/06	\$57,500	Request for Proposal
St. Claire Regional Medical Center	Health Care/Caudill Health Clinic	7/1/05	6/30/06	\$252,000	Request for Proposal
Roll Call Strategies	IRAPP-MSU Grant Development Consultant	7/1/05	6/30/06	\$80,004	Request for Proposal
Brailsford & Dunlavey	Comprehensive Housing Master Plan Consultant	9/1/05	6/30/06	\$109,206	Request for Proposal

**ANNUAL REPORT ON
REAL PROPERTY LEASES**

**BOR (VII-B-3)
September 15, 2005**

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, 2005.

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	\$10,898.00
CommUNITY Development	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 50	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	KCTM 5,218 sq. ft. (\$6.00/sq. ft.)	149 E. Main Street, Morehead	06/30/2007	\$31,308.00
Hour of Harvest, Inc.	MSU A-005	WMKY broadcasting equipment storage (160-180 sq. ft)	219 Radio Station Loop Beattyville, KY		\$7,200.00
LEASE/PURCHASE					
MSU Foundation, Inc.	MSU-7	Adjacent to University Golf Course	Morehead	02/01/2019	\$18,927.84
MSU Foundation, Inc.	MSU-16	Enrollment Services Center 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	6/30/2006	\$2,592.00
Dr. Don Blair	PR 3122	63 space gravel parking lot	5th Street, Morehead	6/30/2006	\$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

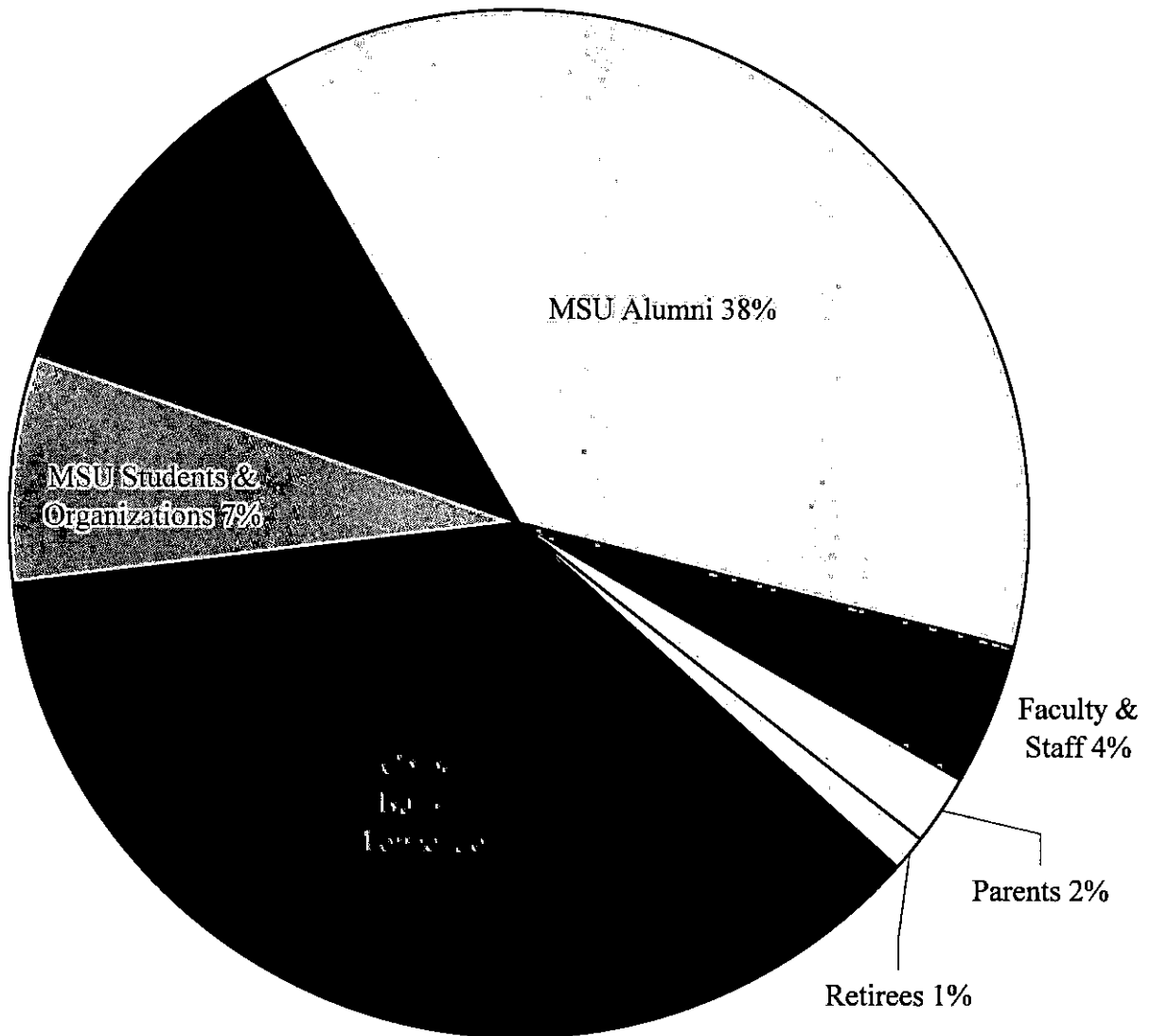
GIFT INCOME REPORT**BOR (VII-B-4)**
September 15, 2005**Morehead State University**
Three Year Gift Income Comparision

Description	2003	2004	2005
Degreed Alumni	\$ 514,017	\$ 686,254	\$ 600,874
Non-degreed Alumni	597,371	13,256	11,330
Faculty/Staff	93,984	76,326	75,322
Retiree	14,530	21,731	20,353
Parents	37,258	26,399	32,657
Corporate Contributors	423,635	1,042,370	1,892,930
Foundations	18,792	1,018,797	21,813
MSU and Student Organizations	12,580	20,896	23,255
Non-Profit Organizations	77,235	17,634	124,306
Students	1,114	1,112	703
Leadership Board Members	6,020	6,710	16,915
Sponsors	30,960	34,520	51,300
Friends of MSU	300,889	313,216	274,257
GRAND TOTALS	\$ 2,128,385	\$ 3,279,221	\$ 3,146,015

*Matching Gifts Received	\$ 24,425	\$ 20,270	\$ 22,890
*Gift-In-Kind	\$ 909,080	\$ 796,532	\$ 1,825,872
*Stocks	\$ 10,656	\$ 62,953	\$ 4,249

Included in totals abovePrepared: 7/12/2005*

MSU Foundation, Inc.
Private Gifts by Source
June 30, 2005

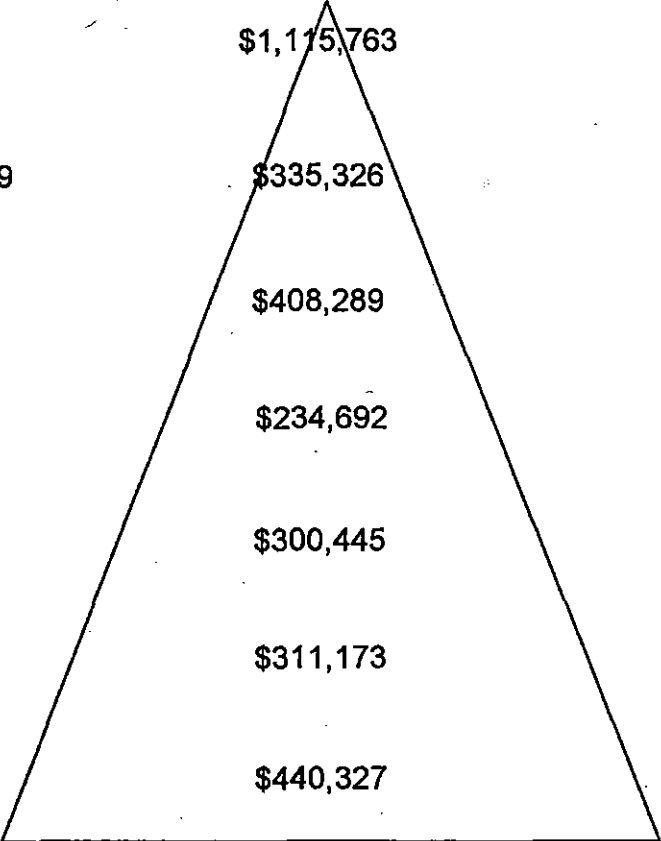


Office of Development and Alumni Relations

TOTAL GIFT INCOME

July 1, 2004 - June 30, 2005

<u>Gift Ranges</u>	<u>Gift Income</u>	<u>Number of Donors</u>
\$400,000 & Up	\$1,115,763	1
\$100,000 - \$399,999	\$335,326	1
\$50,000 - \$99,999	\$408,289	7
\$25,000 - \$ 49,999	\$234,692	7
\$5,000 - \$24,999	\$300,445	34
\$1,000 - \$4,999	\$311,173	174
Up to \$999	\$440,327	5,258
TOTAL	\$3,146,015	5,482



*The pyramid represents total gift income to the Foundation (pledge payments and gifts from July 1, 2004 - June 30, 2005).

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

**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
9 a.m., Thursday, September 15, 2005**

Agenda

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **APPROVE MINUTES OF JUNE 16, 2005, AND JULY 14, 2005**
- IV. **OATH OF OFFICE ADMINISTERED TO SYLVIA LOVELY**
- V. **SPOTLIGHT – *Report by Dr. Dayna Seelig
Special Assistant to the President***
- VI. **SABBATICAL LEAVE REPORTS –
*Dr. Scott Davison, Associate Professor of Philosophy
Dr. Vicente Cano, Professor of Romance Languages***
- VII. **RECOMMENDATIONS AND REPORTS**
 - A. **Recommendations**
 - 1. Approve Emeritus Status, 2005 1
 - 2. Approve the 2005-06 *Eagle Student Handbook*.....2-3
 - 3. Approve Revisions to the *Morehead State University Police
Department Standard Operating Procedures Manual*.....4-7
 - 4. Approve Tuition and Student Fee Rates for
2006-2008 Biennium8-9
 - 5. Ratify Personnel Actions..... 10-41
 - 6. Approve Revision to PSNE-5, Overtime Pay for Employees
Classified as Staff Nonexempt, and Adopt PG-60,
Personnel Policy Revisions Requiring Administrative
Changes Only 42-45
 - 7. Approve Renaming of Streets for E-911 Compliance..... 46
 - B. **Reports**
 - 1. Preliminary Report on Fall 2005 Enrollment (To be
presented at meeting)
 - 2. Report on Personal Service Contracts 47-48
 - 3. Report on Real Property Leases..... 49-51
 - 4. Gift Income Report 52-54
 - 5. Report on Student Technology Center (To be presented
at meeting)
 - C. **President's Report**

VIII. OTHER BUSINESS

A. Executive Session

B. Upcoming Meetings

1. Work Session, Thursday, November 17
2. BOR Meeting, Thursday, December 15

IX. ADJOURNMENT

(Following the Board meeting, Board members will be taken on a tour of the Student Technology Center followed by lunch in the Heritage Room)