

# AGENDA BOOK

## Board of Regents



**Board of Regents Meeting  
Morehead State University**

**Thursday, June 15, 2006**

**Schedule**

<b>9 a.m.</b>	<b>BOR Meeting</b>	<b>Riggle Room</b>
<b>Noon</b>	<b>Lunch</b>	<b>Heritage Room</b>

**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**

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June 15, 2006

**Board of Regents Meeting  
Morehead State University  
Riggle Room – Adron Doran University Center  
9 a.m., Thursday, June 15, 2006**

**Agenda**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVE MINUTES OF MARCH 2, 2006**
- IV. SPOTLIGHT – *Student Government Association***
- V. ADOPT RESOLUTIONS OF COMMENDATION FOR BOARD MEMBERS**
- VI. ADOPT RESOLUTION OF COMMENDATION FOR PHIL HOGG**
- VII. RATIFY RESOLUTION OF COMMENDATION FOR CONGRESSMAN HAL ROGERS**
- VIII. RECOMMENDATIONS AND REPORTS**
  - A. Recommendations**
    1. Ratify 2006 Spring Graduates..... 1
    2. Approve Emeritus Status, 2006..... 2
    3. Approve Promotion, 2006..... 3
    4. Approve Master of Arts in Education – Educational Technology with Instructional Computer Technology Endorsement..... 4-6
    5. Approve Bachelor of Science Degree Technology Management (BSTM)..... 7-8
    6. Ratify Personnel Actions..... 9-50
    7. Approve Revision to PG-5, Affirmative Action/Equal Opportunity for Employment..... 51-57
    8. Accept Third Quarter Financial Report & Amend Operating Budget..... 58-68
    9. Approve Appointment of Auditing Firm..... 69
    10. Approve Minimum Scope of Annual Audit..... 70-75
    11. Approve the Strategic Plan 2006-2010..... 76-77
    12. Approve 2006-07 Operating Budget, Fee Schedule, and Personnel Roster..... 78-84
    13. Ratify 2006-07 Eagle Student Handbook..... 85-86

**B. Reports**

1. Final Report on Spring 2006 Enrollment .....87
2. Report on Personal Service Contracts.....88-89
3. Gift Income Report.....90-92

**C. President's Report**

**IX. OTHER BUSINESS**

**A. President's Contract**

**B. Executive Session**

**C. Future Meetings**

1. Work Session - Thursday, August 31
2. Quarterly Meeting - Thursday, September 14

**X. ADJOURNMENT**

**BOARD OF REGENTS  
MOREHEAD STATE UNIVERSITY**

**March 2, 2006**

The Board of Regents of Morehead State University met at 9 a.m. on Thursday, March 2, 2006, 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, Dr. Terry Irons, Sylvia Lovely, Jason Marion, John Merchant, Dr. John D. O'Cull, Helen Pennington, and Jerry Umberger. Jill Hall Rose 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 administrative staff.

**INTRODUCTION  
OF PRESS**

Pauline Young, Director of University Communications, introduced LeAnne Tanner from Morehead State Public Radio, Ashley Sorrell from *The Trail Blazer*, and Tonia Sexton from *The Morehead News*.

**ELECTION OF  
OFFICERS**

Chair Booth opened the floor for nominations for chair. Mr. Caudill nominated Jim Booth to serve as chair. The motion was seconded by Ms. Pennington. Mr. Booth was elected chair by acclamation.

Mr. Caudill nominated Ms. Pennington to serve as vice chair. Mr. Umberger seconded the motion. Ms. Pennington was elected vice chair by acclamation.

Dr. Irons moved that Ms. Johnson be reelected secretary. Ms. Pennington seconded the motion. The motion carried.

The chair reappointed Mr. Walters to serve as treasurer.

**DECEMBER 15,  
2005, MINUTES**

Ms. Dorton moved that the minutes of the quarterly meeting held on December 15, 2005, be approved as distributed. Mr. Merchant seconded the motion. The motion carried.

The President recommended:

**2006 FOUNDERS  
DAY AWARD FOR  
UNIVERSITY  
SERVICE**

**RECOMMENDATION:** That the Board of Regents approve the selection of the late Dr. John R. Duncan as recipient of the 2006 Founders Day Award for University Service.

*(Additional background information attached to these minutes and marked V)*

**MOTION:** Ms. Dorton moved that the President's recommendation be approved. Ms. Pennington seconded the motion.

**RESOLUTIONS**

VOTE: The motion carried.

The President recommended:

RECOMMENDATION: That the Board of Regents adopt resolutions of commendation honoring the Football Eagles and Cheer Squad Champions.

*(Resolutions attached to these minutes and marked VI)*

MOTION: Mr. Umberger moved that the Board adopt the resolutions. Dr. O'Cull seconded the motion.

VOTE: The motion carried.

**SABBATICAL  
LEAVE REPORT**

Michael Moore, Provost, introduced Dr. Rebecca Katz, Associate Professor of Sociology, who reported on her sabbatical leave.

Dr. Katz reported that during her sabbatical she traveled to the Republic of Georgia, where she taught sociology to students at several universities. She described the Georgian culture and presented a collection of photographs. Dr. Katz also said that she collected English newspapers during her leave and did a narrative analysis for a book she is writing on The Republic of Georgia.

**PRESIDENT'S  
RECOMMENDATIONS****Tenure with  
Promotion**

The President recommended:

RECOMMENDATION: That the Board of Regents approve the granting of tenure and promotion to the associate professor rank for the following faculty members with the issuance of their contracts for the 2006-2007 year:

Dr. Royal Berglee, Geography  
Dr. James Canipe, Adult Education  
Dr. Haiwook Choi, Information Systems  
Dr. Diana Haleman, Education  
Dr. Jason Holcomb, Geography  
Dr. Mary Margaret Just, Social Work  
Dr. Jeanie Lee, Music  
Dr. Adrian Mandzy, History  
Dr. Sam Nataraj, Information Systems  
Dr. Emma Perkins, Art  
Dr. Manuel Probst, Health, Physical Education and Sport Science

Dr. Shane Spiller, Management  
Dr. Denise Watkins, Theatre

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

MOTION: Dr. Irons moved that the President's recommendation be approved. Ms. Dorton seconded the motion.

VOTE: The motion carried.

The President recommended:

***Tenure for  
Associate  
Professors with  
Special Status***

RECOMMENDATION: That full tenure be awarded to all faculty members with special status (those with Board recognized rights of academic freedom and due process) who have been promoted to Associate Professor or who in the future are promoted to Associate Professor.

That the following Associate Professors with such status be awarded tenure:

Kathryn Mincey  
Peggy Osborne  
Jacklynn Darling  
Barbara Dehner

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

MOTION: Dr. O'Cull moved that the President's recommendation be approved. Ms. Pennington seconded the motion.

VOTE: The motion carried.

The President recommended:

***Sabbatical Leaves***

RECOMMENDATION: That the Board approve the granting of sabbatical leaves to the following faculty:

Yvonne Baldwin, Fall 2006 Semester  
Elizabeth Regan, Spring 2007 Semester  
Markham Schack, Spring 2007 Semester  
Sharon Walters, Fall 2006 Semester

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

In response to a question on what the leave recipients will be doing during their sabbaticals, Dr. Moore reported that:

- Yvonne Baldwin will be doing more research on the oral history of Kentuckians who served in the Vietnam War. Her primary goal is to complete that manuscript.
- Elizabeth Regan will be traveling to France to serve as a visiting professor. She will develop a model for Global Knowledge Management within the enterprise on how information is managed internationally.
- Markham Schack will be studying instructional methods in mathematics education to improve the alignment between previous research and the graduates in the school.
- Sharon Walters will be studying business evaluation and developing new courses in the Department of Accounting, Economics, and Finance.

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

VOTE: The motion carried.

The President recommended:

#### ***Personnel Actions***

RECOMMENDATION: That the Board ratify the Personnel Actions for the period November 21, 2005, through February 3, 2006.

*(List of Personnel Actions and additional background information attached to these minutes and marked VII-A4)*

Roger Barker, Director of Human Resources, discussed the Personnel Action Report and the charts that show a comparison of the current quarter with the same quarter last year.

MOTION: Mr. Caudill moved that the President's recommendation be approved. Mr. Merchant seconded the motion.

VOTE: The motion carried.

**Second Quarter  
Financial  
Statements/Amend  
Operating Budget**

The President recommended:

RECOMMENDATION: That the Board accept the financial statements and amend the operating budget for the second quarter of the fiscal year that will end June 30, 2006, and amend the operating budget.

*(Additional background information and second quarter financial statements attached to these minutes and marked VII-A-5)*

James Fluty, Director of Accounting and Budgetary Control, provided an overview of the University's financial activities for the six months that ended on December 31, 2005. During this period, the University operated with a surplus of revenues over expenditures and transfers in the amount of \$23,368,427. Mr. Fluty explained that this level of operating surplus is expected at this time since more of the billings for the Spring 2006 semester are reflected in the tuition and fees revenue and only expenditures through December 31, 2005, are reflected. As the year concludes, expenditures will increase and the variance between revenues and expenditures will decrease resulting in a more moderate operating surplus or deficit. Mr. Fluty also discussed the Statements of Net Assets and the Statements of Revenues, Expenditures and Changes in Fund Balance.

Teresa Johnson, Director of Budgets, discussed budget amendments for the period October 1, 2005, to December 31, 2005, and notes of significant adjustments to revenue and other additions as follows:

- Unbudgeted revenue allocated during the second quarter totaled \$208,794. This unallocated revenue includes athletic guarantee income from men's basketball in the amount of \$92,000, and Eagle Excellence Fund support from MSU Foundation in the amount of \$82,018.
- Budget allocations from other sources increased by \$144,595 in the second quarter. Unbudgeted support from the MSU Foundation totaled \$73,663. Other sources include \$55,213 from Academic Affairs, \$10,000 from Development, and \$7,410 from University Relations.
- Budget allocations for fund balance for educational and general purposes totaled \$336,590. This amount includes \$110,800 allocated for the Housing Master Plan, \$102,800 allocated for the football team to travel to PFL championship game, and \$82,421 allocated for Button Auditorium projection system and Len Miller Room renovation.

MOTION: Mr. Merchant moved that the Board accept the President's recommendation. Mr. Caudill seconded the motion.

VOTE: The motion carried.

**Banking Service  
Contracts**

The President recommended:

RECOMMENDATION: That the Board exercise the option to renew the banking services contracts for the period July 1, 2006, to June 30, 2007, with USbank of Morehead for the main campus banking, and with Heritage Bank in Ashland, Commercial Bank in West Liberty, Citizens National Bank in Prestonsburg, Citizens Bank in Jackson, and Traditional Bank in Mt. Sterling to continue to serve as depositories for funds collected at the regional campuses.

*(Additional background information attached to these minutes and marked VII-A-6)*

Mr. Walters stated that the University is required to select banks to serve as depositories for the money that the University collects and process the necessary banking transactions. As a result of a competitive bidding process required by KRS 41 and 164A, contracts were issued for the period July 1, 2006, to June 30, 2007, to USbank in Morehead for the main campus banking services, and with Heritage Bank in Ashland, Commercial Bank in West Liberty, Citizens National Bank in Prestonsburg, Citizens Bank in Jackson, and Traditional Bank in Mt. Sterling for funds collected at the regional campuses.

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

VOTE: The motion carried. Ms. Dorton recused herself from discussing and voting on the recommendation.

The President recommended:

**Tuition & Fee Rate  
Increase**

RECOMMENDATION: That the Board approve a tuition and mandatory fee rate increase for each year of the 2006-2008 biennium within a range of 8.3 percent to 13.8 percent to be set by the President based on the final enacted state appropriation allocated to Morehead State University in the 2006-2008 Executive Budget for the Commonwealth.

*(Additional background information attached to these minutes and marked VII-A-7)*

Beth Patrick, Vice President for Planning, Budgets and Technology, discussed the University's recommendation on Tuition and Mandatory Student Fees for 2006-2008. Ms. Patrick said that prior to 2001, the Council on Postsecondary Education set resident undergraduate tuition rates for all of Kentucky's public postsecondary institutions as a percentage of Kentucky Per Capita Personal Income differentiated by sector. Beginning with the 2001 fiscal year, the CPE delegated this authority to the governing boards of each institution.

On January 30, 2006, the CPE adopted a policy that will ensure there is a balance between student affordability and an institution's resources to maintain the Public Agenda goals. The policy sets a tuition range for each institution based on enacted state appropriation compared to affordability data which considers median family income with the Commonwealth and actual net price paid after application of student financial aid. In addition, the policy mandates that non-resident student tuition and mandatory fees will be at least 1.75 times higher than residence rates in 2006-07 and 2.0 times higher in 2007-08.

Based on the CPE's 2006-08 budget recommendation of \$69 million in base funding for postsecondary education, the tuition policy would set a maximum tuition and mandatory fee rate increase of 8.3 percent for MSU. However, under the Governor's 2006-08 Executive Budget recommendation of \$20 million in base funding for postsecondary education, MSU's maximum tuition and mandatory fee rate would increase to 13.8 percent. Ms. Patrick said that it is unknown at this point what funding amount will be enacted by the legislature for postsecondary education. Thus, the tuition and mandatory fee rate increase range will be from 8.3 percent to 13.8 percent.

In addition to MSU's recommendation of a tuition and mandatory fee rate increase for each year of the 2006-08 biennium, the following changes in the tuition and fee structure are proposed:

- Non-resident targeted county rate will be set at 125 percent of the resident rate for undergraduate students.
- Both undergraduate and graduate students enrolled in Internet-based courses will be charged the in-state resident rate regardless of residency status. A \$35 per credit hour access fee also will apply to all Internet-based courses.

Ms. Patrick said that in addition to discussing the anticipated changes in tuition and mandatory fee schedule for 2006-08 with the Board at its workshop on February 14, 2006, these changes also were discussed in an open forum with the students on February 22, 2006, and with the Faculty Senate on February 9, 2006.

Ms. Patrick also reported that the University had restructured some of its highest merit-based scholarships in such a way that if tuition increases, these scholarships would increase proportionately to cover the increase in tuition. In addition, she said that the President has asked that every student who has applied to MSU and qualifies for a Presidential, Commonwealth, or KCTCS scholarship prior to the priority deadline date of February 15, 2006, be awarded scholarships. It is estimated that this will be an additional \$1.7 million in scholarship money.

Dr. Andrews noted that the list of estimated increases in major fixed operating expenditures and priority strategic investments for 2006-07 is more illustrative than actual.

He said that he wanted the Board to know what the University is facing in terms of fixed operating expense increases. Further, he pointed out that this is not a comprehensive list and the \$7 million is a conservative estimate.

In response to a question from Dr. Irons regarding other possible revenue streams, Ms. Patrick said that in addition to state appropriations, the only other enhancements will relate to the tuition increase, changes in fee structure, and enrollment growth.

Dr. Andrews noted that enrollment drives the funding formula. The University's budget (2006-07) is built on the assumption that enrollment will reach 9,300 students for the 2006 fall semester. The public target is 9,700. However, he stressed that it is not enrollment for enrollment sake. There is a great need in the Commonwealth to provide higher education. Too many students don't finish high school and then too many of those that complete high school do not choose to go on to some form of postsecondary education. The goal is to drive enrollment in higher education. MSU has put more money in the scholarship program in order to be competitive and go after the better students. That will enable the University to improve its retention rate.

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 Board of Regents adopt the revised Non-Resident Tuition Policy as presented herein, effective with the opening of 2006 fall semester.

*(Non-Resident Tuition Policy and additional background information attached to these minutes and marked VII-A-8)*

Keith Kappes, Vice President for University Relations, stated that the proposed revision is intended to make the policy more effective and efficient by reducing the number of individual programs from eight to five, changing the non-resident tuition surcharge from in-state tuition plus \$250 per semester to 125 percent of in-state tuition, decreasing the on-campus housing requirement from 128 semester hours to 60, eliminating references to separate tuition rates for MBA students, specifying a minimum gift amount for active alumnus status and preventing duplication of institutional aid for international students.

***Non-Resident  
Tuition Policy***

Discussion followed concerning the Kentucky-Ohio Tuition Reciprocity Program and the Out-of-State Tuition Scholarship Program.

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

VOTE: The motion carried.

The President recommended:

***CPE Resolution***

RECOMMENDATION: That the Board adopt the following resolution:

BE IT RESOLVED by the Board of Regents of Morehead State University that the University is exercising its option under the Quantitative Waiver Provision of KRS164.020 (18), to submit new academic program proposals to the Council on Postsecondary Education during calendar year 2006 for the Council's review under the provisions of the *1997-2002 Kentucky Plan for Equal Opportunities in Postsecondary Education*.

ADOPTED this second day of March 2006.

ATTEST:

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Secretary, Board of Regents

\_\_\_\_\_  
Chair, Board of Regents

\_\_\_\_\_  
President, Morehead State University

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

VOTE: The motion carried.

Chair Booth recessed the meeting for ten minutes at 11 a.m.

**PRESIDENT'S  
REPORTS*****Preliminary Spring  
Enrollment Report***

Dr. Moore presented a preliminary report on 2006 spring enrollment. He said that preliminary figures indicate that 2006 spring enrollment is down slightly from the previous 2005 spring semester. A report on final enrollment will be presented at the June 15 meeting.

***Report on Personal  
Service Contracts***

Mr. Walters reported on two personal service contracts issued with amounts greater than \$10,000 between December 1, 2005, and February 14, 2006, as follows:

- The Segal Company to provide an audit of classification and compensation systems for the period January 1 thru June 30, 2006, in the amount of \$57,750.
- Heery International to provide Athletic Facilities Plan for the period February 1, 2006, thru June 30, 2006, in the amount of \$95,900.

***Gift Income  
Reports***

Barbara Ender, Vice President for Development, presented the Gift Income Reports. The first report on Year-to-Date Gift Income as of December 31, 2004 and 2005 showed an increase of \$73,748.34 over the 2004-05 fiscal year. The Major Gift Report, which is a list of gifts of \$10,000 or more that have been received and/or recorded since December 1, 2005, totaled \$100,954. In addition, Ms. Ender reported that the Foundation Board, at its February meeting, approved the spending allocation of just under \$1 million for scholarships and general program support.

Dr. Andrews reported that:

***Complete Success***

- Starting this fall, MSU will offer seven new online bachelor's degree "completer" programs designed primarily for graduates of the Kentucky Community and Technical College System (KCTCS). The announcement was made by Dr. Andrews at a news conference on February 28. Dr. Mike McCall, President of KCTCS, and Dr. Augusta Julian, President of the Maysville Community and Technical College, also were present for the announcement. The purpose of these completer programs is to provide an opportunity for these students to become Morehead State University graduates. Secondly, an enrollment period has been established specifically for transfer students so they get the first shot at the courses. Thirdly, the University now has a transfer scholarship in the amount of \$2,500 specifically targeted for qualified community college graduates who want to matriculate to the University.

***Strategic Plan***

- The ASPIRE Strategic Plan 2006-2010 has been reviewed by several constituent groups with good feedback especially from the students under Mr. Marion's leadership. The plan will be presented to the Board for formal approval at the June 15, 2006, meeting.

**ERP**

- The Enterprise Resource Program (ERP), which is the updated computer management system, is on track. Financials will go live July 1, 2006, followed by Payroll and Human Resources in January 2007.

**President's  
Leadership  
Academy**

- Sixteen individuals have been selected for the President's Leadership Academy. A committee composed primarily of community leaders selected the inaugural class. Of the 16 class members, 8 are females and 8 are males; 8 are faculty members, one librarian, 7 staff; and 2 African Americans. The Academy year starts in August with visits to Frankfort, including stops at CPE and KCTCS.

**Federal Proposals**

- Under the leadership of Dr. Michael Hail, Special Assistant to the President for Federal Relations, a process was developed and implemented during the 2005-06 school year to identify areas that would be worthy of federal funding within the University, particularly the potential of earmark funding for 2007. This process resulted in a strong priority list of eight projects. Dr. Andrews will be going to Washington, DC, to meet with the Kentucky delegation March 15-16 to promote the funding priorities of the University.

**Founders Day**

- Founders Day is scheduled Tuesday, March 14, 2006. The day begins with the Retiree Breakfast at 8:30 a.m., followed by the Memorial Brick Ceremony at 10:30 a.m. At 11:30 a.m., John R. Duncan will be recognized posthumously with the Founders Day Award for University Service. Other significant awards will be presented including Donor of the Year, Faculty/Staff Fundraiser of the Year, Volunteer Fundraiser of the Year and New Fellows will be inducted including John and Eugena O'Cull.

**Spring Back Project**

- During Spring Break March 19-25, Dr. Andrews and 125 students, faculty, staff and community participants will travel to Gulfport, Mississippi, to help in the clean-up efforts and restoration of the houses of hurricane Katrina victims. Ms. Lovely said that the League of Cities also is planning a trip to the Gulfport/New Orleans area.

**Spring Gala**

- MSU's Spring Gala is scheduled April 29. The theme for this year's gala is "Riverboat." The evening will begin with a reception at 6 p.m. followed by dinner, dancing, desserts and lots of fun and entertainment. Activities will include casino games, silent auction, live auction, and Harley Davidson motorcycle raffle. Also, a portion (\$5,000) of this year's Gala proceeds will help support the University's "Spring Back" project (trip during Spring Break to Gulfport, Mississippi).

**Multiversity**

- Presidents of the Tri-State area of Kentucky, Ohio and West Virginia met on February 22 to discuss the potential of establishing a multiversity, which is a voluntary association of regionally accredited colleges and universities located

within the Tri-State area, to come together to consult and collaborate in order to offer educational programs and research opportunities that will enhance the local educational, cultural and economic needs of the area.

### ***Rogers Scholars***

- A press conference was held with Congressman Hal Rogers in Hazard on February 22 to announce a partnership with the Center for Rural Development in Somerset that sponsors the Rogers Scholars. This new partnership will benefit some of the top high school students in Congressman Rogers 42-county service area of the Fifth District to provide 15 of our best scholarships to students who complete the Rogers program. In fact, eight of the Rogers Scholars have already been awarded scholarships, and the University expects to award seven others to students who qualify during the balance of this school year.

### **PRESENTATION OF RESOLUTIONS**

Chair Booth presented the resolutions, adopted by the Board earlier in the meeting, to Coach Matt Ballard representing the Football Eagles and to Melissa Dunn representing the Cheer Squad.

### **UPCOMING MEETINGS**

Chair Booth announced that the Board's work session will be held on Thursday, May 11, and the next quarterly meeting will be held on Thursday, June 15.

### **ADJOURNMENT**

There being no further business to conduct, Mr. Umberger moved that the meeting adjourn at 11:45 a.m. Ms. Dorton seconded the motion. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary  
Board of Regents

**RESOLUTION HONORING LARRY GENE CAUDILL**

**BOR (V)  
June 15, 2006**

**WHEREAS**, Mr. Larry Gene Caudill, has served with distinction as the first staff representative to the Board of Regents of Morehead State University over a period of 12 years; and

**WHEREAS**, Mr. Caudill has been a consistently strong and effective voice for employees of the University; and

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

**WHEREAS**, Mr. Caudill's four consecutive terms as a board member have reflected his professional collegiality and dedication to academic excellence, his abiding concern for the welfare of the entire University community, and his pride as an alumnus of the institution;

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

Done this fifteenth day of June 2006.

\_\_\_\_\_  
James H. Booth, Chair

**ATTEST:**

\_\_\_\_\_  
Carol Johnson, Secretary

\_\_\_\_\_  
Wayne D. Andrews, President

**RESOLUTION HONORING JASON W. MARION**

**BOR (V)  
June 15, 2006**

**WHEREAS**, Mr. Jason Wayne Marion of Batavia, Ohio, has served with distinction as the student member of the Board of Regents of Morehead State University since July 1, 2004; and

**WHEREAS**, Mr. Marion also served in superior fashion during this period as president of the University's Student Government Association,

**WHEREAS**, Mr. Marion's leadership resulted in the conception of a student recreation center and student body approval of a special fee to design and build the facility; and

**WHEREAS**, Mr. Marion's personal example inspired his fellow students to become more actively involved in the legislative budget process; and

**WHEREAS**, Mr. Marion's superior organizational skills led to his election as president of the Board of Student Body Presidents of Kentucky's public universities; and

**WHEREAS**, Mr. Marion's active engagement with the Board of Regents and his leadership of the Student Government Association consistently have reflected his high ethical standards and deep, personal commitment to student and institutional success;

**THEREFORE**, be it resolved by the Board of Regents of Morehead State University that Mr. Jason W. Marion be and hereby is commended for his two years of honorable and outstanding service on the Board of Regents and his leadership of the Student Government Association.

Done this fifteenth day of June 2006.

\_\_\_\_\_  
James H. Booth, Chair

ATTEST:

\_\_\_\_\_  
Carol Johnson, Secretary

\_\_\_\_\_  
Wayne D. Andrews, President

**RESOLUTION HONORING JERRY W. UMBERGER**

**BOR (V)  
June 15, 2006**

**WHEREAS**, Mr. Jerry W. Umberger has served with distinction as a member of the Board of Regents of Morehead State University over a period of six years; and

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

**WHEREAS**, Mr. Umberger's term as a board member has reflected his professional collegiality and dedication to academic excellence, his abiding concern for the welfare of the entire University community, and his pride as an alumnus of the institution;

**THEREFORE**, be it resolved by the Board of Regents of Morehead State University that Mr. Jerry W. Umberger be and hereby is commended for his six 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 fifteenth day of June 2006.

\_\_\_\_\_  
James H. Booth, Chair

ATTEST:

\_\_\_\_\_  
Carol Johnson, Secretary

\_\_\_\_\_  
Wayne D. Andrews, President

**RESOLUTION HONORING  
REVEREND PHIL C. HOGG**

**BOR (VI)  
June 15, 2006**

**WHEREAS**, Reverend Phil C. Hogg, a respected member of the United Methodist Church clergy, gave 17 years of outstanding service to the students and employees of Morehead State University as campus minister; and

**WHEREAS**, Reverend Hogg has accepted a new call to serve with his appointment as senior pastor of Advance Memorial United Methodist Church in Flatwoods, Kentucky; and

**WHEREAS**, Reverend Hogg and his wife, Janet, and son, Phillip, are proud alumni of the University; and

**WHEREAS**, Reverend Hogg also holds a master's degree in divinity from Asbury Theological Seminary; and

**WHEREAS**, Reverend Hogg endeared himself to the University community as a gifted counselor, mentor and friend;

**THEREFORE**, be it resolved by the Board of Regents of Morehead State University that Reverend Phil C. Hogg be and hereby is commended for his noble and selfless service as campus minister and that the Board extends best wishes to Rev. Hogg for continued success in his ministerial career.

Done this fifteenth day of June 2006.

\_\_\_\_\_  
James H. Booth, Chair

ATTEST:

\_\_\_\_\_  
Carol Johnson, Secretary

\_\_\_\_\_  
Wayne D. Andrews, President

**RESOLUTION HONORING  
U.S. REP. HAL ROGERS**

**BOR (VII)  
June 15, 2006**

**WHEREAS**, U. S. Rep. Harold D. (Hal) Rogers has completed 25 years of honorable and distinguished service in the U.S. House of Representatives on behalf of the citizens of the Fifth Congressional District of Kentucky; and

**WHEREAS**, Morehead State University has the proud distinction of being the only public university in the Fifth Congressional District of Kentucky; and

**WHEREAS**, Rep. Rogers was a friend and supporter of Morehead State University's faculty, staff and students even prior to Rowan County being added to the Fifth Congressional District, and

**WHEREAS**, Rep. Rogers has provided extraordinary advice and assistance to the University in the creation and development of the Ronald G. Eaglin Space Science Center, an emerging research, educational and economic development facility that is unique to Kentucky; and

**WHEREAS**, Rep. Rogers has given generously of his invaluable time and influence to help the University expand and improve its teaching, research and public service activities to benefit the citizens of the Fifth Congressional District and the Commonwealth of Kentucky; and

**WHEREAS**, Rep. Rogers continues to challenge the University to be aggressive in developing new programs to increase educational opportunities for its students and to improve public health, the economy and other quality of life measures in Southern and Eastern Kentucky;

**THEREFORE, BE IT RESOLVED** that Congressman Hal Rogers be and hereby is commended for the first 25 years of his inspiring and illustrious career in the U.S. House of Representatives and that the Board of Regents also extends its sincerest best wishes, on behalf of the entire University community, for continued good health and professional success.

Adopted this fifteenth day of June 2006.

ATTEST:

\_\_\_\_\_  
James H. Booth, Chair

\_\_\_\_\_  
Carol Johnson, Secretary

\_\_\_\_\_  
Wayne D. Andrews, President

## **RATIFY 2006 SPRING GRADUATES**

**BOR (VIII-A-1)**  
**June 15, 2006**

### **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 2006 Spring Commencement on May 13, 2006, be ratified.

### **Background:**

At the May 13, 2006, Spring Commencement, 1,049 students were awarded degrees from Morehead State University. This included 87 associate degrees, 707 bachelor degrees, 248 master degrees and 3 education specialist degrees.

**APPROVE EMERITUS STATUS, 2006**

**BOR (VIII-A-2)  
June 15, 2006**

**Recommendation:**

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

William Layne, professor of theatre  
Charles Morgan, professor of psychology

**Background:**

In accordance with PAC-3, the faculty members and librarians listed above were 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.

## **APPROVE PROMOTION, 2006**

**BOR (VIII-A-3)  
June 15, 2006**

### **Recommendation:**

That the Board of Regents approve the granting of promotions to the following faculty with the issuance of their contracts for the 2006-07 year:

#### **Professor**

Ilun White, psychology  
William Grise, industrial and engineering technology  
John Ernst, history  
Suzanne Tallichet, sociology  
Terry Irons, English  
Scott Davison, philosophy  
Stephen Tirone, art  
Dayna Seelig, health, physical education and sports science  
Mesghena Yasin, economics

#### **Librarian III**

Jason Vance

### **Background:**

In accordance with personnel policies, faculty members desiring promotion are responsible for developing their portfolios for submission to their peers and administrative supervisors for analysis and review. Recommendations from these peer groups and administrators are forwarded to the Provost. The President, based upon recommendations from the Provost, submits his recommendations to the Board of Regents.

**APPROVE MASTER OF ARTS IN EDUCATION –  
EDUCATIONAL TECHNOLOGY WITH  
INSTRUCTIONAL COMPUTER TECHNOLOGY  
ENDORSEMENT**

**BOR (VIII-A-4)  
June 15, 2006**

**Recommendation:**

That the Board of Regents approve the Master of Arts in Education – Educational Technology degree with an Instructional Computer Technology Endorsement

**Background:**

The proposed Master of Arts in Education – Educational Technology with an Instructional Computer Technology Endorsement is designed for professionals in P-16 education to develop a practical knowledge in the area of instructional design, integrate technology into existing curricular areas, and address future technology integration needs. This program is particularly appropriate for P-12 educators who desire to be specialists in educational technology training areas and instructional design as well as teacher trainers throughout the P-16 education field. Students will focus on the practical application of hardware, software, educational delivery methods, and curricular theory to enhance the educational learning environment as well as to address the varied learning styles of students. In addition, this program is designed to be a fully web-based graduate program to meet the needs of teachers across and beyond Kentucky. This would be the first fully web-based educational technology program within Kentucky.

The purpose of the proposed Master of Arts in Education – Educational Technology with an Instructional Computer Technology Endorsement is to address the need of technology integration in education, consistent with such state and national teaching standards as the Kentucky Teacher Standards, the Kentucky Educational Technology Master Plan, and the National Educational Technology Plan.

Goals of the proposed MAET are to:

- Address the increasing focus of national and state standards<sup>1</sup> on the use of technology in the classroom by enhancing educators' use and integration of technology in the classroom.
- Address the digital disconnect of students being more technologically advanced than their teachers by providing enhanced educational technology preparation for P-12 teachers and individuals in P-16 education.
- Enhance educators' instructional abilities to provide highly qualified education to students through the integration of educational technology within specific disciplines.
- Provide preparation for P-12 teachers to take on the role of school technology coordination to address basic hardware/network troubleshooting, provide just-in-time

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<sup>1</sup> International Society for Education Technology (ISTE) National Educational Technology Standards (NETS) for Teachers, Association for Educational Communications and Technology (AECT)/National Council for Accreditation for Teacher Education (NCATE) accreditation standards for national recognition, KY Experienced Teacher Standard 10, and the National Educational Technology Plan)

training for teachers in educational technology implementation, and assist in school-based organizational change in the acquisition, maintenance, and use of technology within the school.

The program goals will be achieved through advanced educational technology coursework provided via fully web-based instruction. Coursework will be structured to allow for both reflection and professional practice and application within the classroom of teachers participating in the program. The proposed program is tied to several of the University goals outlined in the University mission. This program will provide a high quality graduate academic learning experience and also addresses MSU's Teacher Education Reform by providing enhanced teacher preparation through the appropriate use of technology within the classroom ( MSU Goal 1: Academic Excellence and Student Success; Objectives 1-1 & 1-2). The proposed program also seeks to address the MSU Goal 3: Enrollment Growth and Retention Gains through increased enrollment and graduation rates within the College of Education graduate program. The proposed program will also seek to address MSU Goal 5: Enhanced Reputation and Productive Partnerships by collaborating with state level educational agencies to address educational technology issues and advanced technology integration preparation for experienced teachers.

#### **Analysis:**

Over four years of study, market research, and program design have been committed to the development of the proposed program. The program is designed specifically to meet the Standards for the Accreditation for Educational Specialist Programs used by the National Council for the Accreditation of Teacher Education (NCATE). The development team tailored the program to the needs of Morehead State University by completing the following tasks between 2001 and 2005: (1) an ongoing review of Association for Educational Technology (AECT) and NCATE nationally recognized educational technology programs and educational technology programs in Kentucky; (2) review of the AECT/NCATE standards for Initial Educational Communications and Technology programs; (3) review of the International Society for Technology in Education (ISTE) National Educational Technology Standards (NETS) for Teachers; (3) market research of student teachers who could be potential candidates for the program; (4) market research of current teachers in P-12 schools who could be potential candidates for the program; (5) market research of Student Technology Leadership Program coordinators to determine the need for this type of program; (6) communication with AECT standards committee members to develop an appropriate web-based educational technology program; and (7) a review of priorities of the Kentucky Educational Technology (KETS) Master Plan for Educational Technology FY2001 – FY2006.

This program has the potential to grow quickly at Morehead State University. Data was collected during the 2004 spring semester from 161 current MSU undergraduate education students, school teachers taking courses at MSU, and district Student Technology Leadership Program (STLP) coordinators. There were 51 current students and 32 current teachers that were interested in the proposed Master's degree program. There were 54 current students and 38 current teachers that were interested in the proposed Rank I program. These data show that there could be as many as 70-83 students who may wish to apply for either the Master's degree or Rank I programs by 2008. The proposal anticipates a conservative enrollment for the program of 10 students in the first year and then incremental increases each year. Due to the web-based nature of this program, these numbers could grow considerably after advertising has begun for the program. A marketing strategy is being developed by the College of Education to advertise the proposed program at state, national, and international levels. Additionally, the program will be submitted in the future for NCATE

National Recognition of Initial Educational Communications and Technology (IECT) programs. There are approximately 20 programs throughout the United States that have obtained National Recognition. There are no Nationally Recognized IECT programs currently in Kentucky.

**APPROVE BACHELOR OF SCIENCE DEGREE  
TECHNOLOGY MANAGEMENT (BSTM)**

**BOR (VIII-A-5)  
June 15, 2006**

**Recommendation:**

That the Board of Regents approve the Bachelor of Science: Area of Concentration in Technology Management (BSTM).

**Background:**

Global competition and technological integration demand that industries, businesses and service organizations hire competent professionals capable of functioning in a complex and continuously changing environment. The Technology Management program is designed to meet the expanding need for challenging jobs in technology and engineering management and to enhance the baccalaureate transfer program by allowing a complete transfer of associate degree coursework to the BSTM program.

The 2+2 Technology Management program specifically targets Kentucky Community and Technical College System (KCTCS) associate-level graduates from technology-related programs and is intended as a "completer" program for the KCTCS associate degree graduates. The purpose for this new program is to enable the AS/AAS graduates who have completed a technical degree to complete the BS in Technology Management. The BS in Technology Management seeks to enhance the academic offerings and opportunities for associate-level graduates. The program would enhance the capabilities of graduates to answer the call for an advanced workforce in the Commonwealth of Kentucky.

**Admissions Requirements:**

1. Unconditional acceptance to Morehead State University through the Office of Admissions.
2. Student must have graduated with an associate degree from KCTCS with a technology-related degree and cumulative GPA of 2.0 on all college work. Such associate-level degree programs include: Computer Aided Drafting, Electrical/Electronics Technology, Machine Tool Technology, Applied Process Technology, Industrial Maintenance Technology, Quality Management Systems, Manufacturing Systems Technology, Surveying and Mapping, Manufacturing Engineering Technology, Industrial Automation Technology, Industrial Chemical Technology, Instrumentation and Process Control, and Civil Engineering Technology. Students with other technology-related degrees not listed here from KCTCS or other community college systems may petition to qualify under this requirement.
3. Students must meet the full general education requirements at MSU for a bachelor degree.

**Analysis:**

The BSTM objectives are to:

1. Offer a continuing educational path for KCTCS associate-level graduates within technical-related programs.
2. Increase students' potential to seek the widest range of employment opportunities in the modern technical workplace.
3. Increase the number of bachelor-level graduates within the Commonwealth of Kentucky.

This BSTM program will provide an opportunity for a large number of technically well prepared students to complete a bachelor degree with an emphasis on management within "high-tech" industries. The IET Department's Industrial Advisory Board members have stated that, for certain technical management positions within their companies upgraded analytical and design skill sets would be advantageous for technology students graduating from MSU. This program is meant to address that need, as expressed by companies in our region, for an enhanced level of technical management expertise that require a baccalaureate degree to fill certain positions.

Marketing strategies to be implemented will include direct contact by mail, phone, and/or personal interviews with coordinators of technical programs at all community colleges in Kentucky. Further, the IET Department will ask the MSU administration to collaborate with and disseminate information about this new program to the KCTCS administration. The IET Department will work with the MSU Admissions office personnel in order to develop appropriate marketing print materials to advertise the proposed program and distribute these materials to the KCTCS and high schools in the MSU service region and beyond.

The Kentucky Council on Postsecondary Education has approved the implementation of the BSTM program.

## **RATIFY PERSONNEL ACTIONS**

**BOR (VIII-A-6)  
June 15, 2006**

### **Recommendation:**

That the Board ratify the Personnel Actions for the period February 6, 2006, through May 19, 2006.

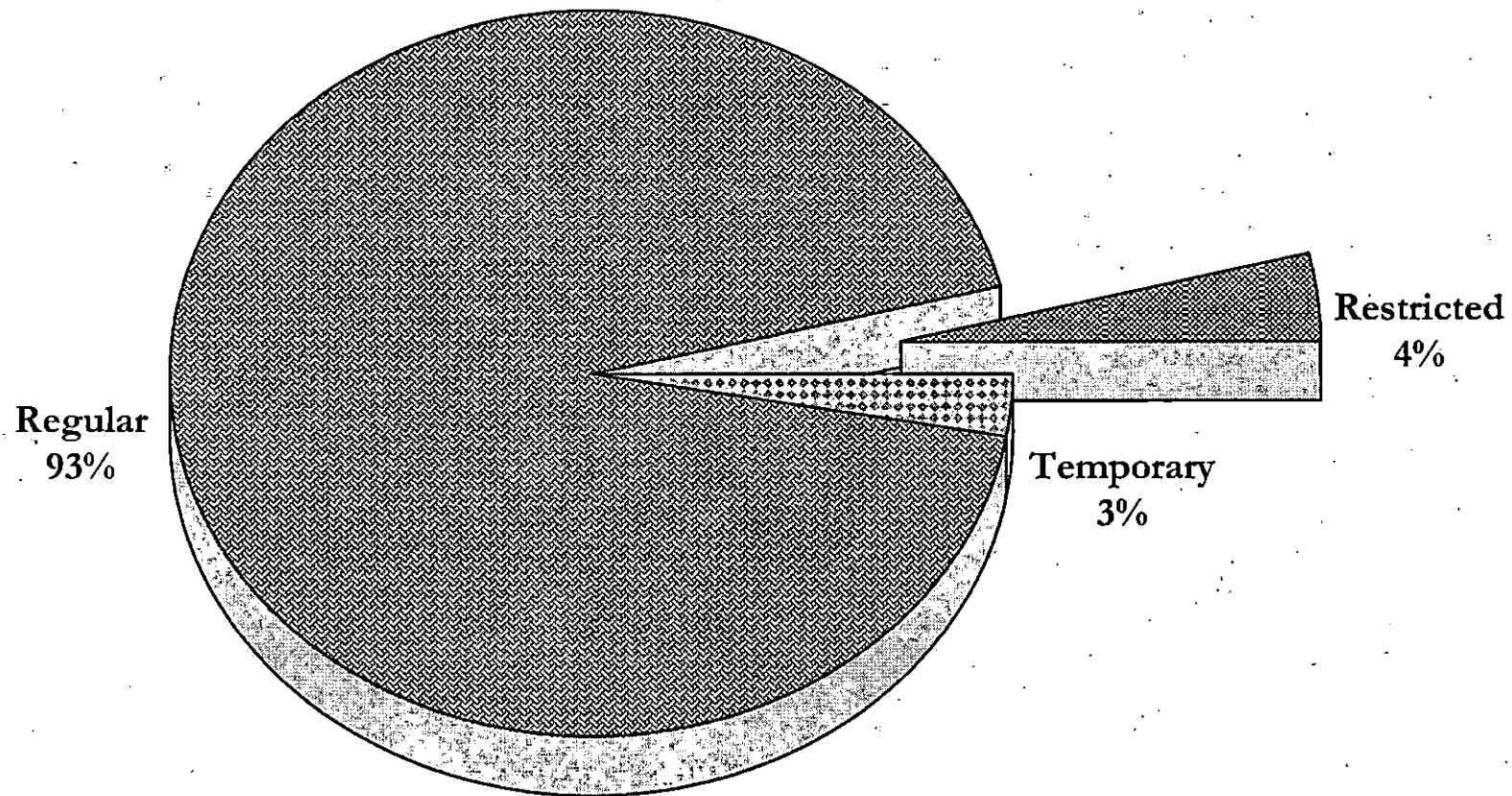
### **Background:**

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.

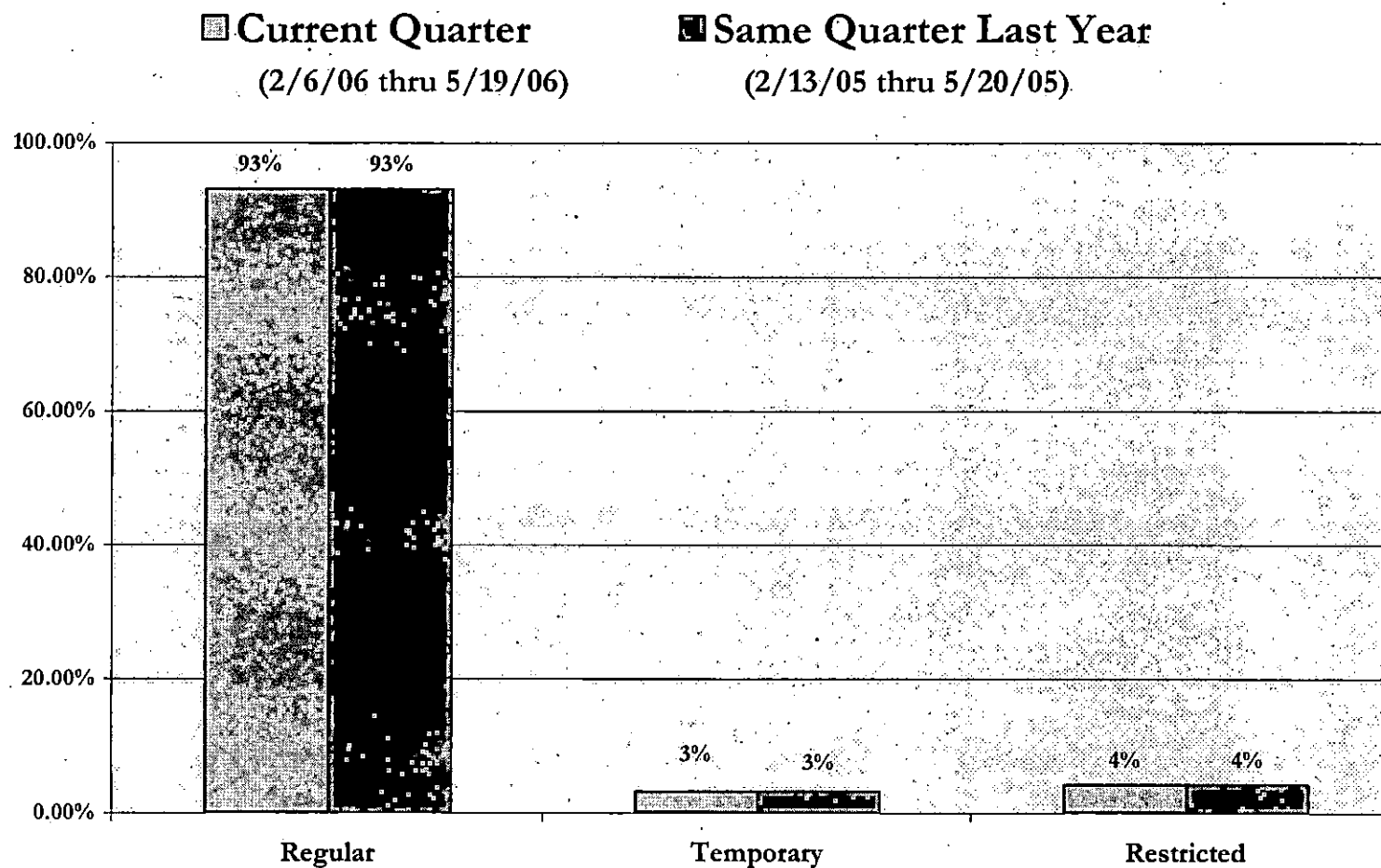
# PERSONNEL ACTION REQUEST

2/6/06 thru 5/19/06



Total Number of PARs = 148

## COMPARISON CHART FOR PERSONNEL ACTION REQUEST

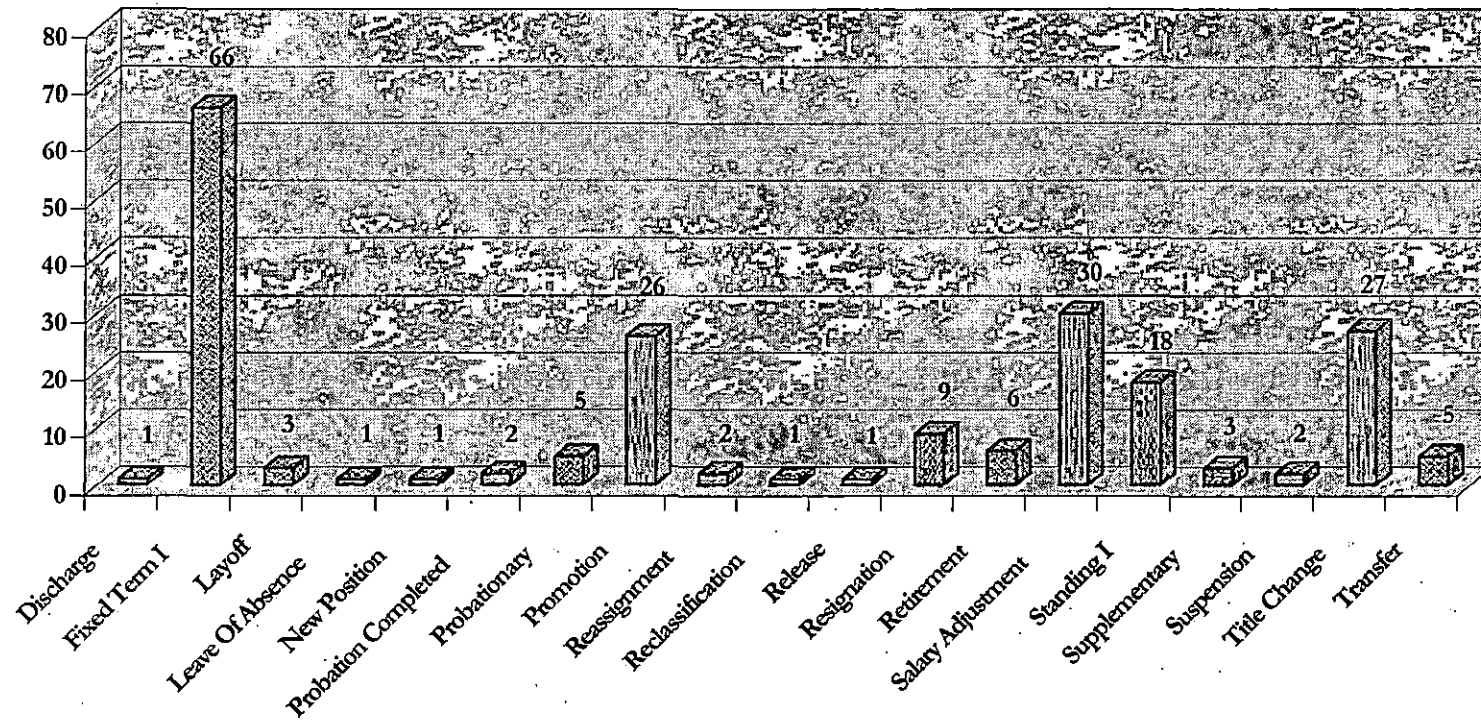


### Total Number of PARs

Current Quarter = 148

Same Quarter Last Year = 154

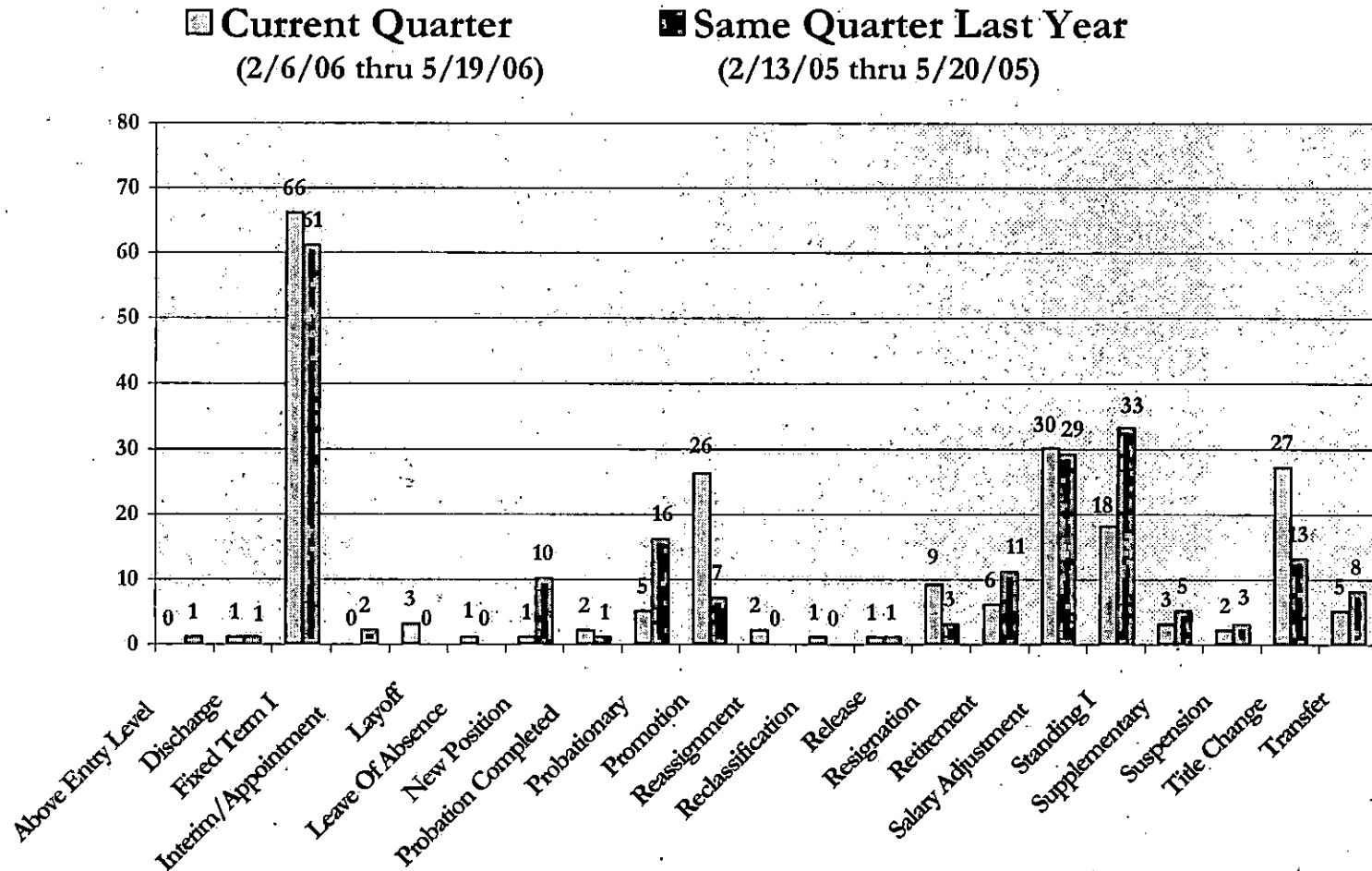
# PERSONNEL ACTIONS FOR COVERED ROSTER APPOINTMENTS 2/6/06 thru 5/19/06



Total Number of PARs = 138

Total Number of Actions = 209

## COMPARISON CHART FOR COVERED ROSTER APPOINTMENTS



### Total Number of PARs

Current Quarter = 138

Same Quarter Last Year = 144

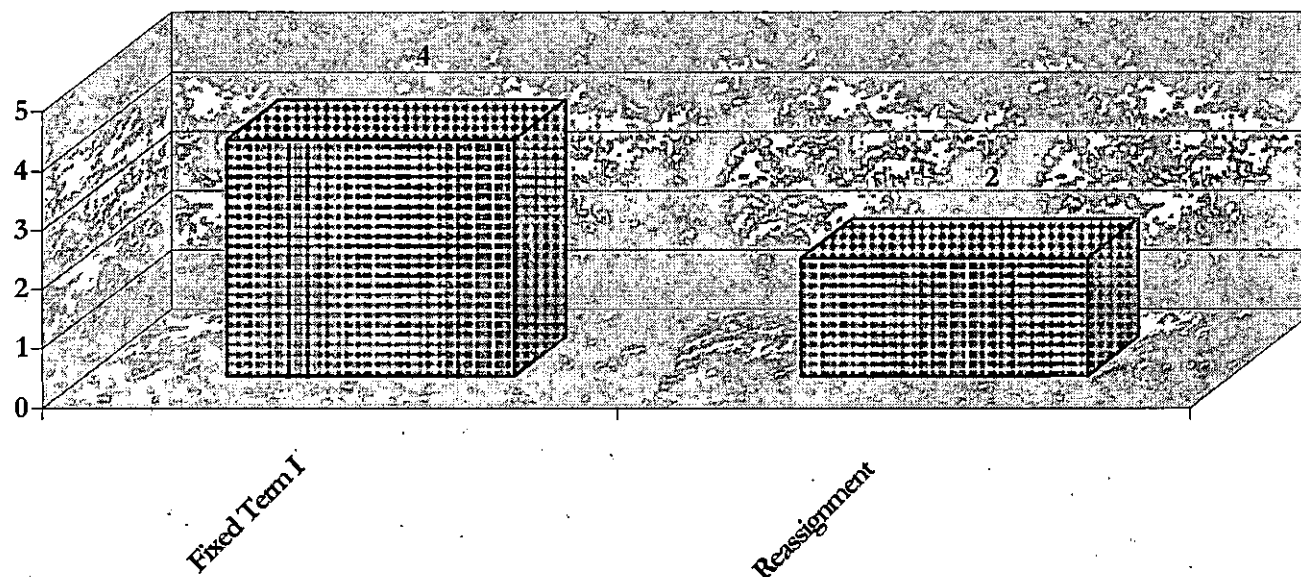
### Total Number of Actions

Current Quarter = 209

Same Quarter Last Year = 205

# PERSONNEL ACTIONS FOR NON-ROSTERED TEMPORARY APPOINTMENTS

2/6/06 thru 5/19/06

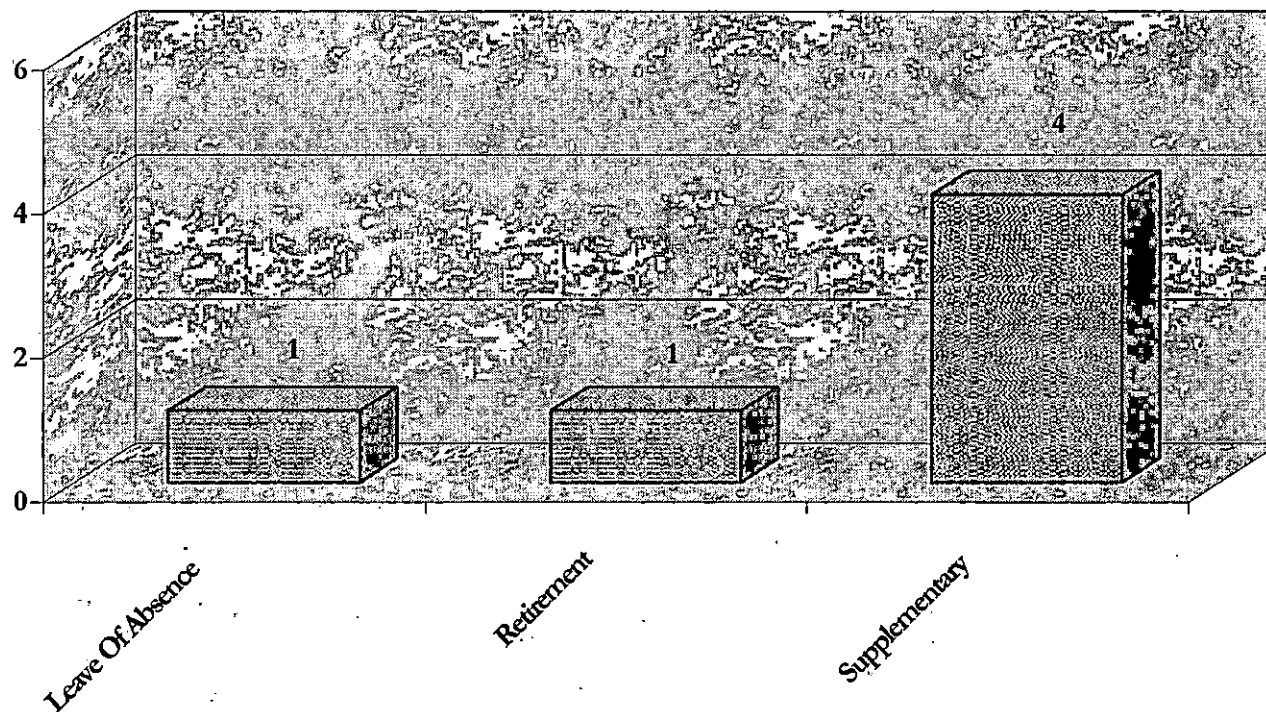


Total Number of PARs = 4

Total Number of Actions = 6

## PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS

2/6/06 thru 5/19/06



Total Number of PARs = 6

Total Number of Actions = 6

MOREHEAD STATE UNIVERSITY  
STANDING I AND STANDING II POSITIONS SUMMARY  
5/19/06

<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	36.00	1.00	33.00	91.67
DIVISION OF DEVELOPMENT	14.00	15.00	1.00	14.00	93.33
DIVISION OF PLANNING, BUDGETS AND TECHNOLOGY	42.75	42.75	0.00	37.75	88.30
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	67.00	68.00	1.00	65.00	95.59
PHYSICAL PLANT	154.70	152.70	-2.00	146.70	96.07
DIVISION OF STUDENT LIFE	137.49	144.49	7.00	137.39	95.09
DIVISION OF ACADEMIC AFFAIRS	24.50	24.50	0.00	21.50	87.76
CAUDILL COLLEGE OF HUMANITIES	161.61	166.25	4.64	156.25	93.98
COLLEGE OF BUSINESS	54.50	52.50	-2.00	50.50	96.19
COLLEGE OF EDUCATION	107.00	110.00	3.00	99.00	90.00
COLLEGE OF SCIENCE AND TECHNOLOGY	153.60	160.10	6.50	139.10	86.88
INSTITUTE FOR REGIONAL ANALYSIS & PUBLIC POLICY	19.00	19.00	0.00	17.50	92.11
GRADUATE AND UNDERGRADUATE PROGRAMS	49.64	48.00	-1.64	45.00	93.75
CAMDEN-CARROLL LIBRARY	38.00	38.00	0.00	36.00	94.74
	1065.04	1083.54	18.50	1004.94	92.75

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:**

**FIXED TERM I**

**RELEASE**

**LAYOFF**

**RESIGNATION**

**LEAVE OF ABSENCE**

**RETIREMENT**

**NEW POSITION**

**SALARY ADJUSTMENT**

**PROBATION COMPLETED**

**STANDING I**

**PROBATIONARY**

**SUSPENSION**

**PROMOTION**

**TITLE CHANGE**

**REASSIGNMENT**

**TRANSFER**

**RECLASSIFICATION**

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
ABDEL-MEGUID, MONA BAKRY Asst. Prof. of Social Work Sociology, S.W. & Criminology 3470 \$42,000.00	\$43,400.00	Fixed Term I	08/10/2006 - 05/12/2007	Faculty Escrow
ALUNGBE, GABRIEL D. Assoc. Prof., Ind. & Eng. Tech Industrial & Engineering Tech. 260 \$45,956.00	\$58,000.00	Standing I	8/10/2006	Roster ID # 000325 Roster ID # 003303
ATIM, SILVIA Assistant Professor Chemistry Physical Sciences 592 \$43,000.00	\$43,000.00	Standing I	8/10/2006	Faculty Escrow
AUSTIN, GARY L. Librarian III Camden Carroll Library 682 \$46,881.00	\$46,881.00	Resignation	5/26/2006	
BAILEY, REBECCA LYNN Instructor of English English, Foreign Lang. & Phil. 3463 \$30,742.00	\$30,742.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name  
 Title  
 Department  
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
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BARTON, KRISTA ANN Instructor of Education Curriculum & Instruction 3304 \$36,264.00	\$36,264.00	Fixed Term I	08/16/2006 - 05/12/2007	
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BEAR, HATTIE PAULINE Building Services Technician Building Services 781 \$8.78/hr.	\$8.78/hr.	Retirement	4/30/2006	
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BECK, GENELL SUE Instructor of Mathematics Mathematics & Computer Science 3106 \$34,643.00	\$34,643.00	Fixed Term I	08/16/2006 - 05/12/2007	
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BENTON, SHARON HENRY Instructor of Education Curriculum & Instruction 382 \$46,000.00	\$38,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
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BERGLEE, ROYAL Asst. Professor of Geography Geog., Government & History 602 \$47,950.00	\$49,950.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Geography to Assoc. Prof. of Geography)	8/16/2006	Opening Bud-Undist.
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**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
BEYER, VICTORIA M. Instructor of English English, Foreign Lang. & Phil. 1433 \$31,693.00	\$31,693.00	Fixed Term I	08/16/2006 - 05/12/2007	
BINION, PATRICIA ANN Instructor of Education MAT Program - Secondary Educ. 3447 \$31,229.00	\$31,229.00	Fixed Term I	08/16/2006 - 05/12/2007	
BISHOP, ELIZABETH MARIE Instructor of Social Work/Fac. Sociology, S.W. & Criminology 3428 \$43,659.00	\$43,659.00	Fixed Term I	07/01/2006 - 06/30/2007	
BLACKBURN, BRENDA CAROLYN Instructor of Education MAT Program - Secondary Educ. 3444 \$31,229.00	\$31,229.00	Fixed Term I	08/16/2006 - 05/12/2007	
BLANTON, RICHARD ALAN Instructor of Mathematics Mathematics & Computer Science 3086 \$33,575.00	\$33,575.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

**Name**

**Title**

**Department**

**Roster ID**

**Position Base Salary**

**Salary**

**Description**

**Effective Date**

**Fund Source**

BRADLEY, COLETTE D.

Police Telecommunicator

Police Department

3424

\$10.20/hr.

\$10.20/hr.

Suspension  
(Without pay)

02/07/2006 - 02/13/2006

BRAMMELL, BEN F.

Instructor of Biology

Biological & Environmental Sci.

3090

\$40,000.00

\$40,000.00

Fixed Term I

08/16/2006 - 05/12/2007

BREEDEN, WAYNE T.

Associate Basketball Coach

Men's Basketball

2219

\$53,763.00

\$53,763.00/11 mo.

Fixed Term I  
(Extension of contract)

04/01/2006 - 05/15/2006

BROWN, AMY BACK

Clinical Instructor

Nursing - ADN Program

2889

\$43,233.00

\$45,000.00

Standing I

8/10/2006

Faculty Escrow

BROWN, ROBERT ROY

Instructor of CIS

Information Systems

3373

\$34,947.00

\$34,947.00

Fixed Term I

08/16/2006 - 05/12/2007

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
CAMPBELL, ROBERT CHARLES Assistant Professor of Art Art 3323 \$43,180.00	\$43,000.00	Standing I	8/10/2006	
CANIPE, JAMES BOYD Asst. Prof. of Adult Education Couns.,Lead.,Adult,Higher Edu. 394 \$46,278.00	\$48,278.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Adult Education to Assoc Prof. of Adult Education)	8/16/2006	Opening Bud-Undist.
CARGILL, SANDRA LEE Director, MSU @ Ashland MSU at Ashland 2221 \$60,000.00	\$60,000.00	Resignation	6/30/2006	
CARLISLE, GREGORY J. Instructor of Communications Communication and Theatre 3456 \$35,386.00	\$35,386.00	Fixed Term I	08/16/2006 - 05/12/2007	
CHANEY, KAREN Instructor of Education MAT Program - Secondary Educ. 3446 \$31,229.00	\$31,229.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
CHEDESTER, CHERYL GWYNNE Coord., Clinical Practice/TEP Educational Service Unit 3119 \$42,644.00	\$42,644.00	Release	3/31/2006	
CHOI, HAIWOOK Assistant Professor of CIS Information Systems 3316 \$86,790.00	\$88,790.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of CIS to Assoc. Prof. of CIS)	8/16/2006	Opening Bud-Undist.
COLLINS, BARBARA A. Food Services Specialist Agricultural & Human Sciences 284 \$9.92/hr.	\$9.92/hr.	Layoff	5/15/2006	
COLLINS, BETTY DONALDSON Instructor of Education Curriculum & Instruction 367 \$32,265.00	\$32,265.00	Fixed Term I	08/16/2006 - 05/12/2007	
COLYER, PAMELA Librarian II Camden Carroll Library 667 \$39,227.00	\$39,227.00	Leave of Absence (With pay)	06/08/2006 - 06/30/2006	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name				
Title				
Department				
Roster ID				
Position Base Salary	Salary	Description	Effective Date	Fund Source
DAILEY, CHARLOTTE MARIE Food Services Specialist Agricultural & Human Sciences 283 \$8.61/hr.	\$8.61/hr.	Layoff	5/15/2006	
DAVISON, SCOTT A. Assoc. Professor of Philosophy English, Foreign Lang. & Phil. 3154 \$50,631.00	\$54,631.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of Philosophy to Professor of Philosophy)	8/16/2006	Opening Bud-Undist.
DENAYER, PAUL JOHN Asst. Professor of Theatre Communication and Theatre 477 \$67,567.00	\$44,000.00	Standing I	8/10/2006	
DOYLE, MAUREEN Asst. Prof. Computer Science Mathematics & Computer Science 3379 \$67,723.00	\$67,723.00	Resignation	5/13/2006	
DUAN, YAN Assoc. Professor of Nursing Nursing - ADN Program 291 \$51,258.00	\$51,258.00	Resignation	2/12/2006	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name  
Title  
Department  
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
EDWARDS, ALLEN EUGENE Assistant Basketball Coach Men's Basketball 2218 \$39,274.00		\$39,274.00/11 mo.	Fixed Term I	04/01/2006 - 03/31/2007	
ENGLE, F. BRUCE Instructor of English English, Foreign Lang. & Phil. 2639 \$33,351.00		\$33,351.00	Fixed Term I	08/16/2006 - 05/12/2007	
ERNST, JOHN P. Assoc. Professor of History Geog., Government & History 609 \$51,627.00		\$55,627.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of History to Professor of History)	8/16/2006	Opening Bud-Undist.
FERGUSON, TERESA DAWN Clinical Instructor Nursing - BSN Program 291 \$51,258.00		\$45,000.00	Standing I	8/10/2006	

# Appointment Status Actions

02/06/2006 - 05/19/2006

Name	Title	Department	Roster ID	Position Base Salary	Salary	Description	Effective Date	Fund Source
FITZGERALD, LYNNE ELIZABETH	Professor of HPER	Health, P.E. & Sport Science	3102	\$92,193.00	\$94,000.00	Standing I Promotion Transfer Salary Adjustment Title Change (From Prof. of HPER to Dept. Chair & Prof. of HPER. From \$68,586 to \$94,000. \$25,414 incr.)	7/1/2006	Opening Bud-Undist.
FOX, AMY JO	Medical Dept. Psychologist	CDPCRC			\$56,832.00	Leave of Absence (Without pay)	03/27/2006 - 03/28/2006	Restricted
FRANK, ROBERT E.	Assoc. Dean, International Edu.	International Education	480	\$54,097.00	\$54,097.00	Title Change Transfer Reassignment (From Assoc. Dean, Intern. Ed. to Assoc. Prof. of Speech, Comm. & Theatre. From \$71,685 to \$54,097)	8/14/2006	
FRIEDER, BRADEN KENDALL	Assistant Professor of Art	Art	452	\$40,000.00	\$42,000.00	Standing I	8/10/2006	Faculty Escrow

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name  
 Title  
 Department  
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
FULTON, KEVIN ROSS Head Tennis Coach Tennis 1207 \$36,000.00	\$36,000.00	Fixed Term I	07/01/2006 - 06/30/2007	
GRAYSON, DONNIE JACK Instructor of English English, Foreign Lang. & Phil. 3462 \$31,074.00	\$31,074.00	Fixed Term I	08/16/2006 - 05/12/2007	
GRIMES, CONNIE SUE Instructor of CIS Information Systems 329 \$40,239.00	\$40,239.00	Fixed Term I	08/16/2006 - 05/12/2007	
GRISE, WILLIAM R. Assoc. Prof. Industrial Educ. Industrial & Engineering Tech. 266 \$56,370.00	\$60,370.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of Industrial Education to Professor of Education)	8/16/2006	Opening Bud-Undist.

# Appointment Status Actions

02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
HALEMAN, DIANA L. Assistant Professor Education Curriculum & Instruction 3236 \$46,387.00	\$48,387.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Education to Assoc. Prof. of Education)	8/16/2006	Opening Bud-Undist.
HALL, RAYMOND DOUGLAS Instructor of Sociology Sociology, S.W. & Criminology 3210 \$32,192.00	\$32,192.00	Fixed Term I	08/16/2006 - 05/12/2007	
HARDIN, PATRICIA JANE Instructor of Education MAT Program - Secondary Educ. 3448 \$31,229.00	\$31,229.00	Fixed Term I	08/16/2006 - 05/12/2007	
HARDIN, WILLIAM R. Director of Support Services Office of Support Services 39 \$57,882.00	\$62,223.00 (\$4,341.00 incr.)	Salary Adjustment Reclassification	2/1/2006	Roster ID # 000041
HOLBROOK, PAMELA ELIZABETH Instructor of Mathematics Mathematics & Computer Science 581 \$36,687.00	\$30,000.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
HOLCOMB, JASON PATRICK Asst. Professor of Geography Geog., Government & History 3191 \$44,712.00	\$46,712.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Geography to Assoc. Prof. of Geography)	8/16/2006	Opening Bud-Undist.
HSIEH, CHIA-LING Instructor of Music Music 3478 \$34,000.00	\$34,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
HUNT, DARLA ANN Inst. of Information Systems Information Systems 3372 \$41,505.00	\$41,505.00	Fixed Term I	08/16/2006 - 05/12/2007	
IRONS, TERRY LYNN Assoc. Professor of English English, Foreign Lang. & Phil. 486 \$50,276.00	\$54,276.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of English to Professor of English)	8/16/2006	Opening Bud-Undist.

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
JARNAGIN, JOHN H. Head Baseball Coach Baseball 2826 \$49,570.00	\$49,570.00	Fixed Term I	07/01/2006 - 06/30/2007	
JOHNSON, HOWARD RANDOLPH Maint. Supervisor/Carpentry Building Maintenance 706 \$17.89/hr.	\$17.89/hr.	Retirement	5/31/2006	
JOHNSON, LACYNDA CAROL Enrollment Services Specialist Office of Financial Aid 3226 \$8.17/hr.	\$8.17/hr.	Probation (Extension of probationary period)	05/06/2006 - 07/05/2006	
JONES, SHAMBRICA KENYATTIA Asst. Women's Basketball Coach Women's Basketball 3127 \$36,050.00	\$36,050.00	Fixed Term I	04/01/2006 - 03/31/2007	
JUDGE, MICHAEL PAUL Director of Distance Learning Office of Distance Learning 159 \$78,304.00	\$78,304.00	Resignation	4/7/2006	

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name  
 Title  
 Department  
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
JUST, MARY MARGARET Asst. Prof. of Social Work Sociology, S.W. & Criminology 629 \$45,536.00	\$47,536.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Social Work to Assoc. Prof. of Social Work)	8/16/2006	Opening Bud-Undist.
KARWOSKI, JILL SUZANNE Women's Softball Coach Women's Softball 654 \$40,119.00	\$40,119.00	Fixed Term I	07/01/2006 - 06/30/2007	
KELLY, RAMON CANTRELL Basketball Operations Coord. Men's Basketball 3488 \$9.76/hr.	\$9.76/hr.	Layoff	5/6/2006	
KERR, WADE LEVIN NYSP & Special Projects Dir. Health, P.E. & Sport Science 3305 \$38,708.00	\$34,208.00 (\$4,500.00 decr.)	Fixed Term I Salary Adjustment Title Change (From NYSP & Special Projects Director to Instructor of HPES)	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name  
Title  
Department  
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
KIMBLER, ARNOLD LEE Instructor of English English, Foreign Lang. & Phil. 3461 \$31,609.00	\$31,609.00	Fixed Term I	08/16/2006 - 05/12/2007	
KING, DIANA SUE Asst. Professor of Nursing Nursing - ADN Program 3502 \$45,000.00	\$45,000.00	Standing I New Position	8/10/2006	Opening Bud-Undist.
KNOLL, JAMES A. Professor of Education Curriculum & Instruction 3056 \$92,510.00	\$94,000.00	Standing I Transfer Salary Adjustment Title Change Promotion (From Prof. of Ed. to Dept. Chair & Prof. of Ed. From \$68,272 to \$94,000. \$25,728 incr.)	7/1/2006	Opening Bud-Undist.
KOETT, KEVIN S. Dean of Students Off., VP Student Life 543 \$61,663.00	\$63,513.00 (\$1,850 incr.)	Probation Completed Salary Adjustment	10/29/2005	Opening Bud-Undist.

# Appointment Status Actions

02/06/2006 - 05/19/2006

Name

Title

Department

Roster ID

Position Base Salary

Salary

Description

Effective Date

Fund Source

LAKE, MICHAEL HOWARD

\$31,000.00

Fixed Term I

08/16/2006 - 05/12/2007

Instructor of English

English, Foreign Lang. & Phil.

3212

\$31,000.00

LAMBERT, BILLY DUANE

\$32,278.00

Fixed Term I

08/16/2006 - 05/12/2007

Instructor of Education

MAT Program - Secondary Educ.

3445

\$32,278.00

LEE, JEANIE KATHLYN

\$44,000.00

Promotion

8/16/2006

Opening Bud-Undist.

Assistant Professor of Music

(\$2,000.00 incr.)

Salary Adjustment

Music

Title Change

524

(From Asst. Prof. of

\$42,000.00

Music to Assoc. Prof. of

Music)

LESTER, BOYCE NOEL

\$30,929.00

Fixed Term I

08/16/2006 - 05/12/2007

Instructor of Education

MAT Program (Special Educ.)

3450

\$30,929.00

LI, XIAOLONG JAMES

\$50,380.00

Standing I

8/14/2006

Faculty Escrow

Asst. Prof., Ind. & Eng. Tech.

Industrial & Engineering Tech.

1282

\$50,349.00

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
LYONS, BARBARA ANN Instructor of Education MAT Program - Secondary Educ. 3482 \$30,000.00	\$30,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
MACE, RONALD WILLIAM Instructor of Communications Communication and Theatre 3455 \$35,386.00	\$35,386.00	Fixed Term I	08/16/2006 - 05/12/2007	
MACY, KYLE ROBERT Head Basketball Coach Men's Basketball 636 \$97,542.00	\$97,542.00	Resignation	3/31/2006	
MADDEN, DEBORAH B. Instructor of Accounting Accounting, Econ. & Finance	\$47,613.00	Fixed Term I	08/16/2006 - 05/12/2007	Roster ID # 003239
MANDZY, ADRIAN O. Asst. Professor of History Geog., Government & History 2869 \$41,890.00	\$43,890.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of History to Assoc. Prof. of History)	8/16/2006	Opening Bud-Undist.

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
MASCLE, DEANNA MARIE Instructor of English English, Foreign Lang. & Phil. 3460 \$31,101.00	\$31,101.00	Fixed Term I	08/16/2006 - 05/12/2007	
MASON, PATRICK SAMUEL Instructor of Industrial Tech. Industrial & Engineering Tech. 3400 \$42,000.00	\$42,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
MAURIELLO, CAROL ANN Instructor of English English, Foreign Lang. & Phil. 506 \$31,101.00	\$31,101.00	Fixed Term I	08/16/2006 - 05/12/2007	
MCMURRY, MALINDA BEA Instructor of Biology Biological & Environmental Sci. 1174 \$37,818.00	\$37,818.00	Fixed Term I	08/16/2006 - 05/12/2007	
MCWRIGHT, BUFORD LADELL Visiting Assistant Professor Curriculum & Instruction	\$40,000.00	Fixed Term I	08/16/2006 - 05/12/2007	Unbudgeted Revenues Operating Expenses

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name  
Title  
Department  
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
MEADOWS, TROY JEFFREY Instructor of Mathematics Mathematics & Computer Science 3405 \$32,553.00		\$32,553.00	Fixed Term I	08/16/2006 - 05/12/2007	
MILLER, MARY MURPHY Instructor of HPES Health, P.E. & Sport Science 3403 \$35,057.00		\$35,057.00	Fixed Term I	08/16/2006 - 05/12/2007	
MITCHELL, MATTHEW L. Women's Head Basketball Coach Women's Basketball 651 \$85,490.00		\$85,490.00	Fixed Term I	04/01/2006 - 03/31/2007	
MOHAMMED, JABY Asst. Prof. Industrial Tech. Industrial & Engineering Tech. 262 \$61,248.00		\$50,380.00	Standing I	8/10/2006	
MOON, WILLIAM LEE Assistant Basketball Coach Men's Basketball 3487 \$26,000.00		\$32,000.00/annual	Fixed Term I Probation	06/01/2006 - 03/31/2007	Roster ID # 002219

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
MOORE, MARILYN DEA Interim Dir., Distance Learn. Office of Distance Learning	\$64,800.00/9 mo.	Fixed Term I Reassignment	05/15/2006 - 06/30/2006	Roster ID # 000159
MOORE, MARILYN DEA Interim Dir., Distance Learn. Office of Distance Learning	\$64,800.00/annual	Fixed Term I Reassignment	07/01/2006 - 12/31/2006	Roster ID # 000159
MOORE, MARILYN DEA Visiting Assistant Professor Information Systems 3454 \$41,000.00	\$43,251.00/9 mo.	Fixed Term I	01/10/2007 - 05/14/2007	Opening Bud-Undist.
MORELLA, THERESA CAROLE Dir., Res. Grants & Contracts Off., Research, Grants & Cont. 135 \$83,720.00	\$83,720.00	Retirement	6/30/2006	
MORGAN, CHARLES H. Professor of Psychology Psychology 416 \$69,957.00	\$69,957.00	Retirement	5/13/2006	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
MURPHY, MADELINE L. Instructor of Human Sciences Agricultural & Human Sciences 278 \$43,657.00	\$43,657.00	Fixed Term I	08/16/2006 - 05/12/2007	
NATARAJ, SAM Assistant Professor of CIS Information Systems 332 \$86,836.00	\$88,836.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of CIS to Assoc. Prof. of CIS)	8/16/2006	Opening Bud-Undist.
NEHRING, DANIEL FREDRIC Instructor of Management Manag., Market. & Real Estate 321 \$38,895.00	\$38,895.00	Fixed Term I	08/16/2006 - 05/12/2007	
NETTLETON, KIMBERELY F. Instructor of Education Curriculum & Instruction 448 \$36,000.00	\$36,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
NICHOLS, LISA A. Librarian I Camden Carroll Library 673 \$37,000.00	\$37,000.00	Probation Completed	2/4/2006	

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name				
Title				
Department				
Roster ID				
Position Base Salary	Salary	Description	Effective Date	Fund Source
O'KEEFE, JENNIFER MARIE KLEIN Instructor of Science Physical Sciences 590 \$35,425.00	\$35,425.00	Fixed Term I	08/16/2006 - 05/12/2007	
OLDHAM, MYRA LYNN Instructor of English English, Foreign Lang. & Phil. 3459 \$30,881.00	\$30,881.00	Fixed Term I	08/16/2006 - 05/12/2007	
PACE, JOSEPH RANDELL Director of Admissions Office of Admissions 2221 \$60,000.00	\$51,016.00	Standing I Probation Reassignment (From Director of Admissions to Director of MSU at Ashland)	7/1/2006	
PANJA, BISWAJIT Asst. Prof. Computer Science Mathematics & Computer Science 3379 \$67,723.00	\$69,000.00	Standing I	8/10/2006	Faculty Escrow
PENN, STEVEN LYLE Instructor of English English, Foreign Lang. & Phil. 3458 \$31,254.00	\$31,254.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
PERKINS, EMMA KAYE Assistant Professor of Art Art 3174 \$47,808.00	\$49,808.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of Art to Assoc. Prof. of Art)	8/16/2006	Opening Bud-Undist.
POLLITTE, DAVID RAY Instructor of Mathematics Mathematics & Computer Science 3369 \$32,553.00	\$32,553.00	Fixed Term I	08/16/2006 - 05/12/2007	
PRESTON, NANCY COLDIRON Instructor of Social Work/Fac. Sociology, S.W. & Criminology 3469 \$42,000.00	\$42,000.00	Fixed Term I	07/01/2006 - 06/30/2007	
PROBST, MANUEL MICHAEL Asst. Professor of HPER Health, P.E. & Sport Science 2857 \$47,148.00	\$49,148.00 (\$2,000.00 incr.)	Promotion Salary Adjustment Title Change (From Asst. Prof. of HPER to Assoc Prof. of HPES)	8/16/2006	Opening Bud-Undist.
RAMACCI, GINA Assistant Softball Coach Women's Softball 3427 \$24,370.00	\$24,370.00	Fixed Term I	07/01/2006 - 06/30/2007	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
RASHAD, SHERIF SAID Asst. Prof. Computer Science Mathematics & Computer Science 2855 \$58,080.00	\$66,000.00	Standing I	8/10/2006	Faculty Escrow
REDING, TIMOTHY THOMAS Instructor of English English, Foreign Lang. & Phil. 1345 \$31,056.00	\$31,056.00	Fixed Term I	08/16/2006 - 05/12/2007	
RIGGSBY, II, DONALD WAYNE Building Services Technician Building Services 1792 \$8.02/hr.	\$8.02/hr.	Suspension (Without pay)	02/02/2006 - 02/08/2006	
RIGGSBY, II, DONALD WAYNE Building Services Technician Building Services 1792 \$8.02/hr.	\$8.02/hr.	Discharge	2/10/2006	
RILEY, CATHERINE Proj. Dir., Ret. Sr. Vol. Prog Action-Acad. Services Center	\$40,398.00	Retirement	6/30/2006	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
RYAN, PAMELA ANN Instructor of Philosophy English, Foreign Lang. & Phil. 3211 \$32,175.00	\$32,175.00	Fixed Term I	08/16/2006 - 05/12/2007	
SALYERS, ORA ROBERTA Asst. Professor of Sociology Sociology, S.W. & Criminology 1225 \$41,446.00	\$41,446.00	Resignation	5/12/2006	
SCHROEDER, KENDRA Instructor of Mathematics Mathematics & Computer Science 961 \$30,000.00	\$30,000.00	Fixed Term I	08/16/2006 - 05/12/2007	
SCHWORM, BRIAN WILLIAM Instructor of Mathematics Mathematics & Computer Science 3042 \$33,701.00	\$33,701.00	Fixed Term I	08/16/2006 - 05/12/2007	
SEELIG, DAYNA SPENCER Special Assistant to President Off., VP Plan. Budgets & Tech. 3472 \$73,556.00	\$102,074.00	Promotion Salary Adjustment (From Assoc. Prof. of HPER to Prof. of HPER. \$4,000 incr. for faculty rank)	7/1/2006	Opening Bud-Undist.

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
SETH, DANIEL L. Professor of Mathematics Mathematics & Computer Science 2855 \$58,080.00	\$58,080.00	Resignation	5/13/2006	
SIMS, MARIAN MOORE Instructor of Education MAT Program (Middle Grade) 3443 \$41,238.00	\$41,238.00	Fixed Term I	07/01/2006 - 06/30/2007	
SMITH, GARY PHILLIP HVAC Technician III Building Maintenance 730 \$18.44/hr.	\$18.44/hr.	Retirement	7/31/2006	
SMITH, LOLA B. Inst. of Information Systems Information Systems 2051 \$40,596.00	\$40,596.00	Fixed Term I	08/16/2006 - 05/12/2007	
SORRELL, DANA DEAN Instructor of Education MAT Program - Secondary Educ. 3481 \$30,000.00	\$30,000.00	Fixed Term I	08/16/2006 - 05/12/2007	

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name  
Title  
Department  
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
SPILLER, MICHAEL SHANE Asst. Professor of Management Manag., Market. & Real Estate 326 \$82,869.00	\$82,869.00	Resignation	8/3/2006	
SUTTLAR, ASHLEY L. Instructor of Dance Communication and Theatre 3467 \$34,000.00	\$45,000.00	Standing I Salary Adjustment Promotion Title Change Transfer (From Instructor of Dance to Asst. Prof. of Dance. From \$35,000 to \$45,000. \$10,000 incr.)	8/16/2006	Opening Bud-Undist.
SYKES, MARQUIS LAVAR Assistant Basketball Coach Men's Basketball 3487 \$26,000.00	\$26,000.00/annual	Fixed Term I (Extension of contract)	04/01/2006 - 05/15/2006	
TALLICHET, SUZANNE E. Assoc Professor of Sociology Sociology, S.W. & Criminology 3091 \$53,507.00	\$57,507.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of Sociology to Professor of Sociology)	8/16/2006	Opening Bud-Undist.

**Appointment Status Actions**  
**02/06/2006 - 05/19/2006**

Name				
Title				
Department				
Roster ID				
Position Base Salary	Salary	Description	Effective Date	Fund Source
TERRY, WANDA C.	\$15.85/hr.	Retirement	5/31/2006	
Acad. Dept. Spec. (Commun.)				
Communication and Theatre				
485				
\$15.85/hr.				
TIRONE, STEPHEN JOHN	\$60,609.00	Promotion	8/16/2006	Opening Bud-Undist.
Assoc. Professor of Art	(\$4,000.00 incr.)	Salary Adjustment		
Art		Title Change		
460		(From Assoc. Prof. of Art		
\$56,609.00		to Professor of Art)		
TYNDALL, DONALD JOSEPH	\$120,000.00/annual	Fixed Term I	04/10/2006 - 03/31/2007	Opening Bud-Undist.
Head Men's Basketball Coach		Probation		
Men's Basketball				
636				
\$120,000.00				
VANCE, JASON MATTHEW	\$41,417.00	Promotion	7/1/2006	Opening Bud-Undist.
Librarian II	(\$2,000.00 incr.)	Salary Adjustment		
Camden Carroll Library		Title Change		
679		(From Librarian II to		
\$39,417.00		Librarian III)		
WATKINS, DENISE MARIE	\$47,724.00	Promotion	8/16/2006	Opening Bud-Undist.
Asst. Professor of Theatre	(\$2,000.00 incr.)	Salary Adjustment		
Communication and Theatre		Title Change		
474		(From Asst. Prof. of		
\$45,724.00		Theatre to Assoc. Prof.		
		of Theatre)		

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
WEBBER, MATTHEW CLAY Assistant Basketball Coach Women's Basketball 650 \$36,050.00	\$36,050.00	Fixed Term I	04/01/2006 - 03/31/2007	
WELLS, ANNE COLLIVER Instructor of Education Curriculum & Instruction 3367 \$35,858.00	\$35,858.00	Fixed Term I	08/16/2006 - 05/12/2007	
WHITE, ILSUN Assoc. Professor of Psychology Psychology 2097 \$56,650.00	\$60,650.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of Psychology to Professor of Psychology)	8/16/2006	Opening Bud-Undist.
WILLIS, WAYNE Professor of Education Curriculum & Instruction 3224 \$85,888.00	\$94,000.00	Standing I Promotion Transfer Salary Adjustment Title Change (From Prof. of Ed. to Dept. Chair & Prof. of Ed. From \$68,570 to \$94,000. \$25,430 incr.)	7/1/2006	Roster ID # 002486 Other Wages

**Appointment Status Actions**  
02/06/2006 - 05/19/2006

Name  
Title  
Department  
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
WORTMAN, BARRY T. Assistant Basketball Coach Men's Basketball 2219 \$53,763.00	\$46,807.00/annual	Fixed Term I Probation	05/30/2006 - 03/31/2007	
YASIN, MESGHENA Assoc. Professor of Economics Accounting, Econ. & Finance 350 \$65,911.00	\$69,911.00 (\$4,000.00 incr.)	Promotion Salary Adjustment Title Change (From Assoc. Prof. of Economics to Professor of Economics)	8/16/2006	Opening Bud-Undist.
YOU, YUQIU Asst. Prof., Ind. & Eng. Tech. Industrial & Engineering Tech. 268 \$47,000.00	\$50,380.00	Salary Adjustment (From \$49,000 to \$50,380. \$1,380 incr. to meet prevailing wage determination by SWA)	2/16/2006	Opening Bud-Undist.

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

**SUPPLEMENTARY**

Total for this report = \$40,353.00

Managerial Duties	\$17,401.00
Other	\$22,952.00

**Supplemental Actions**  
02/06/2006 - 05/19/2006

Name

Title

Current Salary	Supplement	Description	Effective Date	Fund Source
<b><u>Office of Athletics</u></b>				
MITCHELL, MATTHEW L.	\$3,720.00	Eagle Sports Network	12/08/2005 - 12/08/2005	Operating Expenses
Women's Head Basketball Coach	\$7,692.00	Eagle Sports Network	04/19/2006 - 06/15/2006	Other Wages
\$85,490.00				
<b><u>Men's Basketball</u></b>				
MACY, KYLE ROBERT	\$13,935.00	Eagle Sports Network	03/30/2006 - 03/30/2006	Operating Expenses
Head Basketball Coach				
\$97,542.00				
<b><u>Sociology, S.W. &amp; Criminology</u></b>				
BYLUND, ROBERT A	\$5,308.00	Addl. Chair position	01/13/2006 - 04/28/2006	Roster ID # 000626
Professor of Sociology	\$17,401.00	Addl. Chair position	05/01/2006 - 06/30/2006	Roster ID # 000626
\$73,767.00				
<b><u>Beg. TIP (Educat. Serv. Unit)</u></b>				
RATLIFF, JILL COREY	\$1,905.00	Additional duties	08/22/2005 - 09/23/2005	Roster ID # 000397
Dir., Educational Service Unit	\$300.00	Teacher Work Samp. Train.	09/06/2005 - 09/06/2005	Restricted
\$68,650.00	\$1,905.00	Additional duties	09/26/2005 - 10/28/2005	Roster ID # 000397
	\$500.00	Second Master's Degree	01/01/2006 - 01/01/2006	Ed. Bonus Acct.
	\$265.00	Teacher Development	09/24/2005 - 09/26/2005	Restricted
	\$265.00	Teacher Development	10/26/2005 - 10/26/2005	Restricted
	\$265.00	Teacher Development	04/05/2006 - 04/05/2006	Restricted
	\$530.00	Teacher Development	05/08/2006 - 05/12/2006	Restricted

**APPROVE REVISION TO PG-5, AFFIRMATIVE  
ACTION/EQUAL OPPORTUNITY FOR EMPLOYMENT**

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**BOR (VIII-A-7)  
June 15, 2006**

**Recommendation:**

That the Board of Regents approve the revisions to PG-5, Affirmative Action/Equal Opportunity for Employment.

**Background:**

This policy revision is consistent with Faculty Senate Resolution 5.14, dated February 2, 2006, and the University's anti-discrimination philosophy. This revision adds the stipulation that equal opportunity will be provided in all University programs, activities, facilities, and employment practices for all persons without regard for sexual orientation. The revision also further expands the list of protected veteran classes to comply with recent law changes.

Policy: PG-5

Subject

Affirmative Action/Equal Opportunity for Employment

Approval Date: 07/01/85

Revision Date: 03/07/94; 06/15/2006

PURPOSE:

To specify terms and conditions under which the University's policy of equal employment opportunity and affirmative action shall be implemented and to identify responsibility and accountability for actions, in support of a positive program that meets legal and moral commitments to affirmative action.

POLICY:

~~It is the policy of Morehead State University is to provide equal opportunity and affirmative action in all University programs, activities, facilities, and employment practices. Equal opportunity in all University programs, activities, facilities, and employment practices will be provided for all persons without regard for race, color, disability, religion, sex, sexual orientation, age, national origin, marital, familial or Vietnam Era, veteran status, recently separated, or other protected veterans.~~

Morehead State University is committed to the premise that it is a societal as well as an institutional obligation to respect human dignity and to epitomize the principles that all persons are entitled to equal treatment under the law. Morehead State also recognizes that equal opportunity is a fundamental goal in a democratic society, and we share responsibility for achieving equality which will ultimately provide for the advancement of society.

Because of these tenets, it is the policy of Morehead State University that, affirmative action will be taken to recruit, identify, encourage and employ within reasonable time periods, representatives of under utilized groups, specifically but not limited to minorities, women, and persons with disabilities. The University has been encouraged by the Department of Education, Office of Civil Rights to specifically take positive and constructive efforts to identify, encourage and employ African-American individuals. Therefore, positive efforts must be aggressively undertaken to fulfill our goals. Morehead State University's desire is to overcome any effects of past discrimination, whether overt or from unconscious, systematic exclusion of protected class persons in any of our positions or programs.

It is the University's intention to achieve a representation of minorities, women, and disabled persons in each major job classification, which reflects current availability. Our Affirmative Action Plan is aimed at reducing any under-utilization of members of protected classes.

In addition, Morehead State University is dedicated to the principle that all benefits and opportunities afforded by the institution shall be accorded students, based upon individual merit, accomplishment, and need, and that the promotion of nondiscrimination in every phase of the University's operation is required.

Morehead State University expects its suppliers and contractors to ensure maximum opportunity for the participation of disabled persons, minorities, and women. Each contractor is expected to follow an affirmative action program that is in accordance with federal and state regulations.

Finally, the University is committed to taking affirmative steps to remove barriers and discriminatory practices and to ensure that we not only comply with the letter of the law but the intent of both affirmative action and equal opportunity.

#### ADMINISTRATION OF THE POLICY:

The Board of Regents authorizes the President to administer this policy by developing and implementing plans and procedures which will support affirmative action and equal opportunity.

#### LEADERSHIP/ GUIDANCE:

The Affirmative Action Officer, in conjunction with the Affirmative Action Committee, shall provide leadership and guidance to units in the conduct of their programs affecting all faculty, staff and applicants for employment. The Affirmative Action Officer shall review and evaluate unit program operations periodically, obtain such reports as deemed necessary, and report as appropriate, on overall progress. The Affirmative Action Officer will consult from time to time with such individuals, groups, or organizations as may be of assistance in improving and realizing the University's program and objectives.

#### AFFIRMATIVE ACTION COMMITTEE:

The Morehead State University Affirmative Action Committee is appointed by the President from Senate, the Staff Congress, and the Student Government Association. The President designates the chair. The Committee shall consist of:

The Affirmative Action Officer,  
The Minority Student Affairs Director,  
Two faculty members,  
Four staff members (at least two of whom shall  
be from executive/managerial or professional nonfaculty  
categories) and  
Two students.

Representatives from the faculty, staff, and students shall be at least 50 percent female. At least two members shall come from other protected classes.

97  
98 A chair will be appointed by the President from the membership or as an  
99 additional member. The chair shall vote only in the case of a tie.  
100

101 The Affirmative Action Committee shall be composed of individuals  
102 from culturally diverse backgrounds. A major effort will be made to  
103 establish a fair representation of minority & particularly African-  
104 American individuals on the Committee. The Committee shall meet at  
105 least once quarterly and may conduct special meetings with minorities,  
106 women, disabled, foreign nationals, and others when appropriate. The  
107 Committee is charged with:  
108

109 A. Reviewing and fact-finding when necessary:  
110

- 111 1. Reports on recruitment, appointments, promotion,  
112 transfer, demotions, tenure, transfer, and termination;  
113
- 114 2. Proposed changes in University policies and procedures  
115 recommended by deans, directors, department chairs,  
116 unit heads, women, minorities, Vietnam Era veterans,  
117 employee organizations, and others;  
118
- 119 3. Proposed changes in the Affirmative Action Plan;  
120
- 121 4. Compliance with audits conducted by federal and state  
122 agencies; and  
123
- 124 5. The summaries of annual reports generated on  
125 recruitment, appointment, promotion, tenure, transfer,  
126 and termination.

127 B. Advises the Affirmative Action Officer on sensitive subjects and  
128 procedures.  
129

130 C. Makes recommendations to the Affirmative Action Officer for  
131 programs to effectuate purpose(s) of affirmative action and equal  
132 employment opportunity.  
133

134 D. Acts as a review board on affirmative action, and equal  
135 employment opportunity policy violations submitted for  
136 disposition; where recommendations will be made to the  
137 President, or a complaint of discrimination has been lodged and  
138 has not been informally resolved.  
139

140 E. Assists the Affirmative Action Officer in developing approaches  
141 and efforts in the recruitment and hiring of minorities, women,  
142 and disabled candidates.  
143

Names and addresses of the Committee members are available in the Office of Human Resources and the Office of the President.

#### RESOLUTION OF COMPLAINTS:

The University shall provide for the prompt, fair, and impartial consideration of all grievances of alleged discrimination in violation of this policy. Each employing unit shall provide access to counseling for employees and/or students who feel aggrieved and shall encourage the resolution of such issues on an informal basis.

Grievances frequently are founded in simple misconceptions or misunderstandings. It is believed to be in the best interest of the University and the grievant for differences to be resolved informally-- if informal hierarchial resolution is not possible then the following applies:

#### FORMAL PROCEDURE:

The grievant is to contact the University Affirmative Action Officer for a meeting as soon as practicable. The Affirmative Action Officer is to be sensitive to the fact that the meeting may need to take place after normal working hours so as to prevent disclosure to a supervisor or others. The Affirmative Action Officer will listen attentively to the grievant in order to fully understand the grievance, after which, the Affirmative Action Officer will offer his or her services in informal resolution. Normally, this informal procedure will not exceed five working days unless the parties mutually agree to an extension of this time period.

##### First Step

The grievant shall direct his/her grievance regarding the alleged discriminatory act(s) by preparing a written explanation of his/her grievance and the relief sought to the Affirmative Action Officer (AAO). The Affirmative Action Officer may schedule a meeting with the grievant for the purpose of gathering information. The AAO will conduct a thorough investigation within seven (7) working days of receipt of the written grievance.

Within fourteen (14) working days following receipt of the written grievance, a meeting will be held by the AAO with the grievant and others who may be of assistance in resolving the grievance in the best interests of all concerned.

Within three (3) working days following this grievance meeting, the AAO will prepare written findings which will be delivered to the grievant or sent by certified mail, return receipt, to the grievant's address of record. Copies of the AAO's findings will also be provided to individuals on a need to know basis. The AAO shall make such recommendations in writing as is believed warranted by the results of his/her investigation and meetings regarding each written issue. If the grievant prevails the defendant may appeal to the appropriate Vice President. If no appeal is

forwarded by the defendant within 5 working days after receipt of the Affirmative Action findings, the issue is resolved, as specified.

### Second Step

The aggrieved party may appeal the First Step answer by serving a written statement of appeal to the AAO within ten (10) working days after delivery of the AAO's findings and written recommendations to the grievant. Within seven (7) working days after receipt of the written appeal, an Affirmative Action Grievance Review Board will be selected by the AAO. The board shall be composed of an African-American member, a female member, and a male member. The grievant may select one person from the standing Affirmative Action Committee; the Affirmative Action Officer may select one person from the standing Affirmative Action Committee, and the grievant and the AAO together will select the third individual. In cases where a student is involved, a student member will serve on the Review Board. The Affirmative Action Committee chair will designate the Review Board Chair.

The responsibilities of the Affirmative Action Grievance Review Board will include, but not be limited to:

1. A review of all documents received or prepared as the grievance was processed through the First Step.
2. The Affirmative Action Review Board Chair will schedule a hearing to be held, not later than fifteen working days after the appointment of the entire Board, designating the time, place, and date for the hearing.
3. The Review Board Chair will notify both the AAO and the parties of the time, place, and date of the hearing, including the right of representation. Nothing contained herein shall be construed to require the representative to be an attorney. If the defendant/grievant desires to be represented at the hearing, he/she will give notice of that intention and by whom in writing to the Grievance Review Board and the AAO not less than six (6) working days prior to the hearing date.
4. All hearings will be conducted by the Review Board. The proceedings will be tape-recorded, and if requested by a majority of the Grievance Review Board, a typed transcript will be prepared.

The Affirmative Action Officer will set forth the basis for his/her findings and recommendation(s) on the grievance. The parties, or their representative, shall have the opportunity to respond to the findings and recommendations of the Affirmative Action Officer.

9  
240 The Grievance Review Board has the option of going into closed session  
1 to weigh the record and evidence and to formulate its findings and  
2 recommendations to the President of the University.  
243

4 5. The Affirmative Action Grievance Review Board shall make its  
5 findings and recommendations to the President within five (5)  
246 working days following the hearing.  
7

8 The President will render a decision within ten (10) working days after  
249 receiving the Grievance Review Board's findings and recommendations.  
0 Written notification of the President's decision will be hand delivered to  
1 the parties or delivered by certified mail, return receipt, to the address of  
252 record.  
3

4 The President's decision will be the final step of the grievance procedure.  
255 Under legally prescribed instances (tenured faculty member being  
6 terminated) an appeal may be forwarded to the Board of Regents.  
7

**ACCEPT THIRD QUARTER  
FINANCIAL REPORT AND  
AMEND OPERATING BUDGET**

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**BOR (VIII-A-8)  
June 15, 2006**

**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, 2006, and amend the operating budget.

**Background:**

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of March 31, 2006, the third quarter of the fiscal year ending June 30, 2006. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Management's Discussion and Analysis**  
**Third Quarter Financial Statements**  
**Morehead State University**  
**March 31, 2006**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the nine months that ended on March 31, 2006. The statements and this discussion and analysis have been prepared by Accounting & Budgetary Control staff.

**Using These Financial Statements**

This report consists of two basic financial statements. The Statements of Net Assets includes information about the assets, liabilities and net assets, or fund balances, of the entire University. The Statements of Revenues, Expenditures and Changes in Fund Balance provides information about the unrestricted current funds revenues, expenditures and transfers of the University. The statements are prepared on an accrual basis and reflect the results of all transactions that affect the financial status of Morehead State University. These financial statements have not been prepared in full accordance with *Government Accounting Standards Board Statement 35* (GASB 35). Interim statements are prepared using a fund approach to facilitate budget comparisons and management decisions. Year-end statements are prepared in the GASB 35 format.

Last fiscal year the University also adopted GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units – an amendment of GASB Statement No. 14*. This Statement requires reporting, as a component unit, an organization that raises and holds economic resources for the direct benefit of a governmental unit. Pertinent information regarding the MSU Foundation was reviewed and found to qualify as a GASB 39 Component Unit, and its Financial Statements were discretely presented within the University's Financial Statements. For simplicity they are not included in the quarterly presentations.

**Financial Highlights**

Morehead State University's financial picture remains stable through the third quarter of the 2005-2006 fiscal year. During the nine months ending March 31, 2006 the University operated with a surplus of revenues over expenditures and transfers in the amount of \$14,676,355. This level of operating surplus is expected at this time and is appropriate, since normal operating expenditures have decreased the pre-Spring 2006 semester surplus, which reflected most of the University's revenue inflows but little of the expenses, due to timing. As the year concludes, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

**Significant trends and variances for the nine months are summarized as follows:**

- Reflected cash has decreased by approximately \$2.7 million primarily due to timing issues related to intra-fund transfers and lower financial aid account balances.

- As can be seen from the Statements of Net Assets, investments increased approximately \$3.1 million from the third quarter of the previous year. This includes an increase in endowment investments of \$3.0 million, and an increase due to other investment activity of \$.1 million.
- Accounts Receivable have decreased \$2.7 million from March 31, 2005 mainly due to timing issues related to internal transfers.
- Long term Debt (bonds and notes payable), has increased \$.9 million from March 31, 2005 due to increases of \$3.9 million for the Datatel lease, and \$.4 million for the Blair property lease, less \$3.4 million in payments on long term debt. For the first 9 months of the 2005-2006 fiscal year, bonds and notes payable have decreased approximately \$1.8 million due exclusively to a payments made against long term debt in the quarter.
- For the first 9 months of this fiscal year, net investment in capital assets has decreased about \$1.8 million. This decrease consists of:

#### INVESTMENT IN CAPITAL ASSETS- NET OF DEPRECIATION

	(In Millions)
Equipment & Datatel	\$ .5
Buildings	10.0
Library Books	.8
Transfers from CIP	(9.1)
Land	.5
Total	<u>2.7</u>
Less: Estimated depreciation	<u>(4.5)</u>
Net decrease	<u>\$ (1.8)</u>

- Since March 31, 2005, the net investment in capital assets (Net Assets), increase has been approximately \$1.81 million.
- Unearned Revenues have decreased \$.4 million primarily due to more expenditures being recorded than GAPS draw downs.
- Since March 31, 2005, Accrued vacation pay and contingent liabilities have decreased \$1.9 million due to the change in insurance payables.
- The percentage of revenue compared to budget projections appears satisfactory through the third quarter of a fiscal year.
- Expenditure trends appear to be proceeding according to the budget plan, considering normal cyclical and timing differences.

# MOREHEAD STATE UNIVERSITY

## Statements of Net Assets

March 31, 2006 And 2005

ASSETS	<u>2006</u>	<u>2005</u>
Cash	\$29,919,425	\$32,624,934
Investments in US government obligations-at cost	25,162,213	22,053,343
Accounts Receivable	5,261,968	7,945,117
Inventories	1,836,607	1,630,488
Notes Receivable	3,881,488	3,749,610
Land, Buildings, Equipment and Library Collection- net of depreciation	<u>121,280,717</u>	<u>119,462,532</u>
<b>TOTAL ASSETS</b>	<b><u>\$187,342,419</u></b>	<b><u>\$187,466,024</u></b>
 <b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts payable	\$1,225,714	\$2,944,968
Accrued salaries and other liabilities	1,638,732	771,987
Unearned revenues-state and federal grants	876,822	1,301,224
Deposits	966,187	831,920
Accrued vacation pay and contingent liabilities	1,088,937	3,044,994
Bonds and notes payable	<u>33,956,358</u>	<u>33,087,436</u>
<b>Total Liabilities</b>	<b><u>\$39,752,750</u></b>	<b><u>\$41,982,529</u></b>
<b>Net Assets</b>		
Capital	\$87,324,359	\$86,375,096
Non-capital		
Restricted	32,313,888	29,838,494
Non-restricted	<u>27,951,421</u>	<u>29,269,905</u>
<b>Total Net Assets</b>	<b><u>\$147,589,668</u></b>	<b><u>\$145,483,495</u></b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>\$187,342,419</u></b>	<b><u>\$187,466,024</u></b>

See Attached Notes To Statements of Net Assets

**NOTES TO STATEMENTS OF NET ASSETS**  
**MOREHEAD STATE UNIVERSITY**  
**MARCH 31, 2006 AND 2005**

1. These Statements of Net Assets include the unrestricted current funds, restricted current funds, endowment funds, and plant funds of the University. Agency funds held for others are not included.
2. Accounts receivable are shown net of allowance for uncollectible student accounts of \$917,866 at March 31, 2006 and \$1,037,168 at March 31, 2005. Also included in this category is the sum of \$2,548,693 receivable from federal and state grant agencies at March 31, 2006 and \$3,422,809 at March 31, 2005.
3. Notes receivable represent balances owed the University from borrowers who have participated in the Federal Perkins Loan Program. The balance is presented net of allowance for uncollectible accounts in the amount of \$108,111 at March 31, 2006 and \$120,245 at March 31, 2005.
4. Accumulated depreciation on buildings and equipment was \$120,830,562 at March 31, 2006 and \$114,765,263 at March 31, 2005.
5. Accrued salaries and other liabilities include amounts due for withheld and matching portions of payroll taxes and estimated claims payable but unsubmitted to the University's health insurance program.
6. Unearned revenues from federal and state grants represent amounts received but not expended at the balance sheet dates.
7. Bonds and notes payable include both the current and long-term portions of amounts borrowed to finance the purchase of plant assets.
8. The capital portion of the net assets balance is the equity the University has in land, buildings, equipment, and library holdings.
9. Restricted net assets include the fund balances of the restricted current funds, endowment funds, loan funds, and expendable plant funds.

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Statements of Revenues, Expenditures and Changes in Fund Balance**  
**For the Nine Months Ended March 31, 2006 and 2005**

	2005-2006			2004-2005		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
<b>REVENUES</b>						
<b>Educational and General</b>						
Tuition and Fees	\$ 40,230,339	\$37,033,366	92.05%	\$ 36,000,173	\$35,213,799	97.82%
Gov't Appropriations	44,839,600	35,918,870	80.11%	42,040,385	34,304,334	81.60%
City Grants	30,000	16,667	55.56%	30,000	0	0.00%
Unrestricted Gifts	0	0	0.00%	0	0	0.00%
Indirect Cost Reimbursement	365,000	373,917	102.44%	462,903	522,561	112.89%
Sales & Services of Ed. Activities	1,451,417	1,590,842	109.61%	1,274,551	1,332,166	104.52%
Other Sources	2,353,547	2,497,397	106.11%	1,830,043	1,549,648	84.68%
Budgeted Fund Balance - E & G	5,255,723	0	0.00%	7,942,302	0	0.00%
<b>Total Educational and General</b>	<b>\$ 94,525,626</b>	<b>\$77,431,059</b>	<b>81.92%</b>	<b>\$ 89,580,357</b>	<b>\$ 72,922,508</b>	<b>81.40%</b>
<b>Auxiliary Enterprises</b>						
Housing	\$ 6,273,600	\$ 6,603,436	105.26%	\$ 7,613,694	\$ 6,500,373	85.38%
University Store	3,522,210	3,519,664	99.93%	3,464,362	3,531,390	101.93%
Food Services	702,500	470,432	66.97%	712,500	564,743	79.26%
Other	310,400	85,041	27.40%	200,500	99,486	49.62%
<b>Total Auxiliary Enterprises</b>	<b>\$ 10,808,710</b>	<b>\$10,678,574</b>	<b>98.80%</b>	<b>\$ 11,991,056</b>	<b>\$ 10,695,992</b>	<b>89.20%</b>
<b>TOTAL REVENUES</b>	<b>\$ 105,334,336</b>	<b>\$88,109,633</b>	<b>83.65%</b>	<b>\$101,571,413</b>	<b>\$ 83,618,500</b>	<b>82.32%</b>

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Statements of Revenues, Expenditures and Changes in Fund Balance**  
**For the Nine Months Ended March 31, 2006 and 2005**

	<u>2005-2006</u>			<u>2004-2005</u>		
	<u>Amended Budget</u>	<u>Actual</u>	<u>Percent of Actual to Budget</u>	<u>Amended Budget</u>	<u>Actual</u>	<u>Percent of Actual to Budget</u>
<b>EXPENDITURES AND TRANSFERS BY DIVISION</b>						
<b>Educational &amp; General</b>						
President & Administration	\$ 839,543	\$ 616,815	73.47%	\$ 878,897	\$ 597,987	68.04%
University Relations	2,641,894	1,840,951	69.68%	2,493,924	1,858,113	74.51%
Development	996,383	632,669	63.50%	932,735	652,388	69.94%
Administration & Fiscal Services	11,264,442	8,607,246	76.41%	10,118,606	7,949,155	78.56%
Planning & Technology	5,772,915	4,199,185	72.74%	3,924,362	3,302,442	84.15%
Student Life	16,660,293	14,177,506	85.10%	14,972,364	12,509,775	83.55%
Academic Affairs	49,559,457	33,097,131	66.78%	46,548,670	31,738,422	68.18%
Other	5,777,697	2,128,205	36.83%	9,278,073	4,154,160	44.77%
<b>Total Educational &amp; General</b>	<b>\$ 93,512,622</b>	<b>\$65,299,708</b>	<b>69.83%</b>	<b>\$ 89,147,631</b>	<b>\$ 62,762,442</b>	<b>70.40%</b>
<b>Auxiliary Enterprises</b>						
Housing	\$ 7,961,687	\$ 4,211,123	52.89%	\$ 8,453,950	\$ 4,185,098	49.50%
University Store	3,072,766	3,416,525	111.19%	3,084,313	3,466,532	112.39%
Food Services	410,168	264,884	64.58%	407,089	283,174	69.56%
Other	377,093	241,037	63.92%	478,430	317,709	66.41%
<b>Total Auxiliary Enterprises</b>	<b>\$ 11,821,714</b>	<b>\$ 8,133,570</b>	<b>68.80%</b>	<b>\$ 12,423,782</b>	<b>\$ 8,252,513</b>	<b>66.43%</b>
<b>TOTAL EXPENDITURES AND TRANSFERS BY DIVISION</b>	<b>\$ 105,334,336</b>	<b>\$73,433,278</b>	<b>69.71%</b>	<b>\$101,571,413</b>	<b>\$71,014,955</b>	<b>69.92%</b>
<b>NET CHANGE IN FUND BALANCE</b>		<b>\$14,676,355</b>			<b>\$ 12,603,545</b>	

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period January 1, 2006 to March 31, 2006**

<b>Description</b>	<b>Amended Budget As of 1/1/2006</b>	<b>Adjustments</b>	<b>Amended Budget As of 3/31/2006</b>
<b>Revenues and Other Additions</b>			
Tuition and Fees	\$ 40,224,950	\$ 5,389	\$ 40,230,339
Government Appropriations	44,839,600	-	44,839,600
Government Grants & Contracts	30,000	-	30,000
Indirect Cost Reimbursement	365,000	-	365,000
Sales and Services of Ed. Activities	1,389,854	61,563	1,451,417
Other Sources	2,261,251	92,296	2,353,547
Budgeted Fund Balance - E&G	4,924,891	330,832	5,255,723
Auxiliary Enterprises	10,684,390	15,020	10,699,410
Budgeted Fund Balance - AUX	109,300	-	109,300
<b>Total Revenues and Other Additions</b>	<b>\$ 104,829,236</b>	<b>\$ 505,100</b>	<b>\$ 105,334,336</b>
<b>Expenditure Authorizations by Division</b>			
<b>Educational &amp; General</b>			
President & Administration	\$ 797,234	\$ 42,309	\$ 839,543
University Relations	2,633,590	8,304	2,641,894
Development	986,774	9,609	996,383
Planning & Technology	4,979,961	792,954	5,772,915
Administration & Fiscal Services	10,986,134	278,308	11,264,442
Student Life	16,590,637	69,655	16,660,292
Academic Affairs	49,405,201	154,256	49,559,457
Debt Service & Mandatory Transfers	2,389,959	-	2,389,959
Other	4,253,356	(865,619)	3,387,737
<b>Total Educational &amp; General</b>	<b>\$ 93,022,846</b>	<b>\$ 489,776</b>	<b>\$ 93,512,622</b>
<b>Auxiliary Enterprises</b>			
Planning & Technology	\$ 310,111	\$ -	\$ 310,111
Administration & Fiscal Services	7,815,050	15,020	7,830,070
Student Life	876,112	304	876,416
Debt Service	2,588,461	-	2,588,461
Other	216,656	-	216,656
<b>Total Auxiliary Enterprises</b>	<b>\$ 11,806,390</b>	<b>\$ 15,324</b>	<b>\$ 11,821,714</b>
<b>Total Expenditure Authorizations</b>	<b>\$ 104,829,236</b>	<b>\$ 505,100</b>	<b>\$ 105,334,336</b>

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period January 1, 2006 to March 31, 2006**  
**Notes of Significant Adjustments to Revenue and Other Additions**

**Sales & Services of Educational Activities**

Unbudgeted revenue allocated during the third quarter totaled \$61,563.

- Eagle Excellence Fund (EEF) support from the MSU Foundation totaled \$40,539
- Softball guarantee income totaled \$1,750
- Baseball guarantee income totaled \$7,100
- Pool Pass revenue totaled \$2,000
- Horse Sale revenue totaled \$4,000

**Other Sources**

Budget allocations from other sources increased by \$92,296 in the third quarter.

- Unbudgeted support from the MSU Foundation totaled \$31,990
  - \$4,244 University Relations (Public Radio)
  - \$1,274 Administration & Fiscal Services
  - \$17,470 Academic Affairs
  - \$9,000 Development
- Unbudgeted endowment income totaling \$33,910 was allocated primarily to the division of Academic Affairs.
- Miscellaneous other income totaling \$21,818 was allocated primarily to the division of Academic Affairs.

**Budgeted Fund Balance – E&G**

Budget allocations from fund balance for educational and general purposes totaled \$330,832.

- \$279,464 allocated to E&G facility remodeling
  - Baird Chiller \$164,004
  - Athletic Facility Master Plan \$95,900
- \$11,750 for MAT Program Enrollment Growth
- \$17,500 to Space Science Center for KYSAT membership fees
- \$23,132 allocated to Academic Outreach & Support for advance of F&A cost reimbursement distribution
- \$10,000 allocated for Governor's Scholar Program (President's division)

**MOREHEAD STATE UNIVERSITY**  
**Budget Amendments Greater Than \$200,000**  
**For the Period January 1, 2006 to March 31, 2006**

<b>From:</b> <b>Revenue and Other Additions</b>	<b>To:</b> <b>Division/ Budget Unit</b>	<b>Amount</b>	<b>Description</b>
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**MOREHEAD STATE UNIVERSITY**  
**Capital Outlay Status Report**  
**Agency Funds**  
**For the Period of January 1, 2006 to March 31, 2006**

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
<b>I Equipment Purchases Greater than \$100,000</b>			
None			
<b>II Capital Construction Projects/ Land Acquisitions Greater than \$400,000</b>			
Wellness Center - Phase III	\$ 450,000		Holding
Bond Issue			
Button Auditorium Renovation	\$ 750,000		In Progress
ERP Implementation Project	\$ 4,000,000		
Technical Setup and Training (June 2005)			Completed
Financial System (June 2006)			In Progress
Human Resources (December 2006)			In Progress
Student System (June 2007)			
Auxiliary Modules (December 2007)			

## **APPROVE APPOINTMENT OF AUDITING FIRM**

**BOR (VIII-A-9)  
June 15, 2006**

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### **Recommendation:**

That based on the recommendation of the Audit Committee, the Board approve the appointment of Dean, Dorton & Ford, PSC in Lexington to conduct the required annual audits for Morehead State University for the fiscal year that will end on June 30, 2006.

### **Background:**

KRS 164A.570 requires an annual audit to be conducted for all universities in the state system. The bylaws of the Board of Regents provide that the Audit Committee will review, evaluate, and recommend to the full Board, an accounting firm to conduct the University's required annual audits. State statutes specify that the auditing firm must be selected through a request for proposal process, and that a personal services contract be issued to engage the firm.

On March 7, 2006, the University issued a request for proposals from qualified public accounting firms to perform the auditing services. The proposal package was mailed to eight major accounting firms in the state. In addition, the process was advertised in newspapers in Ashland, Lexington, and Louisville. A pre-proposal meeting was conducted on campus on March 17 with prospective respondents to address questions and requests for additional information about the contract. The process closed on March 30. Responses were submitted by five firms:

- BKD, LLP from Louisville
- Crowe, Chizek and Company, LLC from Louisville
- Dean, Dorton & Ford, PSC from Lexington
- Kelley, Galloway & Company, PSC from Ashland
- Monroe Stephens Potter, LLP from Lexington

The proposals were independently evaluated by the Vice President for Administration and Fiscal Services, the Internal Auditor, the Director of Accounting and Budgetary Control, and the Assistant Director of Accounting and Budgetary Control. The evaluation factors were based on cost (40%) and technical (60%).

Based on the evaluations, it is recommended that the Board, based on the recommendation of the Audit Committee, approve the appointment of Dean, Dorton & Ford, PSC to conduct the annual audits. The contract will be awarded for the fiscal year that will end on June 30, 2006 with the option to extend the contract for four additional one year periods. The fee for the first year of the contract will be \$55,000. Fee adjustments for future contracts will be based on the consumer price index.

**APPROVE MINIMUM SCOPE  
OF THE ANNUAL AUDIT**

**BOR (VIII-A-10)  
June 15, 2006**

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**Recommendation:**

That based on the recommendation of the Audit Committee, the Board approve the minimum scope of the University's audit for the year ending June 30, 2006.

**Background:**

The University is required to have an annual audit conducted of its financial activities. The bylaws of the Board of Regents specify that the Audit Committee will review, evaluate, advise and recommend to the full Board the minimum scope of the annual audit.

The Director of Accounting and Budgetary Control and the Director of Internal Audits have outlined the scope of the audit that will comply with all local, state, and federal audit requirements. A summary of the audit scope is attached.

# **MOREHEAD STATE UNIVERSITY**

## **MINIMUM SCOPE OF THE ANNUAL AUDIT**

### **FOR THE YEAR ENDING JUNE 30, 2006**

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This document outlines the minimum scope of the annual audit of Morehead State University (MSU), and any applicable related entities, to be conducted by the University's auditors (the Firm) for the year ending June 30, 2006. Additional audit requirements and procedures may be added as situations warrant.

#### **Internal Controls**

The audit will include a review and evaluation of the existing internal control structure. The evaluation will provide a basis for reliance thereon in determining the nature, timing and extent of selective audit tests to be applied to recorded transactions and data for certain periods of the year.

#### **General Purpose Financial Statements**

The Firm will perform an audit of and issue its independent auditor's report on the financial statements of MSU as of June 30, 2006 and the results of its operations for the fiscal year then ended. The audit will be performed in accordance with auditing standards generally accepted in the United States of America; the standards for financial and compliance audits contained in *Government Auditing Standards* (GAGAS), issued by the United States General Accounting Office; the Single Audit Act Amendments of 1996; and the provisions of Office of Management and Budgets (OMB) Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. The report will also include an independent auditor's report on supplemental information covering those supplemental schedules suggested to be reported on by the AICPA Audit Guide *Audits of Colleges and Universities*.

#### **Federal Awards Programs**

The audit will include a Schedule of Expenditures of Federal Awards, which will be subjected to the auditing procedures applied in the audit of the financial statements. An opinion will be rendered on whether the Schedule is presented fairly in all material respects in relation to the financial statements taken as a whole.

The audit will report on the internal controls over financial reporting and on compliance with laws, regulations, and provisions of contracts or grant agreements, non-compliance with which could have a direct and material effect on the determination of financial statement amounts in accordance with *Government Auditing Standards*. A report will also be issued on compliance with requirements applicable to each major program and internal control over compliance with requirements of laws, regulations, and the provisions of contracts or grant agreements that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*.

#### **Kentucky Lease Law Compliance Audit**

The Firm will issue a separate report on compliance with the Kentucky Lease Law. This report should include documentation of testing procedures performed, sample selection methods, and summary of the auditor's result in accordance with KRS 56.800 through 56.823, and KRS 48.190.

**Intercollegiate Athletics Department:**

The Firm will perform certain agreed-upon procedures and issue a separate report covering the limited examination of the Intercollegiate Athletics Department and its related booster organization, for the year ending June 30, 2006. These procedures will be performed in accordance with the latest version of the *NCAA Financial Audit Guidelines*.

**Corporation for Public Broadcasting (CPB):**

The Firm will issue its independent auditor's report on the financial statements of WMKY-FM for the year ending June 30, 2006. The audit will be performed in accordance with auditing standards generally accepted in the United States of America and the *Public Telecommunications Audit Guide and Requirements* as they relate to the CPB Annual Financial Report for the year ending June 30, 2006.

**Compliance Report Under KRS 164A.555 to 164A.630 (House Bill 622):**

The Firm will also issue a separate letter covering its study of MSU's internal accounting controls and administrative control procedures considered relevant to the criteria established by the Commonwealth of Kentucky Finance and Administration Cabinet as set forth in the latest version of the Cabinet's *Minimum Audit Scope for Compliance*.

**Friends of Kentucky Folk Art Center, Inc:**

The Friends of Kentucky Folk Art Center, Inc. is a corporation affiliated with the University as defined in KRS 164A.610. As such, the financial statements of the Kentucky Folk Art Center, Inc. will be included in the scope of the audit, as appropriate. The Firm will issue a separate report on the financial statements of the Friends of Kentucky Folk Art Center, Inc.

**Management Letter:**

As required by generally accepted auditing standards (*Statement on Auditing Standards No. 60*), the Firm will prepare a letter of reportable conditions noted during the audit related to inherent weaknesses of controls, procedures, policies or noncompliance with governmental laws or regulations and suggest possible improvements. The Firm will comment and discuss those or other matters with the Director of Accounting and Budgetary Control, the Internal Auditor, the Vice President for Administration and Fiscal Services, the President and the University Board of Regents. The Firm also will submit ideas or observations that will help achieve the University's objectives or improve efficiency in operations. As required by the Commonwealth of Kentucky Auditor of Public Accounts, all such matters conveyed to management will be documented in writing to be forwarded to the Auditor of Public Accounts.

Recommendations to management will be in the format prescribed by the Auditor of Public Accounts. The Firm will document the resolution status of prior year recommendations.

#### **Closing Package:**

In accordance with the directive from the Commonwealth of Kentucky Auditor of Public Accounts, the Firm will provide a copy of the comprehensive financial statements and management letter to the Auditor of Public Accounts. In addition, a report issued under *Codification of Statements on Auditing Standards* AU 623.11 through 623.17 applicable to the "closing package" furnished by the University to the Finance and Administration Cabinet will be provided to the Auditor of Public Accounts by September 30, 2006 (or date specified by the Commonwealth). If requested by the Auditor of Public Accounts and approved by the University, all working papers prepared by the audit team will be made available for review.

#### **Audit of Subsequent Events:**

In accordance with the directive from the Auditor of Public Accounts, the Firm will update the audit procedures related to events subsequent to June 30, 2006 from the last day of field work (projected for late September, 2006) to a date to be directed by the Auditor of Public Accounts. The Firm will report the results of these updated procedures in a separate letter, which shall be delivered to the Auditor of Public Accounts and to the University, no later than the date to be designated by the State Auditor's Office.

#### **Other Reports:**

The Firm will issue any other letter reports as may be required by the Finance and Administration Cabinet or the Auditor of Public Accounts of the Commonwealth of Kentucky.

#### **Exit Conferences:**

Separate exit conferences may be required to be held with the MSU Board of Regents, the Board of Regents Audit Committee, the MSU President and other members of the administration. Also, it is expected that exit conferences will be held with major unit heads as appropriate to the areas or functions audited.

#### **Timing of Reports:**

1. Two copies of the audited financial statements and management letter shall be furnished to the Auditor of Public Accounts no later than September 30 of each year (or date specified by the Commonwealth). If final reports are not available as of September 30 (or date specified by the Commonwealth), drafts will be submitted by that date. The reports will contain the following items:
  - (a) Audited financial statements and an opinion thereon.
  - (b) A report on compliance and on internal control over financial reporting based on an audit of financial statements performed in accordance with *Government Auditing Standards*. Where applicable,

this report must refer to a separate schedule of findings and questioned costs.

- (c) A report on compliance with requirements applicable to each major program and internal control over compliance in accordance with OMB Circular A-133. Where applicable, this report must refer to a separate schedule of findings and questioned costs.
  - (d) A report on compliance in accordance with KRS 164A.555 through 164A.630 (House Bill 622) based on the audit of financial statements.
  - (e) The audit of the closing package forms, as well as a reconciliation to the audited financial statements of the information reported on the forms, shall include a report expressing an opinion on the specified elements, accounts, or items audited, in accordance with *Codification of Statements on Auditing Standards*, AU 623.11 through 623.17.
  - (f) If applicable, the Firm shall also obtain and submit management's summary schedule of prior audit findings and corrective action plan for current year audit findings.
  - (g) The reports described above should be presented in a manner prescribed by the AICPA Audit and Accounting Guide and OMB A-133. Notwithstanding the provisions of the AICPA Audit Guide, any "other matter" conveyed to management should be in writing, and a copy of that correspondence forwarded to the Auditor of Public Accounts.
2. The report on the University's financial statements is required to be delivered to the University by September 30 of each year (or date specified by the Commonwealth).
  3. The Firm will certify, on line, the CPB audit report to CPB by November 30 of each year.
  4. The Firm will deliver the KFAC audit report and form 990 by November 30 of each year.
  5. The Firm will provide a representation letter by September 30 of each year (or date specified by the Commonwealth) to the Auditor of Public Accounts stating that the Firm is in compliance with generally accepted auditing standards and *Government Auditing Standards* concerning continuing education requirements, independence and internal quality control system and peer review requirements. The representation letter should be prepared in accordance with the provisions of the Auditor of Public Accounts related to independence.
  6. The Firm shall notify the Auditor of Public Accounts of matters which come to its

attention which may have a significant impact on the Commonwealth's financial statements. The Firm shall be available to the Auditor of Public Accounts to address questions about the University's financial statements.

7. The Firm will provide, by the date requested, a letter to the Auditor of Public Accounts reporting the results of the application of subsequent events audit procedures.
8. The Firm will provide a copy, in Adobe (pdf) format, each of the audited financial statements to the University (both including and excluding the report on Federal Awards Program (A-133)), in electronic form to be used when required by outside agencies for reporting purposes.

**BOR (VIII-A-11)**  
**June 15, 2006**

**APPROVE THE STRATEGIC PLAN 2006-2010**

**Recommendation:**

That the Board approve *ASPIRE to Greatness: Morehead State University Strategic Plan 2006-2010*.

**Background:**

Updating the University's Strategic Plan was the primary focus of a University's Administrative Retreat in fall 2005. Over 75 participants, including members of the Board of Regents, attended a planning retreat led by Dr. Andrew Czuchry. The retreat activities included the participants reviewing the University's mission, vision and goal statements and focused discussion that identified primary institutional strengths, weaknesses, opportunities, and threats to be considered in development of a new strategic plan.

Work from the planning retreat was used by the President's Cabinet to develop an initial draft strategic plan to replace the *Pride & Promise* plan which expires in 2006. The initial draft *ASPIRE* plan was posted on the University website and feedback gathered from students, faculty, staff, members of the Board of Regents, alumni, community partners and other friends of the University. A series of Cabinet workshops were held in the fall 2005 to revise the initial draft plan based on the feedback received. The revised draft plan was shared during the spring 2006 semester with the President's Council, Staff Congress, Faculty Senate and Board of Regents at the May workshop. The revised draft plan was again posted on the University web site and additional feedback solicited from the campus community resulting in the final draft plan to be presented to the Board for approval in June 2006.

**Analysis:**

The plan includes a revised vision for the University, mission statement, core values, goals and objectives. It aligns the institutional goals with the Council on Postsecondary Education's 2020 Vision and Public Agenda developed in response to *The Postsecondary Education Improvement Act of 1997* (House Bill 1). The *ASPIRE* plan sets a foundation for institutional resource allocation and management decisions through academic year 2010. Supporting the strategic plan are several functional plans which further detail how the institution will align personnel, operating and capital resources in support of activities to advance the goals of the strategic plan. These functional plans are presented as addenda to the strategic plan and include:

- Enrollment Management Plan
- Diversity Plan
- Six Year Capital Plan
- University Campus Master Plan

- Housing Facility Master Plan
- Athletic Facility Master Plan
- University Marketing Plan
- University Technology Plan

**Accountability:**

Implementing the *ASPIRE* plan will require a deliberate and renewed investment of time energy, creativity, and resources. Action plans with measurable key indicators have been identified to support each of the primary goals included in the strategic plan. Key indicators have been identified to assess and measure progress toward reaching the objectives and goals. External key performance measures assigned by the Council on Postsecondary Education and internal key indicators create a strong accountability structure for the plan to insure that progress toward goals and objectives can be measured and reported annually.

**APPROVE THE 2006-2007 OPERATING BUDGET, BOR (VIII-A-12)**  
**FEE SCHEDULE AND PERSONNEL ROSTER** **June 15, 2006**

**Recommendation:**

That the Board approve the recommended 2006/2007 Operating Budget, which totals \$109,751,000, the 2006/2007 Personnel Roster, and the 2006/2007 Fee Schedule.

**Background:**

*ASPIRE to Greatness: Morehead State University Strategic Plan 2006-2010* served as a foundation for the development of the 2006/2007 Operating Budget. The proposed budget reflects the University's commitment to improve student financial aid, faculty and staff salaries and the continued advancement of numerous academic and student support initiatives. The budget preparation process was inclusive of campus input and representation and resulted in the proposed \$109.8 million budget that advances the University's mission by focusing on the most important goals and objectives.

The parameters outlining the administration's management responsibilities related to the 2006/2007 Operating Budget and periodic reporting requirements to the Board of Regents are specified in the Budget Adoption Resolution on pages A-8 and A-9 of the separately bound 2006/2007 Operating Budget document.

**Analysis – Operating Budget:**

The Morehead State University 2006/2007 Operating Budget prioritizes allocation of new revenue generated from student tuition and fees as well as a \$624,800 increase in state appropriations to continue support of the key initiatives defined in the University's Strategic Plan. Revenue from student tuition and fees represents 45.4 percent of the total Education and General revenue budgeted for 2006/2007. The proposed 2006/2007 Operating Budget is built on a fall 2006 headcount enrollment of 9,300 which represents a projected increase in total headcount enrollment of 238 students over fall 2005 actual enrollment. Funds have been allocated in the 2006/2007 Operating Budget to support implementation of enrollment management strategies identified to help increase the number of full-time students served.

Auxiliary revenue from on-campus housing facilities is budgeted at a \$522,600 increase over 2005/2006 budgeted revenue. This revenue increase is attributed in part to a projected increase in the number of first-time-full-time freshmen enrolled on-campus and also to an increase in student residence hall rates. Adjustments in housing policies including expanded visitation hours in selected facilities and opening apartments to upper division students have been implemented to help minimize the number of students who elect to move to off-campus housing in their junior and senior years.

## **Changes in Revenue Sources**

The proposed \$109.8 million Operating Budget reflects a total increase of \$6,043,000 (5.8 percent) from the 2005/2006 Opening Budget. New funds available in the proposed budget are primarily attributed to revenue from a 12.8 percent increase in student tuition and fees. The 2006-2008 Executive Budget of the Commonwealth included a biennial increase of over \$4.8 million for Morehead State University in general operating appropriations. However, distribution of those funds across the biennium allocates \$624,800 in 2006/2007 and \$4.1 million in 2007/2008 creating a challenge for the institution to cover increasing fixed costs and priority expenditure increases identified for 2006/2007. Morehead State University will also received targeted state funding to support regional stewardship in the amount of \$200,000 in 2006/2007. Net changes in major revenues for 2006/2007 are summarized within the following sources:

Tuition and Mandatory Fees	\$ 6,043,000
Residence Halls	\$ 522,600
State Appropriations (Operating)	\$ 624,800
Regional Stewardship Trust Fund	\$ 200,000
Endowment Income	\$ 458,300

### **Analysis – Fee Schedule:**

A comprehensive review of University fees is conducted annually and recommended changes are presented to the Board for approval. The recommended 2006/2007 Fee Schedule is presented on pages C-1 through C-19 of the Operating Budget. A summary of the significant recommended changes follows:

#### **Tuition and Mandatory Fees:**

On March 2, 2006, the Morehead State University Board of Regents approved an increase in student tuition and mandatory fees not to exceed 13.8 percent or \$295 for a full-time, undergraduate resident for the 2006/2007 fiscal period. After careful analysis of student affordability data, funding priorities, and consideration of the state operating appropriations enacted in 2006-2008 Executive Budget, the increase to student tuition and mandatory fees is recommended below the previously approved maximum increase of 13.8 percent at 12.8 percent or \$275 for a full-time, undergraduate resident.

In accordance with 13 KAR 2:050, the Council on Postsecondary Education determines tuition for all students enrolled in Kentucky public postsecondary institutions. On March 24, 2006, the Council approved the proposed 12.8 percent increase in the tuition and mandatory fee rate for Morehead State University. The

table below identifies how annual tuition and fee rates at Morehead State University compare with other Kentucky public universities.

Kentucky Public Universities	2006/2007 Annual Tuition and Fee Rates
University of Kentucky (upper division)	\$ 6,698
University of Kentucky (lower division)	\$ 6,510
University of Louisville	\$ 6,252
Western Kentucky University	\$ 5,860
Northern Kentucky University	\$ 5,448
Eastern Kentucky University	\$ 5,192
Kentucky State University	\$ 4,950
Murray State University	\$ 4,998
Morehead State University	\$ 4,870
Average Annual Tuition & Fee Rate	\$ 5,054

#### Housing:

The 2006/2007 Operating Budget maintains a \$500,000 housing depreciation fund for the continuous upgrade and improvement of residence hall facilities and furnishings. In accordance with recommendations made by Brailsford & Dunlavey in the Comprehensive Housing Master Plan developed in April 2006, an 8 percent increase is recommended for all residence halls in 2006/2007.

#### Tuition & Fees and Residence Hall Rates:

	Fall 2005	Fall 2006	Inc
Resident Undergraduate Tuition & Fees	\$2,160	\$2,435	\$275
Average Residence Hall Rate	\$1,224	\$1,356	\$132

#### Student Recreation Fee:

The Morehead State University Student Government Association passed a resolution in spring 2005 supporting the construction of a student recreation center to be funded through assessment of a \$100 per semester student fee. The Student Recreation Center project was included in the 2006-2012 Six Year Capital Plan and the 2006-2008 Capital Budget Request with a total scope of \$17 million. The project was authorized in the 2006-2008 Executive Budget. However, the University's request for bonding authority was vetoed during final budget negotiations. Request for assessment of a reduced student recreation fee of \$35 is included in the 2006/2007 Fee Schedule. Revenue from this new fee will be used to fund the design work and site preparation for the Student Recreation Center and to make improvements in

existing student recreation facilities and equipment currently available to students. Reconsideration of the University's request to the state for bonding authority to support construction of the Student Recreation Center will be resubmitted during the next legislative session.

### **Analysis – Faculty and Staff Compensation:**

#### **Salary Pool:**

Working toward the goal to increase faculty and staff salaries to the 50<sup>th</sup> percentile of salary averages among the Kentucky regional universities, a 4 percent general salary pool increase totaling \$1,073,600 has been built into the 2006/2007 Operating Budget. However, implementation of the salary increase will be delayed until January 2007 to offset the challenge created by receiving only 13.2 percent of the biennial state appropriation increase in 2006/2007. Salary pool distribution strategies for faculty and staff are summarized below:

#### **Faculty and Librarians:**

- 3 percent Merit (distributed through the existing PBSI process)
- 1 percent Equity (distributed by Department Chair with Dean/Provost approval)

#### **Non-exempt (Hourly)**

- 2 percent Across-the-board
- 2 percent Merit (recommended by unit supervisors)

#### **Exempt (Salaried) Staff:**

- 1 percent Across-the-board
- 3 percent Merit (recommended by unit supervisors)

Employees with an annual salary rate less than \$25,000 will receive a minimum flat rate annual adjustment of \$1,000. Employees in this category received increases averaging 5.23 percent over 2005/2006. In addition to the 4 percent increase to the general salary pool, the 2006/2007 operating budget includes adjustments for faculty promotions, staff reclassifications and career ladder advancements which will become effective at the start of the 2006/2007 fiscal year. In total, the overall average employee salary at Morehead State University increased by 4.58 percent in 2006/2007.

The 2006/2007 Personnel Roster contains a listing of the recommended authorized positions as of July 1, 2006. Funding for each position listed in the roster has been provided for in the proposed 2006/2007 Operating Budget. A total of 1,108 positions are recommended for 2006/2007 with an estimated 1,022 positions contracted to be filled as of July 1, 2006. Total personnel expenditures represent 61.6

Prepared by: Beth Patrick

percent of total expenditures budgeted for 2006/2007—a decrease of .8% from the 2005/2006 Operating Budget.

The personnel roster is organized by division, with exempt (salary) and non-exempt (hourly) positions listed separately. The following information is shown for each position:

Position ID number  
Employee currently holding the position  
Position title  
Appointment status if not a regular, full-time appointment  
Recommended salary at the start of the 2006/2007 contract period  
January 2007 calculated salary after application of 4% increase pool  
Contract months for exempt employees

### **Analysis – Student Financial Aid:**

The 2006/2007 Operating Budget allocates a \$1,817,606 increase in student financial aid. This increase represents continued expansion and renewals of merit-based scholarships that were increased in 2005/2006 to enable Morehead State University to compete for more high school students with demonstrated high academic achievement and readiness for postsecondary education. Other financial aid enhancements include expansion of the Undergraduate Fellowship program established in 2005/2006 to empower academic departments to recruit and retain students into specific academic disciplines, diversity scholarships, KCTCS transfer student scholarships, and increases in tuition waiver and athletic scholarship budgets necessary to offset the 12.8 percent increase in student tuition and fees.

### **2006/2007 Budget Highlights**

The following list highlights several new funding initiatives included in the 2006/2007 operating budget. The items are grouped by the primary goal they support from the proposed 2006-2010 Strategic Plan.

#### **Goal 1: Academic Excellence**

- 4% Faculty Salary Increase
- Academic Affairs Operating Increase (year 2 of 3)
- Space Science Center Operating
- Expand Nursing to Mt. Sterling Campus
- Undergraduate Fellowships
- Pike County High School Program
- Library Resources
- Diversity Plan Funding
- MAT Program Expansion
- Competitive Salaries in Nursing

- Support for Accreditations

## **Goal 2: Student Success**

- Caudill Health Clinic Contract and Equipment
- Student Activities Budget Increase (year 1 of 2)
- Wellness Center Equipment
- Psychologist/Clinical Director in University Counseling
- Athletics Operating Increase (year 2 of 3)
- ADUC Conference Services Operating
- Student ADA Workstation Upgrade
- Expanded Visitation in West Mignon Hall
- Regional Campus Student Activity Resources
- Athletic Scholarship Increases
- 24 Hour Study & Community Area Incorporating Alumni Tower Food Court
- Digital Signage System

## **Goal 3: Productive Partnerships**

- Regional Stewardship Activities
- Governor's Scholars Program
- Enhancement of STATEMENT Magazine
- Expanded Metro Network Service
- Morehead/Rowan County New Cities Initiative
- University Center of the Mountains

## **Goal 4: Improved Infrastructure**

- Utility Increases
- Service Contract Increases
- Liability Insurances
- Lease Rate Increases
- HB-3 Background Checks for New Hires
- Replacement of Instructional Technology and Equipment
- Postage and Travel Expense Increases
- Statewide Facilities Maintenance Study
- Capital Renewal and Maintenance
- ERP (Ri2se) Implementation
- President's Leadership Academy
- Surveillance System Expansion
- Sanitary Sewer Flow Meter
- Physical Plant Engineer/Architect position

#### **Goal 5: Resource Enhancement**

- Development Call Center Operating Increases
- Capital Campaign Support
- Prospect Research Enhancement Project

#### **Goal 6: Enrollment and Retention**

- Enrollment Management Travel
- Marketing Resources
- SOAR & First-time Student Initiatives
- Institutional Scholarships and Waivers
- Enrollment Forecasting Software System
- Competitive Salaries for Admission Counselors

## **RATIFY 2006-07 EAGLE STUDENT HANDBOOK**

**BOR (VIII-A-13)**  
**June 15, 2006**

### **Recommendation:**

That the Board of Regents approve revisions to the *2006-07 Eagle Student Handbook*.

### **Background:**

*The Eagle* is Morehead State University's official document outlining the University's policies, procedures, regulations, and services for students. It includes the Student Conduct Code, which establishes expectations for student conduct and provisions for reviewing actions that are not in keeping with the educational nature of the University. All MSU students are responsible for the University rules and regulations contained in the document.

*The Eagle* is reviewed annually and revised to update the administrative directory and policies and procedures. The handbook was revised extensively in 2005-06. Revisions to the 2006-07 handbook include the following:

- The *Pride and Promise Strategic Plan 2001-2006* was replaced by *ASPIRING to Greatness: MSU Strategic Plan 2006-2010*.
- Changes were made to the housing section to reflect changes to policy and procedure with regard to apartment-style housing.
- Updates were made to the student and university organizations section to reflect changes in policy and procedure with regard to academic accountability. Specifically, language was added to this section requiring all student organizations to maintain a cumulative 2.30 GPA in order to be recognized by the University. Organizations that fail to meet this guideline will be required to work with the Director of Student Activities/Greek Life to develop a plan of action for enhancing the academic performance of members. In addition, student organizations that achieve a cumulative GPA above the all-MSU average will receive recognition for their achievement.
- Specific references to sanctions associated with the number of violations of university policy have been removed from the Student Conduct Code section. The revised version of the handbook will continue to list sanction options; however, references to the number of violations have been removed. This change will allow for more appropriate and incident-specific sanctioning when addressing violations of University policy.

Printed copies of the *2006-07 Eagle Student Handbook* will be distributed to Board members. The updated handbook, when approved, will be posted to the University's Web site prior to the beginning of the Fall 2006 Semester, and students will be required to acknowledge on-line

that they are responsible for the rules and regulations contained in the handbook and that they are subject to disciplinary action as outlined in the Student Conduct Code should they violate any of those rules or regulations.

**FINAL REPORT ON SPRING ENROLLMENT, 2006****BOR (VIII-B-1)  
June 15, 2006****HEAD-COUNT ENROLLMENT**

	<b>Spring</b>	<b>% Increase/Decrease</b>
2002	8,700	+10.9
2003	8,885	+ 2.1
2004	8,954	+ 0.8
2005	8,680	- 3.1
2006	8,625	-0.6

**FULL-TIME EQUIVALENCY**

	<b>Spring</b>	<b>% Increase/Decrease</b>
2002	6,497	+ 9.7
2003	6,696	+ 3.1
2004	6,727	+ 0.5
2005	6,510	- 3.2
2006	6,272	- 3.7

**CREDIT-HOUR PRODUCTION**

	<b>Spring</b>	<b>% Increase/Decrease</b>
2002	100,613	+ 9.7
2003	104,146	+ 3.5
2004	104,757	+ 0.6
2005	101,034	- 3.5
2006	97,198	- 3.8

## **PERSONAL SERVICE CONTRACTS**

**BOR (VIII-B-2)**  
**June 15, 2006**

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$10,000 between February 15, 2006 and May 30, 2006.

**PERSONAL SERVICE CONTRACTS**  
**February 15, 2006 through May 30, 2006**

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
St. Claire Regional Medical Center	Delivering health care to students through Caudill Health Clinic	7/1/06	6/30/07	\$265,000	Request for Proposal
Dean, Dorton & Ford, PSC	Annual Audit Services	7/1/06	6/30/07	\$55,000	Request for Proposal

**YEAR-TO-DATE GIFT INCOME REPORT****BOR (VIII-B-3)****June 15, 2006****March 31, 2005 and 2006**

<b>Description</b>	<b>2005</b>	<b>2006</b>	<b>Variance</b>
Degreed Alumni	\$464,881.44	\$338,752.26	(\$126,129.18)
Non-degreed Alumni	6,467.50	21,159.00	\$14,691.50
Faculty/Staff	54,696.32	56,397.28	\$1,700.96
Retirees	15,822.50	9,350.00	(\$6,472.50)
Parents	25,487.49	29,293.00	\$3,805.51
Students	552.47	297.97	(\$254.50)
Leadership Board Members	6,775.00	3,719.00	(\$3,056.00)
Corporate Contributors	274,679.72	434,443.90	\$159,764.18
Foundations	7,266.61	8,693.48	\$1,426.87
Non-profit Organizations	26,697.66	13,713.88	(\$12,983.78)
MSU and Student Organizations	8,315.00	6,863.00	(\$1,452.00)
Sponsor	7,560.00	5,440.00	(\$2,120.00)
Friends of MSU	247,298.37	241,023.83	(\$6,274.54)
<b>GRAND TOTALS</b>	<b><u>\$1,146,500.08</u></b>	<b><u>\$1,169,146.60</u></b>	<b><u>\$22,646.52</u></b>

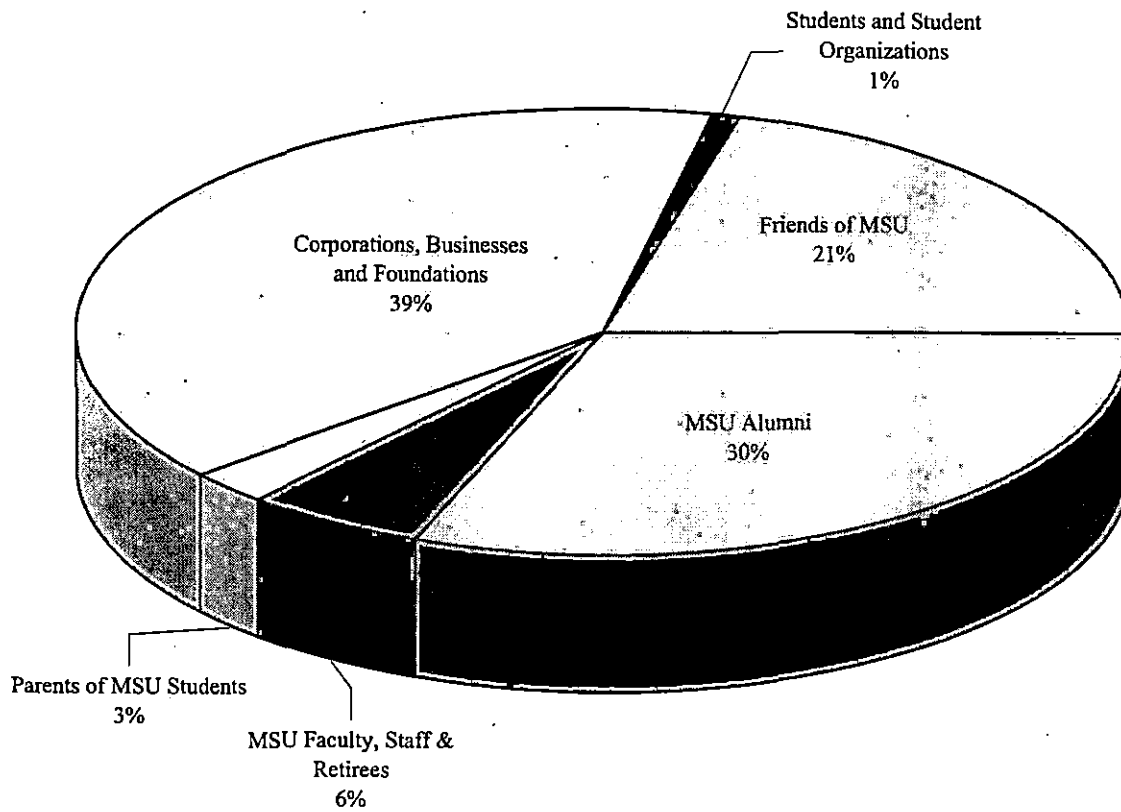
\*Matching Gifts Received                      \$13,815.00                      \$9,675.00

\*Gift-In-Kind                                      \$187,458.90                      \$198,392.48

\*Stocks    \$3,246.42                      \$19,297.81

*\*Included in totals above*

**MSU Foundation, Inc.  
Gift Income By Source  
March 31, 2006**



## **REPORT OF MAJOR GIFTS SINCE MARCH 1, 2006**

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The following is a list of gifts of \$10,000 or more that have been received and/or recorded since March 1, 2006, on behalf of the University in accordance with terms of the operating agreement between Morehead State University and the MSU Foundation, Inc.

<u>Donor Name</u>	<u>Gift Date</u>	<u>Purpose</u>	<u>Gift Amount</u>
Harold White Millworks, Inc.	3/24/2006	Gift-in-kind	\$15,711.29
Ronald W. Tierney	4/18/2006	Gift-in-kind	\$18,400.00
Community Foundation of Louisville Depository, Inc.	3/31/2006	Folk Art Center	\$19,115.35
Beech Fork Processing, Inc.	5/6/2006	Endowment	\$25,000.00
Allen Brothers Realty, Inc.	3/14/2006	Endowment	\$30,208.00
Elmer R. Smith	4/17/2006	Endowment	\$50,000.00

**Board of Regents Meeting  
Morehead State University  
Riggle Room – Adron Doran University Center  
9 a.m., Thursday, June 15, 2006**

**Agenda**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVE MINUTES OF MARCH 2, 2006**
- IV. SPOTLIGHT – *Student Government Association***
- V. ADOPT RESOLUTIONS OF COMMENDATION FOR BOARD MEMBERS**
- VI. ADOPT RESOLUTION OF COMMENDATION FOR PHIL HOGG**
- VII. RATIFY RESOLUTION OF COMMENDATION FOR CONGRESSMAN HAL ROGERS**
- VIII. RECOMMENDATIONS AND REPORTS**
  - A. Recommendations**
    - 1. Ratify 2006 Spring Graduates ..... 1
    - 2. Approve Emeritus Status, 2006.....2
    - 3. Approve Promotion, 2006.....3
    - 4. Approve Master of Arts in Education – Educational Technology with Instructional Computer Technology Endorsement..... 4-6
    - 5. Approve Bachelor of Science Degree Technology Management (BSTM)..... 7-8
    - 6. Ratify Personnel Actions ..... 9-50
    - 7. Approve Revision to PG-5, Affirmative Action/Equal Opportunity for Employment ..... 51-57
    - 8. Accept Third Quarter Financial Report & Amend Operating Budget ..... 58-68
    - 9. Approve Appointment of Auditing Firm.....69
    - 10. Approve Minimum Scope of Annual Audit ..... 70-75
    - 11. Approve the Strategic Plan 2006-2010. .... 76-77
    - 12. Approve 2006-07 Operating Budget, Fee Schedule, and Personnel Roster ..... 78-84
    - 13. Ratify 2006-07 Eagle Student Handbook..... 85-86

**B. Reports**

1. Final Report on Spring 2006 Enrollment .....87
2. Report on Personal Service Contracts..... 88-89
3. Gift Income Report..... 90-92

**C. President's Report****IX. OTHER BUSINESS****A. President's Contract****B. Executive Session****C. Future Meetings**

1. Work Session - Thursday, August 31
2. Quarterly Meeting - Thursday, September 14

**X. ADJOURNMENT**