

AGENDA BOOK

Board of Regents



**Board of Regents Meeting
Morehead State University
Thursday, September 20, 2007**

Schedule

9 a.m.	BOR Meeting	Riggle Room
Noon	Lunch	Heritage Room
1 p.m.	Groundbreaking for Space Science Center	

Members, Morehead State University Board of Regents

James H. Booth (*Chair*)

Jean M. Dorton (*Vice Chair*)

Brian N. Gay (*Student Member*)

Paul C. Goodpaster

Dr. Terry L. Irons (*Faculty Member*)

Sylvia L. Lovely

John C. Merchant

Dr. John D. O'Cull

Lora L. Pace (*Staff Member*)

Helen C. Pennington

Jill Hall Rose

Wayne D. Andrews, President

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**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
9 a.m., Thursday, September 20, 2007**

Agenda

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **OATH OF OFFICE**
- IV. **APPROVE MINUTES OF JUNE 15, 2007**
- V. **REPORT ON BUSINESS PLAN**
- VI. **SPOTLIGHT – *Space Science Center***
- VII. **SABBATICAL LEAVE REPORT – *Dr. Elizabeth Regan***
- VIII. **PRESIDENT'S RECOMMENDATIONS AND REPORTS**
 - A. **Recommendations**
 - 1. Approve Tenure1
 - 2. Approve Emeritus Status2
 - 3. Ratify Personnel Actions 3-44
 - 4. Approve Revision to PG-50, Staff Performance Management System..... 45-48
 - 5. Approve Disposal of Real Property..... 49-51
 - 6. Ratify Amendment to General Receipts Bonds, Series A 52-53
 - B. **Reports**
 - 1. Preliminary Report on Fall 2007 Enrollment (presented at meeting)
 - 2. Report on Property Acquisitions 54
 - 3. Report on Real Property Leases..... 55-57
 - 4. Report on Personal Service Contracts 58-59
 - 5. Gift Income Report..... 60-61
 - C. **President's Report**
- IX. **OTHER BUSINESS**
 - A. **Future Meetings**
 - 1. Work Session, Thursday, November 8, 2007
 - 2. BOR Meeting, Thursday, December 6, 2007
 - B. **Executive Session**
 - C. **Other**
- X. **ADJOURNMENT**

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY**

June 15, 2007

The Board of Regents of Morehead State University met at 9 a.m. on Friday, June 15, 2007, 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, Jean Dorton, Brian Gay, Paul Goodpaster, Dr. Terry Irons, John Merchant, Dr. John D. O'Cull, Lora Pace, and Jill Hall. Rose. Sylvia Lovely and Helen Pennington were unable to attend.

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

NEWS MEDIA

Pauline Young, Director of University Communications, introduced McKenzie Bates from Morehead State Public Radio, who was present for the meeting.

**MARCH 8, 2007,
MINUTES**

Ms. Dorton moved that the minutes of March 8, 2007, be approved as distributed. Mr. Merchant seconded the motion. The motion carried.

**RESOLUTION
HONORING
BARBARA
ENDER**

Dr. Irons moved that the Board approve the following Resolution Honoring Ms. Barbara Ender who is leaving the University to accept a similar position at Slippery Rock University in Pennsylvania:

WHEREAS, Barbara A. Ender, the University's vice president for development, has served in that important post since 2001; and

WHEREAS, Ms. Ender also has served six years as chief executive officer of the Morehead State University Foundation, Inc.; and

WHEREAS, Ms. Ender is leaving the University on June 30 to accept a new professional challenge in a similar post at Slippery Rock University in Pennsylvania; and

WHEREAS, Ms. Ender has achieved remarkable results in her role as the chief development officer of the University under the direction of two presidents; and

WHEREAS, Ms. Ender's stewardship of the MSU Foundation has facilitated a doubling of the organization's assets to more than \$32 million and the recruitment of outstanding citizens as volunteer members of the Board of Trustees; and

WHEREAS, Ms. Ender has been a model of integrity and professionalism in her management of the University's Division of Development;

THEREFORE, be it resolved by the Board of Regents of Morehead State University that Ms. Barbara Ender be and hereby is commended for her outstanding service and allegiance to the University and that she is extended the institution's sincere best wishes for her continued professional success and personal happiness.

Done this fifteenth day of June 2007.

James H. Booth, Chair

ATTEST:

Carol Johnson, Secretary

Wayne D. Andrews, President

Mr. Gay seconded the motion. The motion carried.

Ms. Ender was unable to be present to accept the resolution. (The resolution was presented to Ms. Ender at a reception held in her honor on June 21, 2007.)

**RESOLUTION
HONORING
MICHAEL
MOORE**

Dr. Irons moved that the Board adopt the following Resolution Honoring Michael R. Moore who will be resuming full-time duties as a tenured professor in the Department of Communication and Theatre:

WHEREAS, Dr. Michael R. Moore, the University's provost and executive vice president for academic affairs, has served in that major post since 1997; and

WHEREAS, Dr. Moore's term of service in that important position has been exceeded by only one other person in the 120-year history of the University; and

WHEREAS, Dr. Moore is leaving that position on June 30 to resume full-time duties as a tenured professor in the Department of Communication and Theatre; and

WHEREAS, Dr. Moore has led the institution to greatly expand its accessibility to students of all ages and locations through two additional regional campuses and an extensive program of online courses and degrees; and

WHEREAS, Dr. Moore's administration of the University's academic enterprise has resulted in successful reaffirmation of accreditation by the Southern Association of Colleges and Schools (SACS) and other accrediting bodies, as well as initial accreditations by AACSB International (The Association to Advance Collegiate Schools of Business) and the National Association of Schools of Theatre (NAST); as well as the University's classification by the Carnegie Foundation as a "community engagement" institution; and

WHEREAS, Dr. Moore has exemplified high standards of academic excellence and a personal concern for others in his management of the University's Division of Academic Affairs;

THEREFORE, be it resolved by the Board of Regents of Morehead State University that Dr. Michael R. Moore be and hereby is commended for his distinguished service and fidelity to the University and that he is extended the institution's sincere best wishes for continued professional achievement and personal fulfillment.

Done this fifteenth day of June 2007.

James H. Booth, Chair

ATTEST:

Carol Johnson, Secretary

Wayne D. Andrews, President

Ms. Dorton seconded the motion. The motion carried.

Following adoption of the resolution, Chair Booth read and presented the resolution to Dr. Moore.

**SPOTLIGHT –
2007-08
OPERATING
BUDGET**

Beth Patrick, Vice President for Planning, Budgets and Technology, presented the spotlight on the University's 2007-08 Operating Budget. Her presentation focused on the following four questions:

- Where do our resources come from?
- How do we use our resources and how does that compare to other Kentucky public regional universities?
- What outcomes are we achieving?
- How are we using new resources to improve outcomes?

Ms. Patrick discussed the sources of revenue that make up the University's 2007-08 Operating Budget totaling \$118,950,000. These sources include tuition and fees (44.7 percent); state appropriations (46.1 percent); sales and services of educational activities (1.2 percent); and other sources (8 percent). A six-year comparison between tuition revenue and state appropriations shows that state appropriations have decreased nearly 5 percent over the past six years. In a comparison of tuition and fees among Kentucky's universities, MSU continues to be the best value. *(Complete report attached to these minutes and marked VI)*

Discussion followed on the Council on Postsecondary Education key accountability measures, particularly issues relating to remediation and retention. A question was raised on where MSU students are falling short in terms of their preparation for college, e.g., where they are from, education received, etc. Dr. Andrews said that the University has done a detailed analysis. In addition, last year Dean Gerald DeMoss looked at ACT scores of students for the incoming freshman class and found that nearly 50 percent of these students needed at least one remedial course. Approximately 80 percent of the students coming to the University from the 22 counties MSU serves are dealing with challenges related to preparation. Dean DeMoss said that the study showed the majority of the students the University attracts to the campus requiring remediation in mathematics come from Rowan or adjacent counties. However, the percentage of those students who matriculate and graduate is about the same as all counties in the service region. This suggests that the students requiring remediation tend to go to the institution closest to home with KCTCS institutions picking up many of those students at the community college level. A pilot project that is being funded by the National Science Foundation through the Kentucky Department of Education will enable the University to go into the schools three days a week to work with the mathematics faculty to provide remediation during the senior year for the students that would typically be here in the fall. Further, a couple of the high school teachers will be invited to teach developmental math for the University in the fall.

Dr. Andrews reported that the General Assembly approved mandatory ACT testing at its last session which requires students to take the ACT test earlier in high school. Earlier testing will allow time for corrective action while students are still in high school. Also, one of the recommendations proposed by the CPE Task Force on Developmental Education was to increase the ACT requirement for incoming students in terms of what will constitute developmental education. The ACT requirement for mathematics will go from 18 to 19. The ACT requirement for reading will go from 18 to 21. These changes will have a significant impact on the developmental needs of students coming to the University. Dr. Andrews said that in a meeting he and Chair Booth recently had with CPE President Tom Layzell and other CPE officials, they indicated that the Council is hoping to create this as a public agenda item to address. Dr. Andrews said that as a society if we are going to offer rigorous courses in school, we are going to have to check students methodically along the way and plan for remediation when students don't achieve at a certain level.

Dr. Andrews indicated that to address this issue, the University will offer beginning this summer the Success Academy to help students who may need additional preparation in writing, mathematics, and reading. The Success Academy allows a new student to make a quick start on college success by completing up to nine college credits before entering MSU for the fall semester. Guidance counselors, principals and other school personnel in MSU's service region were asked to recommend students that they believed had potential to succeed in college but had two or more remedial needs. As of today, 47 students are registered for the academy.

**PRESIDENT'S
RECOMMENDA-
TIONS*****2007 Spring
Graduates***

Dr. Andrews noted that if you take a cohort of students starting at the ninth grade, 35 percent of those students will not graduate from high school in Kentucky.

Ms. Patrick said that in the past, CPE funding formulas have been enrollment driven. Now our accountability measures and new funding formula are changing where the emphasis is not on how many we bring in the door but how many we send out the door with a degree. All of that focus is on having more students be successful not necessarily getting more students in the door.

Ms. Patrick recognized and thanked Teresa Johnson and Kathy Cox, for their hard work in helping develop the 2007-08 Operating Budget.

The President recommended:

RECOMMENDATION: That the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University at the 2007 spring commencement on May 12, 2007, be ratified.

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

VOTE: The motion carried.

The President recommended:

Emeritus Status

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

R. Lane Cowsert, Professor of Agriculture
Dixon Ferrell, Associate Professor of Art
David Magrane, Professor of Biology
Robert Pritchard, Professor of Music
Susanne Rolland, Associate Professor of Social Work

Michael Moore, Provost, stated that the faculty members have been recommended by their faculty and approved at the various levels for emeritus status.

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

VOTE: The motion carried.

Promotions

The President recommended:

RECOMMENDATION: That the Board approve the granting of promotions to the following faculty with the issuance of their contracts for the 2007-08 year:

Professor

Darrin DeMoss, Biology
Elizabeth Mesa-Gaido, Art
Gary Mesa-Gaido, Art
Charles Mason, Geoscience
Gordon Towell, Music
Wesley White, Psychology

Librarian IV

Tom Kmetz

Dr. Moore said that the six faculty members and one librarian have been recommended by their peers and administrative supervisors for promotions.

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

VOTE: The motion carried.

The President recommended:

Educational Leaves

RECOMMENDATION: That the Board approve the granting of educational leaves for the following faculty members contingent upon funding being available within Academic Affairs:

Donna Corley, Associate Professor of Nursing, 2007-08 Academic Year
Jacklynn Darling, Associate Professor of Imaging Sciences, 2008 Spring Semester

Dr. Moore said that both Ms. Corley and Ms. Darling are requesting educational leaves to complete doctoral degrees. He noted that a major need in the nursing program is to identify faculty who have the appropriate doctoral degrees.

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

VOTE: The motion carried.

**Bachelor of
Imaging Sciences**

The President recommended:

RECOMMENDATION: That the Board approve the Bachelor of Imaging Sciences – Leadership in Medical Imaging Program.

(Additional background information attached to these minutes and marked VII-A-5)

Dr. Moore said that this is one of our growing programs along with nursing. This degree will provide the knowledge and skills required in today's sophisticated medical imaging settings to effectively and efficiently manage professional staff and use advanced technology. The program has been posted on the CPE Web site for review and comment by other institutions and has been released by the CPE for governing board approval.

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

VOTE: The motion carried.

The President recommended:

**General Receipts
Obligations Trust
Agreement**

RECOMMENDATION: That the Board adopt:

A Resolution of the Board of Regents of Morehead State University approving a trust agreement, dated as of the first day of the month in which obligations are issued thereunder, between Morehead State University and the trustee named therein; providing for the authorization, issuance and sale from time to time of general receipts obligations of Morehead State University; providing for the payment of such obligations and the securing of such payment; and authorizing other matters related thereto.

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

Mr. Walters said that the University has been working with the state's Office of Financial Management; bond counsel Peck, Schafer and Williams; and financial advisor Hilliard-Lyons to review the option to issue debt obligations under a pledge of general receipts revenues rather than the more restricted pledges of tuition and housing revenues. This gives the University greater flexibility in financing capital projects, a wider range of investments, and improved cash management. The trend in higher education institutions in Kentucky is to move to issue debt obligations secured by pledges of general receipts. Further, issuance of debt obligations under this indenture will continue to require prior Board of Regents' authorization.

In response to a question by Dr. Irons on whether the University issues Con-Ed bonds, Mr. Walters said that the last issue was for the renovation of Button Auditorium four years ago. Also, the University does not have an obligation to maintain an escrow account

**General Receipts
Obligations,
Series A**

under the General Receipts Obligations, which provides greater flexibility with cash flow during the year.

MOTION: Mr. Goodpaster moved that the Board approve the President's recommendations. Dr. Irons seconded the motion.

VOTE: The motion carried with Mr. Merchant abstaining from voting.

The President recommended:

RECOMMENDATION: That the Board adopt:

A Resolution providing for the authorization, issuance, and sale of approximately \$22,000,000 general receipt obligations, 2007 Series A of Morehead State University, pursuant to the trust agreement, a first supplemental trust agreement, a tenth supplemental trust indenture and an escrow trust agreement dated as of the first day of the month in which such bonds are issued.

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

Mr. Walters said that the General Receipts Obligations, Series A bonds would be sold in August for the renovation of Nunn Hall, which is the first project scheduled in the Comprehensive Housing Master Plan. The project scope of \$6.9 million exceeds the state's budget authorization of \$5 million. However, the University has a project and agency bond authorization request in the amount of \$10 million that could be considered for approval in a special called session of the General Assembly. If this authorization is not obtained, the bond issue will be sized at an amount to include the base project construction cost plus the cost of issuance and debt service reserved. In addition to funding this project, the University will be working with bond counsel to determine the feasibility of refunding existing Housing and Dining System Revenue Bonds. Some of the outstanding H&D bonds, in the amount of \$16.3 million, have been refunded in recent years and carry lower interest rates that may not yield significant net present value savings. A refunding would free the University from having to maintain a debt service reserve for the outstanding bonds and other restrictions in the indenture.

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

VOTE: The motion carried with Mr. Merchant abstaining from voting.

Personnel Actions

The President recommended:

RECOMMENDATION: That the Board ratify the Personnel Actions for the period February 12, 2007, through May 18, 2007.

(Additional background information and list of Personnel Actions attached to these minutes and marked VII-A-8)

Mr. Walters introduced Phil Gniot, newly appointed Director of Human Resources, to present information on the Personnel Actions report.

Mr. Gniot said that there were 102 reportable actions, which are very similar to the actions at this same time last year. Approximately 95 percent were for regular full-time employees with about 3 percent for temporary and part-time and 2 percent restricted. The difference is that the number of actions is significantly down due to the budget cycle.

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

VOTE: The motion carried.

The President recommended:

Rescission of PG-31

RECOMMENDATION: That the Board ratify the rescission of Personnel Policy PG-31, Maximum Age for Retirement and Employment.

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

Mr. Gniot said that under a special exemption to the Age Discrimination in Employment Act (ADEA) enacted in 1986, postsecondary institutions were permitted to enforce mandatory retirement for faculty when they reached the age of 70. The exemption was limited to seven years and expired at the end of 1993. Therefore, the Board is being asked to rescind PG-31, which is outdated since federal law no longer allows employers to use age to enforce mandatory retirement. No adverse action has been taken against any tenured faculty member since the mandatory retirement age exemption for tenure faculty expired.

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

VOTE: The motion carried.

**Third Quarter
Financial Report**

The President recommended:

RECOMMENDATION: That the Board accept the financial statements and amend the operating budget for the third quarter of the fiscal year that will end June 30, 2007, and amend the operating budget.

(Additional background information and financial statements attached to these minutes and marked VII-A-10)

James Fluty, Director of Accounting and Budgetary Control, introduced Kelli Owen, newly appointed Assistant Director of Accounting and Budgetary Control. Mr. Fluty presented an overview of the financial statements for the nine months that ended on March 31, 2007, which includes the Statement of Revenues, Expenditures and Changes in Fund Balance, and information about the unrestricted current funds revenues, expenditures and transfers of the University. He said that the University's financial picture remained stable through the third quarter of the 2006-07 fiscal year. During this period, total revenues increased \$5 million or 5.7 percent over March 31, 2006, as a result of increases in tuition and fees, government appropriations, sales and services of educational activities, and others sources.

Teresa Johnson, Director of Budgets, discussed budget amendments and significant adjustments to revenue and other additions during the period January 1, 2007, to March 31, 2007. Unbudgeted revenue allocated during the second quarter totaled \$261,955 and included the following:

- Eagle Excellence Fund support from the MSU Foundation totaled \$146,704
- Basketball Gate Receipts allocated to athletics totaled \$11,000
- Football guarantees allocated to athletics totaled \$5,000
- NCAA proceeds allocated to athletics totaled \$16,418
- Student recreation center fee revenue totaling \$63,000 was allocated for renovation of Laughlin and AAC weight rooms

Budget allocations from other sources increased by \$161,088 in the second quarter, which includes unbudgeted support from the MSU Foundation of \$60,664. Unbudgeted endowment income totaled \$79,983 and was allocated within Academic Affairs and TV productions revenue totaling \$18,150 was allocated to Distance Learning.

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

VOTE: The motion carried.

Auditing Firm

The President recommended:

RECOMMENDATION: That, based on the recommendation of the Audit Committee, the Board approve the extension of the auditing services contract with 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, 2007.

Mr. Walters said that the contract with Dean, Dorton & Ford, PSC was for the fiscal year that ended June 30, 2006, with the option to extend the contract for four additional one-year periods. The fee, which is based on the consumer price index, will be \$56,050 for the 2006-07 fiscal year.

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

VOTE: The motion carried.

The President recommended:

Scope of Annual Audit

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, 2007.

(Additional background information and Minimum Scope of the Annual Audit attached to these minutes and marked VII-A-12)

Mr. Walters said that the audit will include a review and evaluation of the existing internal control structure. Mr. Fluty and Joe Hunsucker, Director of Internal Audits, have outlined the scope of the audit that will comply with all local, state, and federal audit requirements.

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

VOTE: The motion carried.

Following a ten-minute recess, the Board reconvened at 11 a.m.

**2008-2014 Six-Year
Capital Plan**

The President recommended:

RECOMMENDATION: That the Board ratify the 2008-2014 Six-Year Capital Plan which was submitted to the Capital Planning and Advisory Board on April 15, 2007.

(Additional background information and Six-Year Capital Plan attached to these minutes and marked VII-A-13)

Ms. Patrick stated that the 2008-2014 Six-Year Capital Plan document includes the updated project scope estimates based on revised information and data available from the statewide facilities conditions assessment facility status report commissioned by the CPE and completed in the spring 2007. The Plan was submitted to the Capital Planning and Advisory Board on April 15, 2007.

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

VOTE: The motion carried.

The President recommended:

**2007-08 Operating
Budget, Fee
Schedule, and
Personnel Roster**

RECOMMENDATION: That the Board approve the recommended 2007-2008 Operating Budget, which totals \$118,950,000, the 2007-2008 Personnel Roster, and the 2007-2008 Fee Schedule.

(Additional background information and 2007-2008 Operating Budget, 2007-2008 Personnel Roster, and 2007-2008 Fee Schedule attached to these minutes and marked VII-A-14)

MOTION: Ms. Pace moved, seconded by Ms. Dorton, to approve the President's recommendation.

VOTE: The motion carried.

The President recommended:

**2007-08 Eagle
Student Handbook**

RECOMMENDATION: That the Board approve revisions to the 2007-08 Eagle Student Handbook.

(Additional background information and 2007-08 Eagle Student Handbook attached to these minutes and marked VII-A-15)

Kevin Koett, Dean of Students, stated that the Eagle Student Handbook is reviewed annually and revised to update the administrative directory and policies and procedures. Mr. Koett outlined the changes that have been made to the 2007-08 handbook and advised that the

updated handbook will be posted on the University's Web site prior to the beginning of the 2007 Fall Semester.

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

VOTE: The motion carried.

REPORTS

2007 Spring Enrollment

Dr. Moore presented a final report on 2007 Spring Enrollment. He said that there was a slight decrease in head-count enrollment of 1.0 percent with 8,536 student enrolled compared to 8,625 in 2006.

Gift Income Report

Dr. Andrews presented the Gift Income Report, which showed that the total gift income of \$1,245,401.62 as of March 31, 2007, compared with \$1,169,146.60 as of March 31, 2006, had increased by \$76,255.02. Gift sources include 41 percent from alumni, 30 percent from businesses and corporations, 20 percent from friends of MSU, and 6 percent from faculty, staff and retirees. Dr. Andrews also reported on gifts of \$10,000 or more that have been received and/or recorded since March 1, 2007. A large portion of these gifts was for the acquisition of Eagle Trace Golf Course.

PRESIDENT'S REPORT

Meeting with CPE Officials

Dr. Andrews reported that:

- He and Mr. Booth had recently met with CPE President Tom Layzell, CPE Chair John Turner, and CPE Vice Chair Dan Flanagan. They came to the campus to talk about the upcoming Governor's Trusteeship Conference that will be held September 16-17 at the Brown Hotel in Louisville. The focus of this year's conference will be on doubling the numbers – increasing the number of adult baccalaureate holders equal to the overall average in the United States. He encouraged all Board members to attend the conference.

Administrative Survey

- As a result of the administrative survey that was held last spring, six focus sessions were held, three for faculty and three for staff. Thirty-three faculty and 53 staff attended the sessions. Issues primarily related to communication and the perception that there were barriers impeding their ability to succeed. Comments are being summarized and categorized in order to improve in these areas. Dr. Andrews said that he would report back to the board at a future meeting with an action plan to address these issues.

Superintendents' Meeting

- Superintendents from MSU's service region have been invited to come to the University on June 19. The twofold purpose of the session is to talk with them about the University's programs and listen to any concerns they have with respect to the University and our desire to have more of their students attend MSU.

**Graduation
Speeches**

- He was invited this spring to make two graduation speeches, one at Johnson Central and another at Bath County. At Bath County, there were 13 valedictorians with 12 planning to attend MSU.

Media Tour

- He started a media tour where he has met with folks in various media markets. Dr. Andrews said that he had been to Ashland and Mt. Sterling and is planning to go to Lexington next month. He said the goal is to get out in the region more to tell our story. A national firm, Stamats, has been hired to conduct a marketing research analysis for Morehead State University specifically to talk with prospective students and parents in the market the University serves and in some areas where we would like to serve more. A representative from Stamats will meet with University officials on July 12 to present the results of the study. The results of the study will be shared with the Board at its work session on August 30.

**Space Science
Center**

- A bid opening is scheduled on the Space Science Center building in two weeks.

**Progress Report on
President's 2006-07
Goals**

Dr. Andrews also presented a report on his goals for the 2006-07 fiscal year. *(President's Report attached to these minutes and marked VII-C)*

**EXECUTIVE
SESSION**

Chair Booth said that the Board would retire to closed session pursuant to KRS 61.810 to discuss personnel issues. No formal action will be taken in the closed session. Mr. Merchant moved that the Board go into closed session. Dr. Irons seconded the motion. The motion carried.

OPEN SESSION

Following 35 minutes in closed session, Mr. Goodpaster moved that the Board reconvene in open session at 12:30 p.m. Ms. Pace seconded the motion. The motion carried. Chair Booth said that no action was taken during closed session.

**PRESIDENT'S
CONTRACT**

Ms. Dorton moved that the President's compensation be adjusted to \$251,160 effective as of July 1, 2007, consisting of a base salary of \$239,200, which represents a 4 percent increase, and a deferred compensation component equal to 5 percent of the base salary or \$11,960. The deferred compensation component will be administered by a salary reduction agreement through the University's tax sheltered annuity program. In addition, the President's contract will be extended for one additional year to June 30, 2011. Mr. Merchant seconded the motion. The motion unanimously carried.

**INCENTIVE
PLAN**

Mr. Merchant moved that the Board work with Dr. Andrews to develop incentive criteria for part of his future compensation increases and report back by the end of the calendar year. Ms. Rose seconded the motion. The motion unanimously carried. *(Subsequent to the meeting, Chair Booth appointed a committee of the Board composed of Jean Dorton, who will chair the committee, Jill Hall Rose, Paul Goodpaster, and Dr. Terry Irons to develop the incentive plan for the Board's consideration and approval.)*

ADJOURNMENT

There being no further business to conduct, Ms. Pace moved that the meeting adjourn at 12:37 p.m. Ms. Rose seconded the motion. The motion carried.

Respectfully submitted,

A handwritten signature in cursive script that reads "Carol Johnson".

Carol Johnson, Secretary
Board of Regents

BOR (V)
September 20, 2007

**Morehead State University
Business Plan**

Working Draft

September 20, 2007

**Questions to consider in reviewing the draft of the MSU Business Plan --
for discussion at Sept. 20 meeting of Board of Regents.**

1. Does the Plan effectively address the following questions identified as key foundations for building the business plan?
 - What level of total public funding is needed?
 - What does the balance between student and state cost share need to be to maintain affordability?
 - What strategies will be implemented to achieve necessary gains in productivity and efficiency with current and future resources?
 - How should current and future resources be allocated to drive these strategies?
 - What capital investments will be necessary to achieve long-term goals?
 - What will be the state's return on investment?
2. Are the Basic Plan Assumptions documented in Appendix B of the Plan set appropriately for Morehead State University?
3. Will the business plan effectively guide the University toward its vision "to become the best public university in the South" and also to meet the degree production targets set in the CPE Double the Numbers Plan?
4. Are the targets for enrollment growth and improvements in degree production set at the right combination for MSU based on the data analysis?

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Introduction

The Business Plan was developed as a financial roadmap to guide Morehead State University in its vision to “**become the best public regional university in the South**” as defined in *ASPIRE to Greatness: Morehead State University Strategic Plan 2006-2010*. It also defines what the University must do to fulfill its part in reaching the 2020 goals of the Commonwealth as defined by the Council on Postsecondary Education’s *Public Agenda* and *Double the Numbers Plan* and ultimately improve the quality of life for Kentuckians in our service region.

The Business Plan uses rational assumptions to model the aspirational goals for enrollment growth, bachelor’s degree production, and quality enhancements. It articulates where the University is today in relation to its goals and clearly defines what must be achieved to reach those goals. Finally, it projects resources that will be needed to fund initiatives to drive the goals and from what sources those resources must be obtained. Like *ASPIRE to Greatness*, the Business Plan is recognized as a living document that will be reviewed and adjusted to shifts in the internal and external environments of the University. It is presented as a unique planning tool to guide the University in decision-making and allocation of resources.

State Goals: 2020 Educational Attainment Projections for the Commonwealth

House Bill 1 (1997) charged the Council on Postsecondary Education (CPE) with the task of raising the educational attainment of the Commonwealth to national levels by the year 2020. Achieving this goal will require dramatic increases in two key areas:

- Number of bachelor’s degrees produced annually in the Commonwealth
- Research and service, which will generate more economic development and engagement in communities.

CPE staff estimate that Kentuckians would need 791,000 bachelor’s degree holders by 2020. Without policy intervention, CPE estimates only 580,270 Kentuckians will hold

bachelor’s degrees by 2020 leaving a gap of 211,000 bachelor degree holders needed. Closing this gap will require substantial growth in postsecondary education in Kentucky. The CPE has identified 2020 bachelor’s degrees targets for each public institution to achieve on an annual basis by 2020 in order for each to do their part in achieving the statewide educational attainment goal.

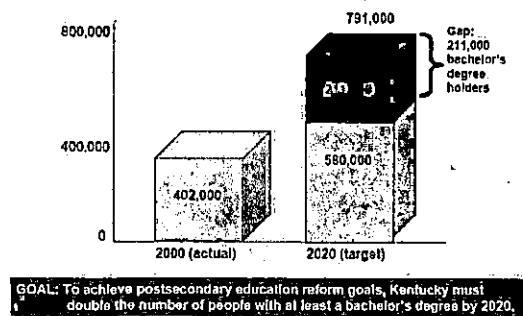


Table 1 – Morehead State University	2006	2020	Gap
Bachelor's Degrees (Annual)	1,055	1,799	744
Undergraduate Enrollment	7,512	11,994	4,482

Table 1 identifies MSU's current annual bachelor's degree production rate and what that rate must be by 2020 and the corresponding number of undergraduate students that would be necessary to enroll to achieve degree production goals. These numbers represent MSU's commitment in the CPE *Double the Numbers Plan* related to increased baccalaureate degree production in the Commonwealth.

The 2020 Undergraduate Enrollment projection of 11,994 as shown in Table 1 would require a total headcount enrollment of approximately 17,135 students based on MSU's current mix of full- and part-time and graduate and undergraduate students. While it is recognized that growth must play a significant role in meeting our 2020 baccalaureate production goals, a total headcount of more than 17,000 students at an institution where the primary service region is experiencing a population decline is unrealistic. Closing the 744 bachelor's degree production gap by 2020 will require modest growth combined with significant improvements in productivity and efficiency. MSU must work within its service region to:

- recruit more first-generation students into the higher education pipeline
- improve adult and GED college transitions

- increase the transfer rate of KCTCS graduates
- partner with P-12 schools to increase high school graduation and college-going rates

Simultaneously, greater efficiencies and productivity must be achieved by focusing available resources on initiatives that will improve the student retention and graduation rates of students who enter the postsecondary education pipeline. Costs will be significant. Additional

investments in students will be necessary to recruit, retain and graduate a diverse student body and provide affordable access to a quality education.

"Closing the 744 bachelor's degree production gap by 2020 will require modest growth combined with significant improvements in productivity and efficiency."

Investments in additional quality faculty and staff will be necessary to meet the needs of new students and students who enter the system with academic, social and financial challenges. Finally, MSU will need investments in its physical infrastructure to ensure students are equipped with safe, modern living and learning environments as well as state-of-the-art equipment and technology in the classrooms to ensure success. The total solution must include improvements in quality, productivity, efficiency, resource reallocation and collaboration both inside and outside the University.

Institutional Goals

In June 2006, the MSU Board of Regents approved a new strategic plan for the period 2006-2012. The *ASPIRE* strategic plan (Appendix D) defines the institution's vision and mission, and details goals and objectives which must be achieved to fulfill the mission and achieve its vision for the future. While the goals defined for MSU in the CPE Public Agenda and MSU's institutional vision defined in *ASPIRE* may define different end measures for success, the performance and outcomes necessary to achieve success with each plan are parallel. Both will require comparable strategic growth

and comparable improvements in various measures of efficiency and productivity. This business plan will identify:

- What must happen to achieve the institutional goals and *Double The Numbers* baccalaureate degree targets
- Financial resources necessary to support the business plan deployment
- Sources of funding
- The return on investment for the region and state with successful implementation of the plan

Where We Are: Measures and Comparisons

Because the Business Plan is based on a series of projections and models, it was necessary to develop a set of basic measures which are based on national norms along with University and statewide data trends.

While there is no universally accepted single measure of a university's performance, there are a variety of quantitative and qualitative indices that, when reviewed together, can provide a measure of progress and overall effectiveness of an institution. No single indicator or composite number can represent the University in total. Each measure identified in the plan is used only to establish targets, assess gaps and measure progress. Measures selected for use in the Business Plan are not intended to encompass or represent all aspects

of the University's programs and services.

When available, measures are used which are independently collected at the national level such as within the Integrated Postsecondary Education Data Systems (IPEDS), Common Data Set (CDS), National Science Foundation (NSF) surveys, etc.

However, in the absence of national data collection and consortia for comparison, local measures are utilized to assess overall quality of the institution and its impact from engagement in the region.

"The first challenge of the business plan is to identify the effective combination of growth and improvements in productivity that will facilitate producing 1,799 degrees."

The first challenge of the business plan is to identify the effective combination of growth and improvements in productivity that would facilitate the University meeting the 1,799 bachelor's degree

target. For purposes of this plan, a productivity measure has been adopted that calculates the number of bachelor's degrees per 100 undergraduate FTE students.

$$\text{Productivity Index (PI)} = \frac{\text{Bach Degrees}}{\text{UG FTE} / 100}$$

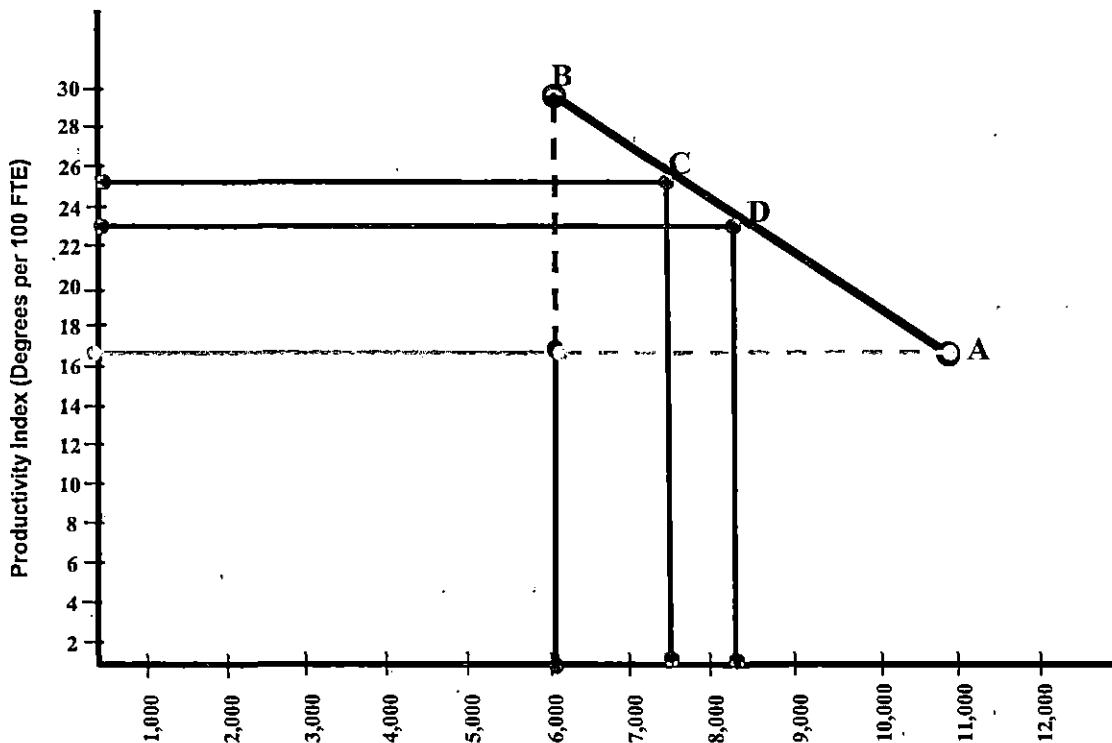
Comparison groups are used within the plan as a check-and-balance for the various productivity and funding targets identified in the business plan models. Comparison groups used include MSU's national benchmark peers as defined by the Council on Postsecondary Education and James Madison University which currently holds the position of "Best Public Regional University in the South" as defined by U.S. News and World Report—the position which MSU aspires to hold. The chart

below identifies the productivity index for MSU and its CPE-defined national benchmark peers based on the most recent graduation data available. While James Madison University is not included in MSU's national peer group, its productivity index is common with that of the top performing institutions in MSU's national benchmark peer group. This identifies a high-end productivity target of 23.6 for MSU based on the top performing tier of its benchmark institutions.

Institution	Productivity Index
Western Illinois University	24.6
Eastern Washington University	24.6
Fort Hays State University	24.1
Western Carolina University	22.5
Central Missouri State University	21.6
Southeast Missouri State University	21.5
Delta State University	21.1
Edinboro University of Pennsylvania	20.4
Mansfield University of Pennsylvania	20.2
Clarion University of Pennsylvania	19.8
The University of Tennessee-Chattanooga	19.4
Frostburg State University	19.0
Arkansas State University-Main Campus	18.3
The University of Tennessee-Martin	17.8
University of Nebraska at Kearney	17.3
Indiana State University	16.5
Morehead State University	16.4
Angela State University	16.1
Lincoln University	16.0
Lamar University	14.3
Benchmark Average	19.7

James Madison University 24.7

Using the productivity index, the following graph illustrates how MSU would need to increase enrollment and/or increase productivity to meet the CPE goal of 1,799 bachelor's degrees produced per year by 2020.



The slope of the black line represents the productivity goal of 1,799 bachelor's degrees and the various combinations of productivity and enrollment necessary to produce at that level annually.

If MSU were to hold productivity constant at a PI score of 16.4, we would need to increase undergraduate FTE to 10,970 or approximately 16,300 total student headcount to produce 1,799 bachelor's degrees annually. This would represent an 81% increase in enrollment and is represented on the graph by the yellow line and point A.

If MSU were to hold enrollment constant, we would need to increase productivity from a PI of 16.4 to 29.7 to produce the desired number of

bachelor's degrees annually. This is represented by the blue line and point B on the graph.

If MSU were to improve productivity to the level equal to James Madison University or a PI of 24.7, enrollment would need to increase to 7,283 undergraduate FTE or 10,900 total headcount to achieve 1,799 bachelor's degrees annually. This is represented on the graph by the green line and point C.

The red line and point D on the graph represents the level of productivity that MSU would need to achieve (PI = 22.3) with an enrollment of 8,053 undergraduate FTE or 12,000 total headcount.

Based on the mix of current enrollment across locations and attending online, a total headcount of 12,000 has been estimated as the maximum number of students that could be effectively served without significant expansion of MSU facility

infrastructure. The corresponding productivity index for this enrollment level necessary to produce 1,799 graduates annually is comparable to the performance level of top benchmark peers.

Enrollment Growth

The enrollment growth necessary to support 1,799 bachelor's degrees represents an average annual increase in undergraduate FTE of 1.9 percent from fall 2007 through

fall 2020 and an average annual increase in total headcount of 2.3 percent. The following table illustrates the

enrollment mix for fall 2007 by location including on-campus, Internet or totally online students, and students attending face-to-face at a regional campus. This table models the enrollment growth needed from each location through the year 2020 to reach 12,000 total headcount. The projected annual

growth rates for the regional campuses through fall 2011 were obtained from the five-year plan developed by the Office of Academic Outreach. Projected annual growth

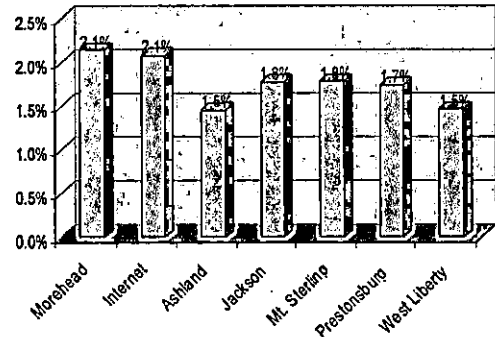
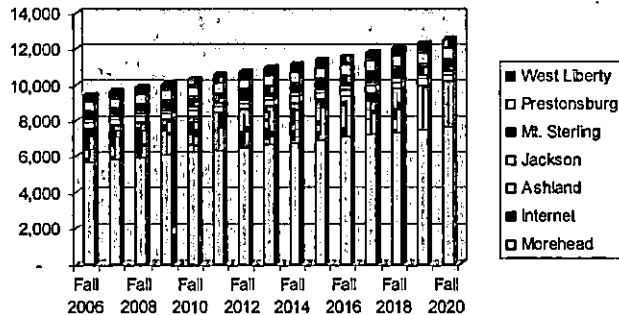
rates for fall 2012 through fall 2020 and rates for on-campus and Internet students are projected on a linear growth

"...enrollment growth necessary to support 1,799 bachelor's degrees represents an average annual increase in undergraduate FTE of 1.9 percent..."

scale with slightly higher growth in the first six years. By 2020, total enrollment will need to increase by 32.6 percent with 34.6 percent coming from on-campus students, 33.5 percent from increases in Internet enrollments and from 22.3 percent – 28.1 percent growth at the regional campuses.

Projected Headcount Enrollment by Location																	Total Increase
	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020		
Morehead	5,697	5,822	5,950	6,081	6,215	6,352	6,492	6,628	6,767	6,909	7,054	7,202	7,354	7,508	7,666	34.6%	
Internet	1,876	1,917	1,959	2,003	2,047	2,092	2,138	2,180	2,224	2,268	2,314	2,360	2,407	2,455	2,505	33.5%	
Ashland	304	310	316	322	328	334	338	342	346	350	355	359	363	367	372	22.3%	
Jackson	168	173	178	183	188	193	195	198	200	202	205	207	210	212	215	27.9%	
Mt Sterling	512	527	543	558	573	589	596	603	610	618	625	633	640	648	656	28.1%	
Prestonsburg	468	496	505	515	525	535	541	548	554	561	568	575	582	589	596	27.3%	
West Liberty	377	385	392	400	407	415	420	425	430	435	441	446	451	457	462	22.6%	
Total Headcount	9,402	9,631	9,844	10,062	10,283	10,509	10,720	10,924	11,132	11,345	11,561	11,782	12,007	12,238	12,471	32.6%	
Occupancy	2,547	2,697	2,756	2,817	2,879	2,943	3,002	3,059	3,117	3,177	3,237	3,299	3,362	3,426	3,492	37.1%	
Projected Annual Growth Rate by Location																	Average
Morehead	2.2%	2.2%	2.2%	2.2%	2.2%	2.2%	2.2%	2.1%	2.1%	2.1%	2.1%	2.1%	2.1%	2.1%	2.1%	2.1%	
Internet	2.2%	2.2%	2.2%	2.2%	2.2%	2.2%	2.2%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.1%	
Ashland	2.0%	1.9%	1.9%	1.9%	1.8%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.5%	
Jackson	3.0%	2.9%	2.8%	2.7%	2.7%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.8%	
Mt Sterling	2.9%	3.0%	2.8%	2.7%	2.8%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.8%	
Prestonsburg	6.0%	1.8%	2.0%	1.9%	1.9%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.7%	
West Liberty	2.1%	1.8%	2.0%	1.8%	2.0%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.5%	

The following charts illustrate the annual growth percentage projected for each location through 2020.



Based on projections gathered from the University's Comprehensive Housing Master Plan, sufficient beds will be available to house 30 percent of the total headcount enrollment by fall 2020 which is a rate reasonable to expect based on local market surveys completed during the housing plan development. Average annual growth from each location is projected to range from 1.5 percent to 2.1 percent from fall 2007 through fall 2020.

Strategies to Improve Efficiency and Productivity

The goals identified in the University's ASPIRE strategic plan identify the broad areas where improvements will be necessary to reach our vision of becoming the top public university in the South and also to reach of 2020 bachelor's degree production goals identified in the CPE *Double The Numbers Plan*. Necessary will be direct strategies that impact:

Academic Excellence

How will we develop, deliver, and maintain superior academic programs?

Student Success

How will support services fulfill student academic and co-curricular needs?

Productive Partnerships

How will we utilize partnerships to benefit the people, communities and economy within the MSU service region?

Improved Infrastructure

How will we effectively manage human, capital and fiscal resources?

Resource Enhancement

How will we maximize public and private revenue opportunities?

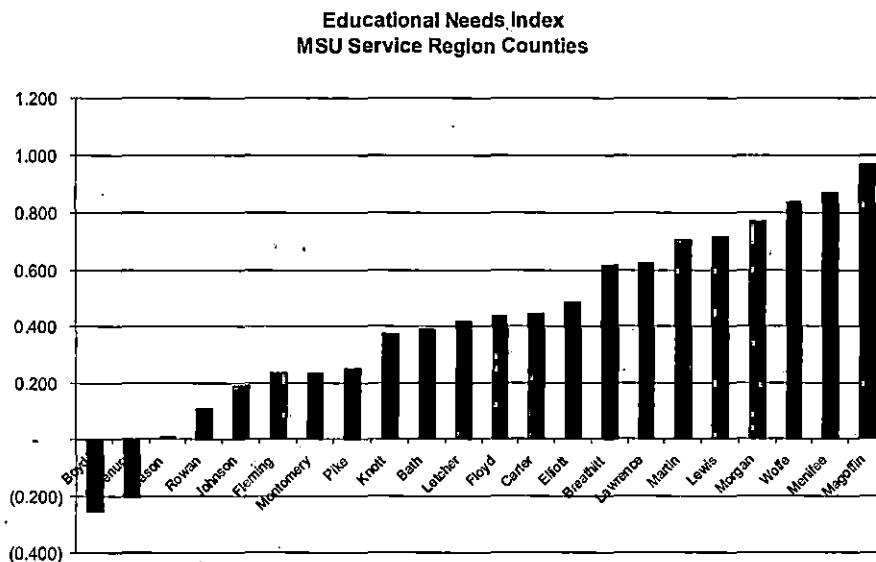
Enrollment and Retention

How will we reach optimal student enrollment and retention goals?

Multiple program initiatives are currently on-going in various stages of implementation to facilitate progress toward the above goals. A list of strategies that identify the type of intervention and comprehensive change that must take place for MSU to be successful reaching its goals is included in Appendix A of this document. However, this list of strategies is not intended to be a comprehensive list of the work to be completed. Additional strategies will need to be identified in consultation with the faculty and based on additional data analysis, regional

assessment and examination of best-practice techniques at other universities. Analysis of the specific educational needs within the MSU service region will assist in identifying how strategies can be targeted to the counties and high schools with the greatest need.

The chart below identifies the Educational Needs Index (ENI) for each of the counties included in MSU primary service region documented in the Educational Needs Index State Report for Kentucky.



The ENI project was a national study funded by the Lumina Foundation for Education and completed as a joint initiative of the Tennessee Board of Regents, the Tennessee Higher Education Commission, the National Center for Higher Education Management Systems, and Austin Peay State University. The ENI combines 15 county-level data elements into a single number that reflects the level

of educational need in each county. The elements include measures of

"Twenty of twenty-two counties in MSU's service region have an ENI that indicates more critical educational needs than the average county in the US"

educational attainment, measures of poverty and unemployment, and the distribution of

population across difference age and racial categories, along with the growth rates of the state. An ENI of zero represents the average of all counties in the U.S. Positive ENI numbers indicate counties that have

more critical educational needs. These counties have relatively limited levels of educational attainment combined with economic challenges compounded in many cases by population growth and a shift toward younger and at-risk minority groups.

Additional analysis at the school level is also being completed to identify what strategies will make the greatest impact within the service region. For example, based on the 2004 Kentucky High School Feedback Report, seven high schools in MSU's service region show an above average high school graduation rate when compared to other high schools in Kentucky but

were significantly lower in their in-state college-going rate. While further analysis is necessary, an initial assumption is that these counties might benefit from programs to assist with promoting higher education and working with families on affordability issues to ensure that those who graduate from high school have access to postsecondary education. Several of the recent and on-going regional engagement and partnership projects summarized in Appendix A are a result of this level of needs analysis within the service region and examples of the strategies that must be implemented to reach the necessary productivity index as indicated in the plan.

Funding the Plan

Noted in the introduction section of this document was the need to invest in students, faculty, infrastructure and facilities, technology and innovation, and the region if MSU is to reach the aspirational goals identified in *ASPIRE* and be

successful in increasing its bachelor's degree production to 1,799 annually. The following budget model compares the forecast increases in

E&G revenues through 2020 against the forecast increases in expenditures. Basic assumptions used in the budget model

are listed below. The rationale for each of the assumptions is available in Appendix B.

PLAN ASSUMPTIONS:

- Reaching and maintaining a student-faculty ratio of 17:1
- Using the current Higher Education Cost Adjustment increase of 3.3 percent annually to offset inflation and increases in base operating
- A four percent increase in faculty/staff salaries to facilitate closing the gap between MSU salaries and salaries paid by our regional peers
- Annual increase in funds allocated to maintain existing

"Primary cost drivers in the business plan include double-the-numbers growth, faculty/staff salaries, capital renewal, inflationary adjustments, technology and developing 21st century student services at all campus locations"

infrastructure and capital renewal priorities

- Maintaining student financial aid investments at 10 percent of total E&G expenditures,

Primary cost drivers in the budget model include:

- *Double The Numbers* resources to grow the academic infrastructure so that it can effectively serve 12,000 students by 2020. The model used to develop the per-student growth rate for *Double The Numbers* is shown in Appendix C.
- Faculty / Staff Salaries – Meeting the 2020 goals will require that MSU be successful in competing for the best and brightest faculty and staff to implement our plan. Resources are necessary to raise (and maintain) MSU faculty and staff salaries to competitive market and CUPA (College and University Professional Association) averages.
- Inflationary Adjustments – Annual increases in fixed and unavoidable costs such as utilities, technology equipment and services, employee health benefits and liability insurances will be necessary to maintain and support existing infrastructure. The model uses the current index for Higher Education Cost Adjustment (HECA) adopted by the State Higher Education Executive Officers (SHEEO) for projecting inflationary increases in higher education institutions.

- Capital Renewal – MSU operates multiple facilities that are years beyond their projected useful life based on findings from the statewide facility assessment survey commissioned by the Kentucky Council on Postsecondary Education and completed by VFA, Inc., in 2006-2007. The plan allocates the additional of \$250,000 annually to establish a recurring pool of

"Sources of revenue to fund the business plan include student tuition and fees, state appropriations, private giving, and internal reallocation of existing budgetary resources."

resources that can address the ongoing capital renewal and maintenance needs of the institution and continue to

protect the facility investments of the Commonwealth. These funds would be in addition to the general fund requests for capital projects to renovate or replace facilities as defined in the University's Master Plan.

SOURCES OF REVENUE:

In addition to increased revenue from state appropriations and from student tuition and fees, internal reinvestment of existing institutional operating resources will be required to fund multiple priorities identified in the plan such as implementation of the Discovery and Honors Colleges, realignment of academic programs and general education requirements and investments in programs to increase student services both at the Morehead campus and for students attending the five regional campuses. As enrollments increase, additional funds will be available to invest in other strategic priorities that

will ensure quality and focus on priority initiatives to enable annual increases in degree production as well as increased investments in research, service and outreach activities which will benefit the economic development of the service region.

will be necessary to drive the Business Plan through the next biennium. A full budget chart projecting expenditures through 2020 is included as Appendix E. Capital needs including funds for maintenance and operations are only projected through the first biennium.

The budget chart below projects the increased operating expenses that

Double the Numbers Growth	Fall 2007	Fall 2008	Fall 2009
Student Headcount Projections	9,246	9,452	9,662
Total Student FTE Projections (87% of HC)	8,044	8,223	8,406
Additional Student FTE	956	179	183
Faculty Headcount Projections (17:1)	432	11	11
New Faculty - Regional Engagement		3	3

Projected New Expenditures			
Annual DTN Costs	\$	2,345,385	\$2,459,618
Operating Base Inflation (3.3%)	\$	1,145,894	\$1,183,709
Regional Engagement Faculty (3 FTE / yr)	\$	246,582	\$ 253,979
Regional Engagement Initiatives (1%-2% of E&G)	\$	599,477	\$ 701,881
Capital Renewal / Facilities	\$	250,000	\$ 250,000
M&O on Capital Projects (2008-2010)	\$	290,022	\$ 798,591
Student Financial Aid (10% of E&G)	\$	755,520	\$ 597,616
Faculty / Staff Salary Increases (4%)	\$	2,454,358	\$2,575,445
	\$	8,087,238	\$8,820,838

Funding Comparative with Peer Groups

It was determined earlier in the plan that MSU must increase its performance as measured by the productivity index to a level equal to the productivity level of its top-performing benchmark peers to reach the 2020 target of 1,799 bachelor's degrees annually. The chart below identifies the current funding level of the same peer groups.

	Performance Index	Total Public Funds per UG FTE
Morehead State University	16.4	\$12,886
Top Performing Benchmarks	23.5	\$16,533
James Madison University	24.7	\$19,164

The following model was developed to examine the funding levels of the top performing benchmark institutions and determine if comparable funding by 2020 would facilitate the necessary investments in student, personnel, facilities and infrastructure that have been projected in the budget model. The chart below is also included as Appendix F of the Plan.

Year	A Tuition & Fees		B State Appropriations		C Total Public Funds		D Headcount	E UG FTE		F Bach. Degree	G MSU TPF per UG FTE		H Top BM HECA		I Efficiency Index
	2000-01	% Chg	2000-01	% Chg	2000-01	% Chg	2000-01	% Chg	% Chg	% Chg	2000-01	% Chg	2000-01	% Chg	2000-01
2000-01	\$ 21,798,200		\$ 38,167,700		\$ 59,965,900		8,327	8,529	7.74%	907	\$ 9,899	-0.1%			
2001-02	\$ 24,013,500	10.2%	\$ 40,534,700	6.2%	\$ 64,550,200	7.6%	9,027	8,416	-6.8%	907	\$ 9,897	-0.1%			
2002-03	\$ 27,098,365	12.8%	\$ 41,203,800	1.6%	\$ 68,301,965	5.8%	9,390	8,025	-13.6%	887	\$ 9,821	-0.7%	18,635		
2003-04	\$ 31,680,800	17.6%	\$ 41,194,500	0.0%	\$ 73,075,300	7.0%	9,509	7,081	-25.3%	991	\$ 10,349	5.4%	17,165	3.0%	
2004-05	\$ 35,975,200	13.5%	\$ 40,146,700	-2.5%	\$ 76,121,900	4.2%	8,293	6,638	-18.8%	1,038	\$ 11,132	7.6%	17,890	3.0%	17.13
2005-06	\$ 40,224,950	11.8%	\$ 43,428,400	8.2%	\$ 83,653,350	9.9%	9,092	6,492	-28.8%	1,055	\$ 12,888	15.8%	18,210	3.0%	18.18
2006-07	\$ 44,692,750	11.1%	\$ 44,053,100	1.4%	\$ 88,745,850	6.1%	9,025	6,338	-29.4%	1,060	\$ 14,007	8.7%	18,757	3.0%	19.53
2007-08	\$ 47,680,450	7.0%	\$ 48,802,100	10.8%	\$ 96,482,550	8.6%	9,150	6,431	-29.3%	1,105	\$ 15,031	7.3%	19,319	3.0%	19.85
2008-09	\$ 50,444,400	5.8%	\$ 50,000,000	-0.9%	\$ 100,444,400	4.1%	9,295	6,528	-29.3%	1,130	\$ 15,900	5.8%	19,899	3.0%	19.83
2009-10	\$ 53,224,400	5.5%	\$ 50,000,000	-0.9%	\$ 103,224,400	2.8%	9,450	6,642	1.7%	1,155	\$ 16,779	5.5%	20,469	3.0%	19.79
2010-11	\$ 56,004,400	5.2%	\$ 50,000,000	-0.9%	\$ 106,004,400	2.7%	9,605	6,756	1.7%	1,205	\$ 17,707	5.5%	21,111	3.0%	19.02
2011-12	\$ 58,784,400	5.0%	\$ 50,000,000	-0.9%	\$ 108,784,400	2.6%	9,760	6,870	1.7%	1,255	\$ 18,640	5.3%	21,744	3.0%	19.51
2012-13	\$ 61,564,400	4.8%	\$ 50,000,000	-0.9%	\$ 111,564,400	2.6%	9,915	6,984	1.6%	1,305	\$ 19,572	5.0%	22,377	3.0%	19.69
2013-14	\$ 64,344,400	4.6%	\$ 50,000,000	-0.9%	\$ 114,344,400	2.5%	10,070	7,098	1.6%	1,355	\$ 20,504	5.0%	23,010	3.0%	20.40
2014-15	\$ 67,124,400	4.4%	\$ 50,000,000	-0.9%	\$ 117,124,400	2.5%	10,225	7,212	1.6%	1,405	\$ 21,436	5.0%	23,643	3.0%	21.16
2015-16	\$ 69,904,400	4.2%	\$ 50,000,000	-0.9%	\$ 119,904,400	2.4%	10,380	7,326	1.5%	1,455	\$ 22,368	5.0%	24,276	3.0%	21.83
2016-17	\$ 72,684,400	4.0%	\$ 50,000,000	-0.9%	\$ 122,684,400	2.4%	10,535	7,440	1.5%	1,505	\$ 23,300	4.9%	24,909	3.0%	22.47
2017-18	\$ 75,464,400	3.8%	\$ 50,000,000	-0.9%	\$ 125,464,400	2.3%	10,690	7,554	1.5%	1,555	\$ 24,232	4.8%	25,542	3.0%	23.02
2018-19	\$ 78,244,400	3.6%	\$ 50,000,000	-0.9%	\$ 128,244,400	2.3%	10,845	7,668	1.4%	1,605	\$ 25,164	4.8%	26,175	3.0%	23.52
2019-20	\$ 81,024,400	3.4%	\$ 50,000,000	-0.9%	\$ 131,024,400	2.2%	11,000	7,782	1.4%	1,655	\$ 26,096	4.8%	26,808	3.0%	23.93

50:50 Student-State Share

Comparable Funding with BM Peers

Note: Shaded areas are projected values.

2020 Target Production of Degrees

Using the Plan's goal funding and production targets for 2020, the table above models an annual increase in bachelor's degrees, undergraduate FTE and total headcount enrollment that would be necessary starting from current year actual data in columns D, E and F of the chart. Funding projections through 2020 are modeled for the top benchmark peers in column H by using an average 3.0% annual increase which is slightly below the current HECA index to compensate for internal reallocation and efficiency gains that can be achieved with existing resources.

"...the total revenue from tuition and fees would need to increase an average of 7.5 percent annually and likewise total revenue from state appropriations allocated to operating would need to increase 7.25 percent annually"

Using the annual growth in undergraduate FTE projected through 2020 and the annual funding per FTE of MSU's top benchmark peers, the required increase in total public funds (Column C) can be modeled at a rate that will enable MSU's

Total Public Funds (TPF) per UG FTE to be comparable to the top benchmark peer's TPF per UG FTE by 2020 when bachelor's degree production levels reach target levels. If MSU were to maintain a 50:50 student-state share, the total revenue from tuition and fees would need to increase an average of 7.5 percent annually and likewise total revenue from state appropriations

allocated to operating to increase by 7.25 percent annually.

The projected increases in total public funds are shown below in relationship to the projected expenditure increases for the next biennium to confirm that the total new revenue that would be

generated by funding comparable with the top-performing benchmark institutions is comparable with the projected increases in expenditures. The comparison chart of increased public funds and expenditures is projected through 2020 in Appendix E of the Plan.

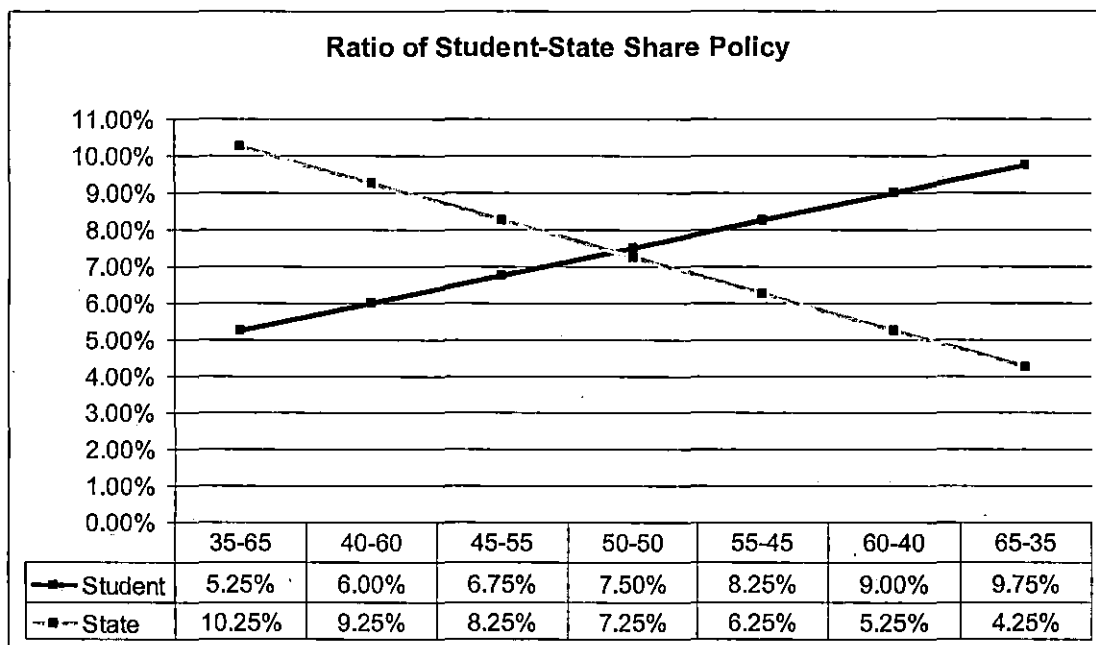
Projected Annual Increases

Total Public Funds	\$ 7,127,686	\$ 7,653,417
Other E&G Resources	\$ 743,700	\$ 822,742
Total Annual E&G Increases	\$ 7,871,386	\$ 8,476,159

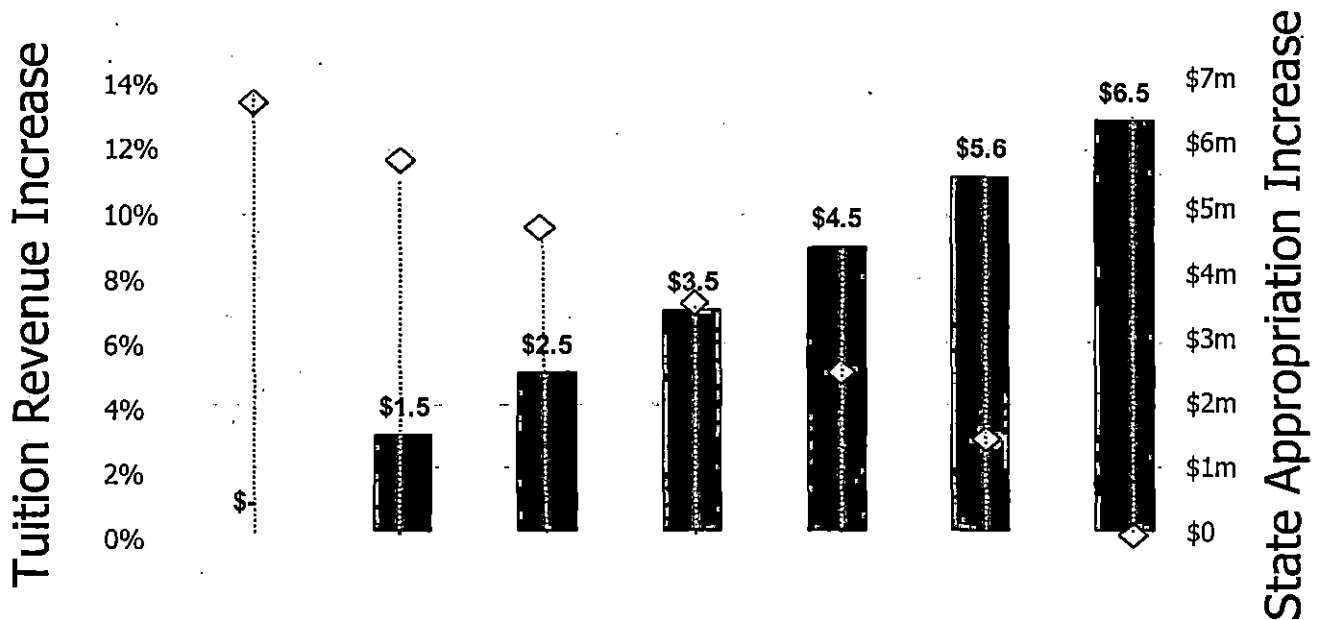
Projected New Expenditures

Annual Double The Numbers Costs	\$ 2,345,385	\$ 2,459,618
Operating Base Inflation (3.3%)	\$ 1,145,894	\$ 1,183,709
Regional Engagement Faculty (3 FTE / yr)	\$ 246,582	\$ 253,979
Regional Engagement Initiatives (1%-2% of E&G)	\$ 599,477	\$ 701,881
Capital Renewal / Facilities	\$ 250,000	\$ 250,000
M&O on Capital Projects (2008-2010)	\$ 290,022	\$ 300,000
Student Financial Aid (10% of E&G)	\$ 505,520	\$ 847,616
Faculty / Staff Salary Increases (4%)	\$ 2,454,358	\$ 2,575,445
	\$ 7,837,238	\$ 8,572,247

The chart below illustrates how change in the student-state share ratio would impact the average annual increases in student tuition and fees and annual increases in state appropriations. The business plan has built in an assumption of a 50:50 student state share.



The following chart illustrates the same relationship between tuition revenue increases and the increase in state appropriation using actual dollars in place of percentage increases and based on the funds needed in the first year of the business plan 2008-2009.



If state appropriations were increased by \$3.5 million (7.25 percent increase) as identified as the need in the business plan, then tuition revenue would need to increase by 7.5 percent. If the state appropriations increase was limited to \$1.5 million (3 percent increase) then tuition revenue would need to increase by nearly 12 percent to generate the total public funds necessary to drive the first year of the business plan.

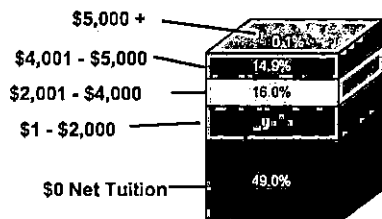
Affordability

A close review of the affordability data indicates that an average 7.5 percent increase in tuition and fee revenue will not damage overall affordability indexes for MSU. It is recognized that general inflationary costs as well as increases in institutional fixed costs have created tremendous burdens on the University over the past several years. The University has experienced dramatic increases in employee health benefits, liability insurance premiums, utility

expenditures, strategic technology investments and costs associated with maintenance and repair of facilities. Like its national and state peers, MSU has relied on significant increases in tuition and fee rates to offset proportionately less funds available from the state to cover these rising costs.

Since 2000, MSU tuition and fees rates have increased in a range from 8 percent to 15 percent with an average annual increase of 11.2

percent. However, MSU remains sensitive to the higher than average number of need-based students in the service region and continues to offer a high-quality baccalaureate-level education at the lowest tuition cost among all public universities in the Commonwealth. Also, significant increases in student financial aid have been invested during this same time period to ensure affordability for need-based students. On average, Kentucky undergraduates at MSU paid only \$1,374 annually in tuition and mandatory fees after scholarships, grants and tuition waivers were applied in 2006.

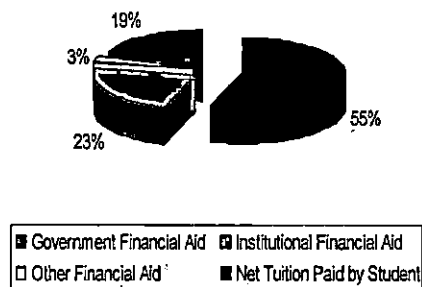


In total, there were 49 percent of Kentucky undergraduates who had tuition and mandatory fees paid in full by scholarships, grants and tuition waivers made available from federal, state, institutional and private sources. The chart above illustrates the ranges of net tuition paid in fall 2006 by Kentucky undergraduates. In addition to the 49 percent who had aid to cover their total cost of tuition and mandatory

fees, 22 percent paid less than \$2,000 in net tuition with 16 percent paying between \$2,000 and \$4,000. Fifteen percent of Kentucky resident undergraduates paid all or the majority of the full 'sticker price' for tuition and fees in 2006 which were billed at \$4,870 annually for a full-time load.

The major portion of student financial aid awarded in fall 2006 (55 percent) was allocated from federal and state sources followed by aid awarded using institutional funds (23 percent) and funds awarded from private sources (3 percent). In total, students paid out of pocket only \$6.8 million of the \$34.8 million (19 percent) of total tuition and fees billed to undergraduates in 2006.

Fund Sources for Undergraduate Tuition Billed Fall 2006



Summary – Return on Investment

The Morehead State University Business Plan has been developed as a financial roadmap that will facilitate planning and guide the institution toward fulfilling its mission and reaching its vision to become the best public university in the South. With its implementation...

MSU will:

- Make annual progress with increasing enrollment working toward a total enrollment of 12,000 headcount and 8,053 undergraduate FTE by 2020
- Make annual progress toward goal of increasing bachelor's degree production to 1,799 annually by 2020
- Make annual progress toward increasing productivity and efficiency levels comparable with top benchmark institutions by 2020
- Increase by 163 the number of faculty dedicated to teaching
- Continue to improve the quality of its undergraduate and graduate programs
- Continue to improve the level of student services and support resources that ensure student success
- Increase by 39 the number of personnel dedicated to research, public service and outreach.
- Develop partnerships with the public and P-12 schools to increase the number of students in the service region entering the higher education pipeline
- Maintain affordable access to higher education to citizens from all income levels
- Improve engagement in the community to address public priorities including health issues, rural economic development, adult education, etc.
- Provide a fiscal and capital framework for accomplishing MSU's portion of the statewide goal to improve overall educational attainment in the Commonwealth

Kentucky will:

- Increase MSU's base appropriation at an annual rate of 7.25 percent annually through 2020
- Provide necessary capital construction support for educational facilities
- Authorize MSU to issue debt that will facilitate planned growth of auxiliary and other non-state-funded capital investments

What it will mean for East Kentucky:

- Increased educational attainment in East Kentucky
- Stronger rural economies that support higher wages and broader benefits
- Improvements in critical health issues
- Improved diversity and access to the arts.

APPENDIX A

EXAMPLE STRATEGIES FOR IMPROVING PRODUCTIVITY INDEX

Summer Success Academy – Implemented with a pilot class in the summer of 2007, the academy is targeted to new students with two or more areas of developmental need (based on ACT scores). Participation is voluntary, but eligible students are contacted after admission, and strongly encouraged to participate. Students admitted to the academy take 6 credit hours of required developmental courses, and 3 credit hours of a required freshman orientation course which combines study skills and career planning. The academy provides students a cost effective way to address developmental needs prior to their initial fall semester enrollment. In the pilot class offered in summer 2007, 42 of 44 participants passed the academy. Their progress during their freshman and sophomore years will be tracked to assess the impact the academy had on retention and persistence rates of developmental students. Students from several different Kentucky counties participated in the initial Summer Success Academy.

Discovery College – A new college is being developed which will be home to students who are admitted to MSU with developmental needs, have an undeclared major, or are otherwise identified as a high-risk student. Appropriate counseling, academic advising, mentoring, tutoring and other student services will be coordinated within the Discovery College to ensure high risk students are provided the necessary resources to be successful. The ultimate objective of the Discovery College will be to increase retention and graduation rates of students and improve degree productivity.

College Algebra Program (CAP) serves six counties in the MSU Service Region. CAP was implemented in Fall 2007 as a professional development partnership with selected high schools in the MSU Service Region. MSU mathematics faculty members are being deployed in the area high schools to teach college algebra to qualified high school seniors as identified by the teacher partners in the participating schools. CAP goals and objectives include:

- To provide job-embedded professional development to teacher partners in order to strengthen teaching and learning of algebraic concepts;
- To improve instructional strategies and bring best practices in teaching to Algebra II courses;
- To reduce the number of FTF from high schools near MSU who require mathematics remediation as college freshmen;
- To increase college algebra readiness for FTF entering higher education;
- To establish a partnership between MSU mathematics faculty and the mathematics teacher partners in eight high schools as a means to proactively and collaboratively reduce the need for mathematics remediation in postsecondary institutions;
- To assess the feasibility of a proactive, sustainable approach to teaching high school Algebra II to juniors in an electronic format;
- To improve student engagement in Algebra II and to promote a higher level of student success on the ACT in mathematics following completion of Algebra II, and;
- To increase the college going rate among high school graduate who typically lack the confidence to pursue career options that require successful completion of College Algebra or higher mathematics classes.

Review of Criteria for Admission to the University – Significant analysis of student success data is ongoing to ensure that the academic requirements for admission to MSU are effectively identifying students for admission who have a reasonable chance for success in postsecondary education. Starting in Fall 2008 the criteria for admission to the university is being raised to require a minimum ACT score of 18 for unconditional admittance.

Review of General Education Core Requirements – A rigorous review of the University's general education core requirements has begun to ensure that the courses offered continue to be effective in producing the desired student outcomes and to identify areas where efficiencies can be achieved with general education course offerings.

Academic Program Audits – All undergraduate academic programs will complete an academic audit in the 2007-08 academic year. The audits will look at program productivity, student outcome measures, market demand, and course requirements to ensure that all programs offered are effective 21st Century programs and that students can complete the

programs in a four-year period.
Completer Degrees for KCTCS Graduates – Eight new bachelor's degree "completer" programs have been established primarily for graduates of the Kentucky Community and Technical College System. These programs are designed to allow KCTCS graduates to earn bachelor's degrees while continuing to meet work and family obligations and without traveling long distances. Courses are offered via the Internet, providing busy adults the opportunity to complete class work at a time and place convenient to them.
Kentucky AHED, Gear UP and Upward Bound
Regional Engagement
Pike County High School Program
Comprehensive Enrollment Management Plan
Campus Master Plan(s) – The Campus Master Plan (2002) has been supplemented with a Comprehensive Student Housing Master Plan (2006) and an Athletic Facility Master Plan (2007). Also supporting the Campus Master Plan are the results of the statewide facilities condition and use report that was commissioned by the CPE through VFA, Inc. in 2007. These supplemental documents will assist in developing a multi-year improvement plan that will guide the University in its work to expand and maintain facilities that will assist in driving the goals of the strategic plan and accommodate the growth targets of the business plan.
Realignment of Student Service Units – An organizational realignment of three primary student support areas (Admissions, Financial Aid and functions within Accounting and Budgetary Control) was recently completed to form a one-stop-shop area for students needing assistance with enrollment and financial services. This new unit will continue to expand the range of services offered to students in the one-stop-shop approach as facilities become available to accommodate additional space needs as defined in the University's Six Year Capital Plan program to Renovate and Expand the Student Center – Phase II. Aligning the institutional resources to provide excellent-quality student services is critical to the goal of improving the retention rate of students.
Hosting More Events that Enable Middle-School and High-School Students to Visit Campus and Interact with MSU Faculty and Students – Recent market research indicates that student visits to campus are one of the top drivers in a student's decision to attend Morehead State University. Data also indicates that students who visit a college campus during their middle- and high-school years are more likely to consider postsecondary education after graduation. Early evidence of the impact this strategy can have on enrollment has been witnessed through a significant increase in the number of Governor's Scholars who selected Morehead State University in the fall of 2006 and 2007 following MSU's participation as a host site for the program each of those years.
Scholarship Review – MSU allocates a larger than average portion of its E&G budget resources for student financial aid. Analysis of existing institutional scholarship funds is ongoing to determine if those resources are being used effectively. Several changes in the scholarship program have been made over the past two years including shifting some merit-based aid to fund need-based scholarships and increasing both the requirements and amount of aid available to top-performing students. Also, new scholarship programs have been established specifically to enable more KCTCS graduates access to four-year programs. Results from these changes are being tracked to assess the overall effectiveness and to determine if additional adjustments in scholarship resources are necessary to maintain the greatest level of affordability to our service region students.

APPENDIX B
Basic Plan Assumptions

1. Student-state share – A plan assumption is to maintain a 50:50 student state share for total cost of attendance. The student-state share has shifted from approximately 35:65 to 50:50 over the past decade. However, review of total affordability data and comparison with student-state ratios of other states, it is reasonable to expect that the shift will be permanent. It will need to be a conscious effort to avoid further shift of the student-state share which will negatively impact affordability for Kentucky residents.
2. Set 2020 targets for both TPF/FTE and degree production to be comparative to the top tier of our benchmarks institutions –Data comparison indicate that the 2020 degree productivity rate is achievable if MSU can raise its productivity index to a level comparable to its top-performing benchmark peers.
3. Maximum student headcount based on current mix ratio between part-time/full-time and by campus location would be 12,000 students. This assumption is based on assessment of the physical campus infrastructure and analysis of regional demographic and population data.
4. A 3.3 percent HECA inflationary adjustment used for projecting operating increases. HECA is the accepted index by SHEEO and based on two stable federal economic indices.
5. Reach and maintain a student-faculty ratio of 17:1 -- The student-faculty ratio of 17:1 is set slightly below the average student-faculty ratio of MSU's benchmark peers. However, given the higher than average number first-generation, college-bound students, Pell eligible students and students with a higher than average number of development needs, the lower faculty-student ratio will help ensure adequate academic support is available to improve retention and graduate rates for higher risk students.
6. Annual increases for faculty salaries is projected at four percent annually – To continue to recruit and retain a high-quality faculty and staff will require that MSU pay competitive salaries. A four percent annual increase will help ensure MSU continues to make progress toward its goal of raising faculty salaries to the CUPA average by academic discipline and rank and raise staff salaries to average market rates.
7. Average all-ranks salary for new faculty to address *Double The Numbers* growth is set at \$60,000 in the first year and adjusted annually based on HECA.
8. Regional stewardship personnel will increase by 3 FTE per year through 2020
9. Other E&G Revenues are projected to remain at 10.75 percent of total public funds
10. Student financial aid expenditures are modeled through 2020 to remain at approximately 10 percent of total E&G expenditures

APPENDIX C

Double the Numbers – Cost per Student Headcount

Projected FY08 All-ranks average faculty salary	\$	60,000
Benefits (33%)	\$	19,800
	\$	79,800
Clerical / GA / Student Employment (10% of faculty compensation)	\$	6,000
Non-personnel academic support (18% of faculty compensation)	\$	10,800
Total Instruction Cost	\$	96,600
Support (institution, academic indirect, library, student services, student financial aid and M&O of Plant) - 1.30 times Total Instruction	\$	125,580
Total Cost	\$	222,180
Cost per Student (Student-faculty ratio of 17:1)	\$	13,069

APPENDIX D

ASPIRE to Greatness: Morehead State University Strategic Plan 2006-2012

Vision Statement

We ASPIRE to be the best public regional institution in the South.

Mission Statement

We are a diverse community of learners committed to student success. MSU is accredited as a comprehensive University offering quality higher education opportunities in a collegial and open environment. MSU pursues academic excellence, research, community engagement, and life-long learning. MSU is dedicated to improving the quality of life while preserving and promoting the unique cultural heritage of East Kentucky.

Core Values

The University strives to exemplify these core values:

- PEOPLE come first and are encouraged to achieve their full potential;
- Commitment to SCHOLARSHIP, LEARNING and SERVICE is embraced;
- EXCELLENCE is achieved through TEAMWORK, LEADERSHIP, INNOVATION and ACCOUNTABILITY;
- DIVERSITY of people and thought is respected;
- PARTNERSHIPS are built on honesty, integrity and trust

Strategic Goals

The strategic plan is focused on six strategic goals that include:

Academic Excellence

How will MSU develop, deliver, and maintain superior academic programs?

Student Success

How will support services fulfill student academic and co-curricular needs?

Productive Partnerships

How will we utilize partnerships to benefit the people, communities and economy within the MSU service region?

Improved Infrastructure

How will MSU effectively manage its human, capital, and fiscal resources?

Resource Enhancement

How will MSU maximize public and private revenue opportunities?

Enrollment and Retention

How will MSU reach optimal student enrollment and retention goals?

Appendix E

Business Plan Budget Projections through 2020

	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Projected DTN Growth													
Student Headcount Projections	9,452	9,682	9,578	10,024	10,320	10,489	10,702	10,809	11,121	11,338	11,558	11,780	12,009
Total Student FTE Projections (97% of HC)	8,223	8,408	8,522	8,782	8,931	9,134	9,311	9,491	9,675	9,862	10,054	10,249	10,447
Additional Student FTE	179	183	186	190	179	173	177	160	184	187	191	185	199
Faculty Headcount Projections (17:1)	11	11	11	11	11	10	10	11	11	11	11	11	12
Student-Faculty Ratio 17:1	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0	17.0
New Faculty - Regional Engagement	3	3	3	3	3	3	3	3	3	3	3	3	3
Total New Faculty Lines	14	14	14	14	14	13	13	14	14	14	14	14	15
Faculty Cost \$90,000 with 3.3% Inc	61,800	63,254	65,524	67,531	69,556	71,643	73,782	76,006	78,258	80,635	83,054	85,546	88,112
Annual Cost for New Faculty	\$ 837,776	\$ 875,112	\$ 914,210	\$ 958,615	\$ 940,424	\$ 945,015	\$ 988,314	\$ 1,033,873	\$ 1,031,191	\$ 1,130,974	\$ 1,183,132	\$ 1,237,783	\$ 1,255,647
Projected Annual Increases													
Total Public Funds	\$ 7,127,886	\$ 7,853,417	\$ 8,217,937	\$ 8,824,107	\$ 9,475,033	\$10,173,825	\$10,924,415	\$11,730,255	\$12,565,622	\$13,524,209	\$14,522,563	\$15,593,944	
Other E&G Resources	\$ 743,700	\$ 822,742	\$ 863,428	\$ 948,522	\$ 1,019,563	\$ 1,093,627	\$ 1,174,375	\$ 1,281,003	\$ 1,354,029	\$ 1,453,917	\$ 1,581,175	\$ 1,678,349	
Total Annual E&G Increases	\$ 7,871,586	\$ 8,476,159	\$ 9,101,365	\$ 9,772,629	\$10,493,596	\$11,267,452	\$12,098,790	\$12,991,258	\$13,940,651	\$14,978,126	\$16,053,738	\$17,272,293	
Projected New Expenditures													
Annual DTN Costs	\$ 2,345,385	\$ 2,453,618	\$ 2,572,557	\$ 2,718,013	\$ 2,830,763	\$ 2,824,765	\$ 2,757,251	\$ 2,896,444	\$ 3,042,655	\$ 3,198,331	\$ 3,357,759	\$ 3,527,362	
Operating Base Inflation (3.3%)	\$ 1,145,894	\$ 1,183,709	\$ 1,222,771	\$ 1,263,122	\$ 1,304,605	\$ 1,347,624	\$ 1,392,344	\$ 1,438,291	\$ 1,485,754	\$ 1,534,784	\$ 1,585,432	\$ 1,637,752	
Regional Engagement Faculty (3 FTE / yr)	\$ 248,582	\$ 253,279	\$ 261,529	\$ 268,447	\$ 277,530	\$ 285,858	\$ 294,432	\$ 303,265	\$ 312,363	\$ 321,734	\$ 331,386	\$ 341,327	
Regional Engagement (1%-2% of E&G)	\$ 592,477	\$ 701,881	\$ 793,147	\$ 195,454	\$ 209,671	\$ 225,352	\$ 241,978	\$ 259,828	\$ 278,993	\$ 299,575	\$ 321,875	\$ 345,408	
Capital Renewal / Facilities	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	
M&O on Capital Projects (2009-2010)	\$ 290,022	\$ 300,000	\$ 300,000	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	
Student Financial Aid (10% of E&G)	\$ 505,520	\$ 847,616	\$ 910,138	\$ 977,270	\$ 1,049,357	\$ 1,126,762	\$ 1,209,879	\$ 1,299,129	\$ 1,394,965	\$ 1,497,873	\$ 1,608,374	\$ 1,727,029	
Faculty / Staff Salary Increases (4%)	\$ 2,454,358	\$ 2,575,445	\$ 2,702,501	\$ 2,835,950	\$ 2,972,823	\$ 3,117,619	\$ 3,271,227	\$ 3,432,389	\$ 3,601,510	\$ 3,778,948	\$ 3,965,124	\$ 4,160,469	
	\$ 7,837,238	\$ 8,572,247	\$ 9,025,741	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	

Shaded row indicate calculation based on a primary assumption value.

Appendix F

2020 Funding Projection Model

Year	A			B			C			D		E		F		G		H		HECA Inc	Efficiency Index	
	Tuition & Fees			State Appropriations			Total Public Funds			Headcount		UG FTE		Bach. Degree		MSU TPF per UG FTE		Top BM per UG FTE				
		% Chg			% Chg			% Chg		% Chg		% Chg		% Chg		% Chg		% Chg				% Chg
2000-01	\$	21,798,200		\$	38,187,700		\$	59,985,900		8,327		8,080		927		\$	9,899					
2001-02	\$	24,013,500	10.2%	\$	40,538,700	8.2%	\$	64,552,200	7.6%	9,027	8.41%	8,529	7.74%	907	-2.2%	\$	9,887	-0.1%				
2002-03	\$	27,098,365	12.8%	\$	41,203,600	1.8%	\$	68,301,965	5.8%	9,380	4.02%	8,955	8.52%	887	-2.2%	\$	9,621	-0.7%	\$	16,655		
2003-04	\$	31,850,800	17.6%	\$	41,194,500	0.0%	\$	73,075,300	7.0%	9,509	1.27%	7,081	1.52%	991	11.7%	\$	10,349	5.4%	\$	17,165	3.0%	
2004-05	\$	35,875,200	12.8%	\$	40,148,700	-2.5%	\$	78,121,900	4.2%	8,283	-12.79%	8,838	-2.16%	1,036	4.7%	\$	11,132	7.6%	\$	17,850	3.0%	17.13
2005-06	\$	40,224,950	11.8%	\$	43,428,400	8.2%	\$	83,853,350	9.9%	9,082	9.27%	8,482	-5.06%	1,055	1.6%	\$	12,888	15.8%	\$	18,210	3.0%	18.18
2006-07	\$	44,692,750	11.1%	\$	44,053,100	1.4%	\$	88,745,850	6.1%	9,025	-0.41%	8,336	-2.40%	1,085	2.4%	\$	14,007	8.7%	\$	18,757	3.0%	15.53
2007-08	\$	47,860,450	7.09%	\$	48,802,100	10.8%	\$	96,662,550	8.8%	9,180	1.50%	8,431	1.50%	1,105	2.3%	\$	15,031	7.3%	\$	19,319	3.0%	15.65
2008-09	\$	51,410,933	7.50%	\$	52,340,250	7.25%	\$	103,751,200	7.4%	9,296	1.50%	8,526	1.50%	1,120	2.3%	\$	15,900	5.8%	\$	19,899	3.0%	16.53
2009-10	\$	55,822,725	7.50%	\$	54,134,025	7.25%	\$	110,456,750	7.4%	9,480	1.75%	8,642	1.75%	1,155	2.2%	\$	16,779	5.5%	\$	20,498	3.0%	17.79
2010-11	\$	59,453,927	7.50%	\$	57,339,702	7.25%	\$	116,693,629	7.4%	9,625	1.75%	8,788	1.75%	1,205	4.3%	\$	17,707	5.5%	\$	21,114	3.0%	19.02
2011-12	\$	63,076,124	7.50%	\$	61,573,028	7.25%	\$	124,649,152	7.4%	9,819	2.00%	8,983	2.00%	1,255	4.1%	\$	18,640	5.3%	\$	21,744	3.0%	18.51
2012-13	\$	66,703,253	7.50%	\$	63,250,925	7.25%	\$	130,954,178	7.4%	10,015	2.00%	9,131	2.00%	1,305	4.0%	\$	19,622	5.3%	\$	22,398	3.0%	19.99
2013-14	\$	70,322,123	7.50%	\$	67,374,520	7.25%	\$	140,186,643	7.4%	10,240	2.25%	9,389	2.25%	1,355	3.9%	\$	20,605	5.0%	\$	23,088	3.0%	20.40
2014-15	\$	73,939,933	7.50%	\$	70,039,323	7.25%	\$	150,079,241	7.4%	10,471	2.25%	9,651	2.25%	1,420	5.5%	\$	21,638	5.0%	\$	23,760	3.0%	21.16
2015-16	\$	77,558,037	7.50%	\$	72,483,224	7.25%	\$	159,782,629	7.4%	10,732	2.50%	9,916	2.25%	1,505	5.2%	\$	22,722	5.0%	\$	24,473	3.0%	21.83
2016-17	\$	81,176,735	7.50%	\$	74,925,920	7.25%	\$	168,102,649	7.4%	11,001	2.50%	10,204	2.50%	1,580	5.0%	\$	23,803	4.8%	\$	25,207	3.0%	22.47
2017-18	\$	84,794,935	7.50%	\$	78,227,925	7.25%	\$	176,030,766	7.4%	11,303	2.75%	10,527	2.50%	1,655	4.7%	\$	24,835	4.8%	\$	25,984	3.0%	23.02
2018-19	\$	88,413,140	7.50%	\$	81,332,225	7.25%	\$	187,145,365	7.4%	11,642	3.00%	10,884	2.50%	1,729	4.5%	\$	25,821	4.8%	\$	26,742	3.0%	23.52
2019-20	\$	92,031,345	7.50%	\$	84,039,226	7.25%	\$	197,073,571	7.4%	11,982	3.00%	11,297	2.50%	1,799	4.0%	\$	27,364	4.8%	\$	27,545	3.0%	23.93

50:50 Student-State Share

Comparable Funding with BM Peers

Note: Shaded areas are projected values.

2020 Target Production of Degrees

TENURE

BOR (VIII-A-1)
September 20, 2007

Background:

Morehead State University's personnel policy, PAc-27, provides a procedure for employing academic administrators with tenure. Based on Dr. Douglas Dennis's outstanding performance in the areas of teaching, professional growth, service and administration, the search committee for the chair of the Department of Biological and Environmental Science recommended Dr. Dennis for employment with tenure and full professor rank. The departmental tenure committee, the college dean, the university tenure committee and the Provost have supported this recommendation.

Recommendation:

That the Board of Regents approve the granting of tenure to Dr. Douglas Dennis, professor of biology.

EMERITUS STATUS, 2007

**BOR (VIII-A-2)
September 20, 2007**

Recommendation:

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

Carol A. Nutter, assistant dean and librarian

Background:

In accordance with PAc-3, the librarian listed above was recommended for emeritus status by her peers and immediate supervisor to the Provost. The President, based upon recommendations from the Provost, submits his recommendation to the Board of Regents. The emeritus status will become effective upon the date of retirement.

RATIFY PERSONNEL ACTIONS

**BOR (VIII-A-3)
September 20, 2007**

Recommendation:

That the Board ratify the Personnel Actions for the period May 19, 2007, through August 24, 2007.

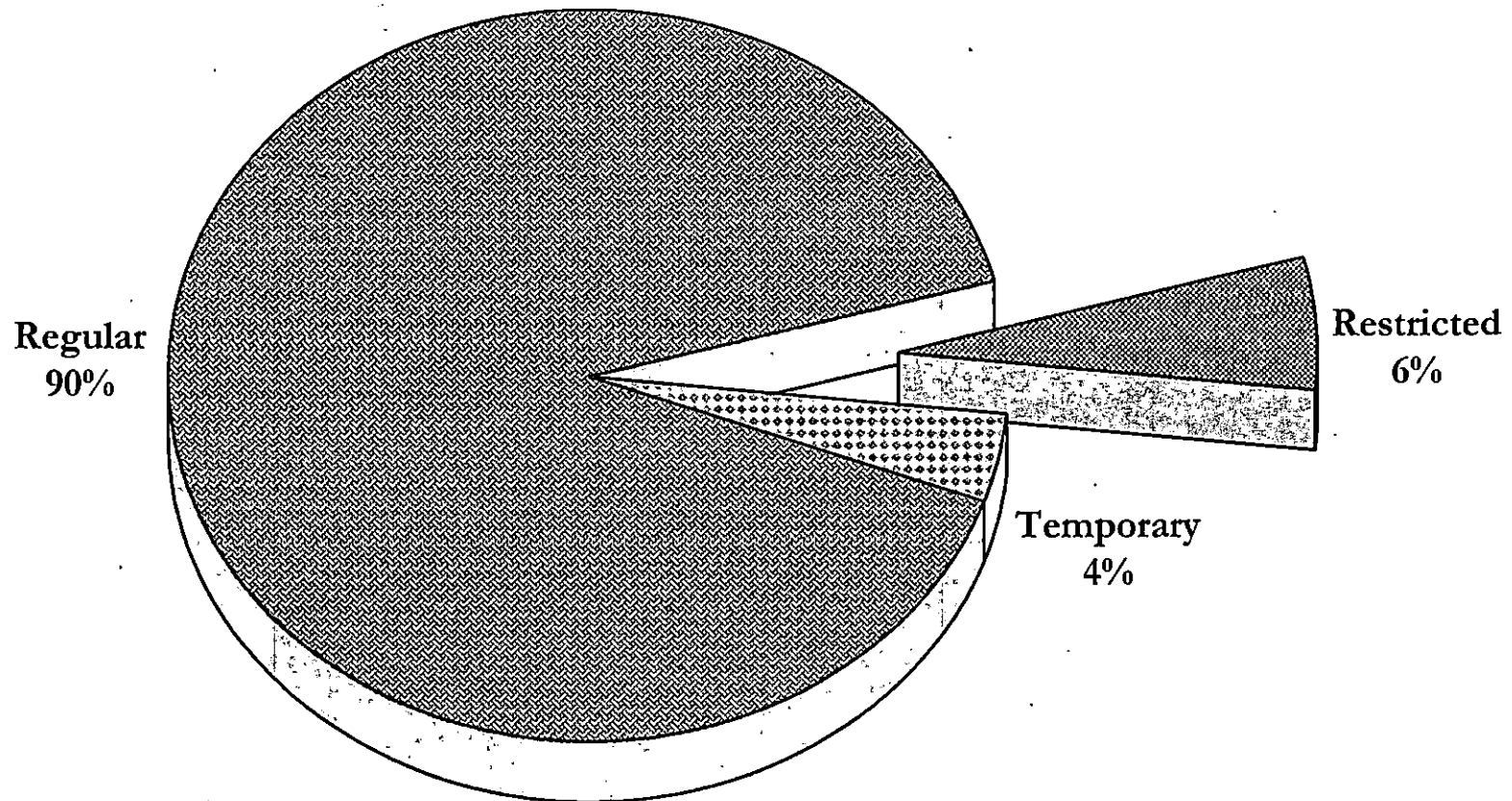
Background:

The Personnel Action Request Report includes actions related to:

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

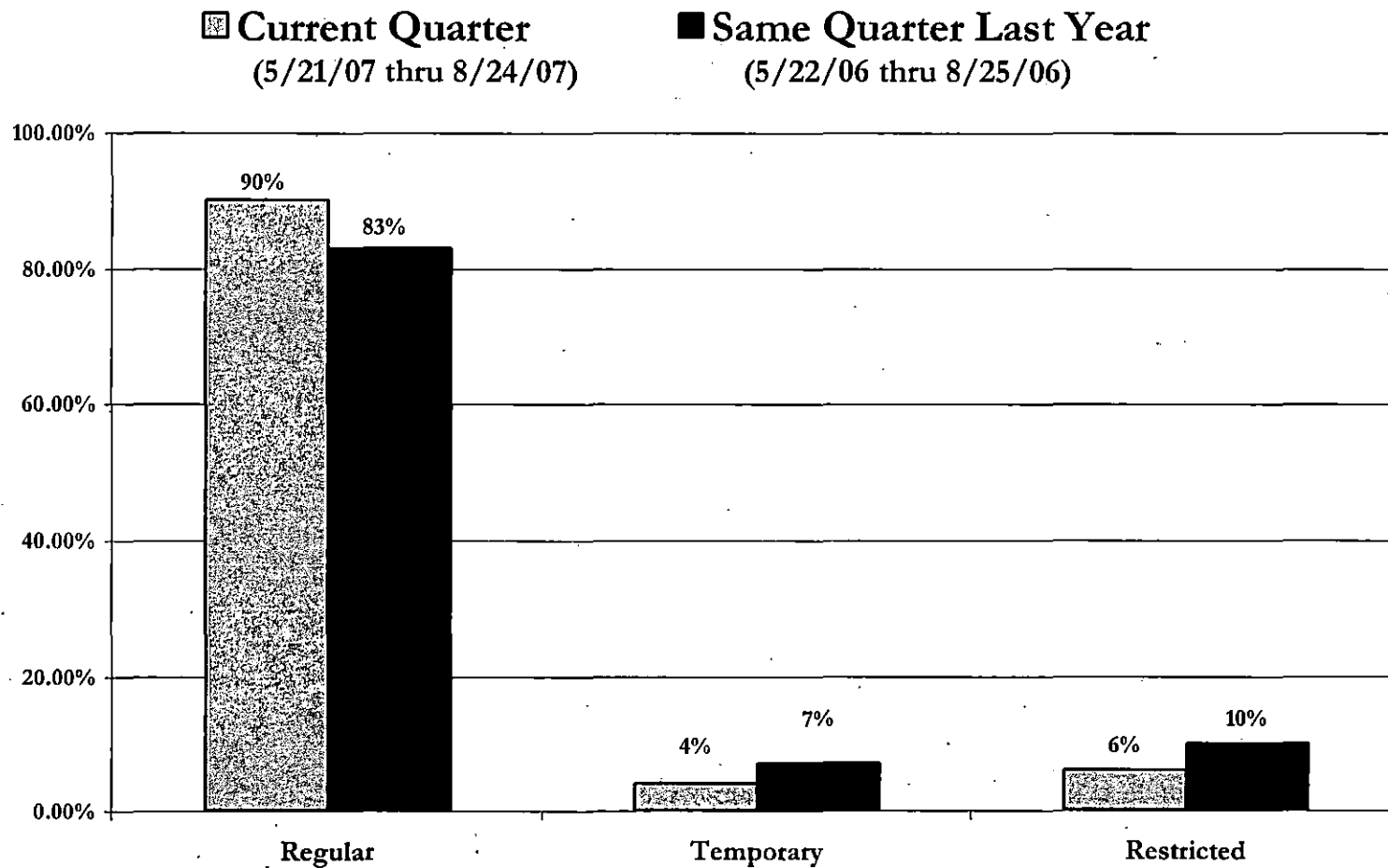
PERSONNEL ACTION REQUEST

5/21/07 thru 8/24/07



Total Number of PARs = 154

COMPARISON CHART FOR PERSONNEL ACTION REQUEST

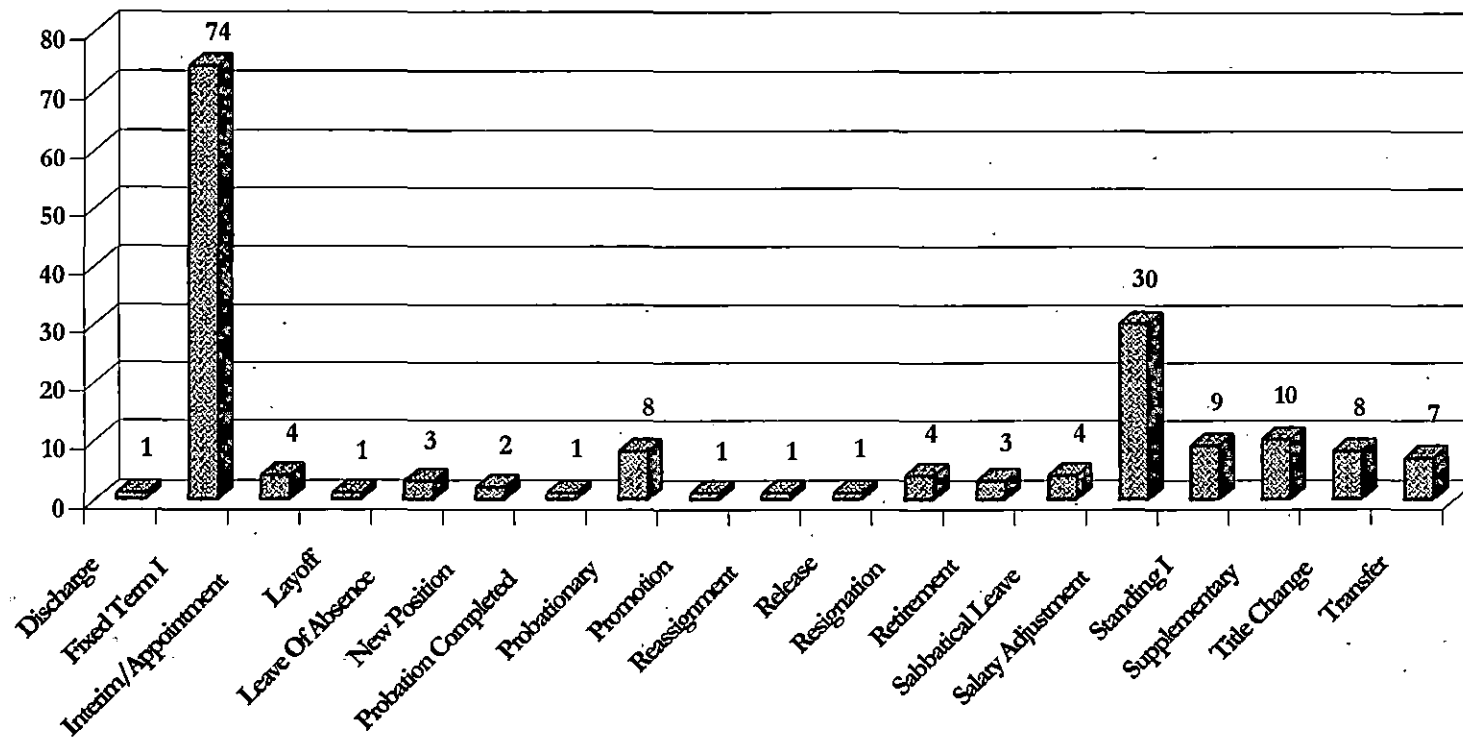


Total Number of PARs

Current Quarter = 154

Same Quarter Last Year = 121

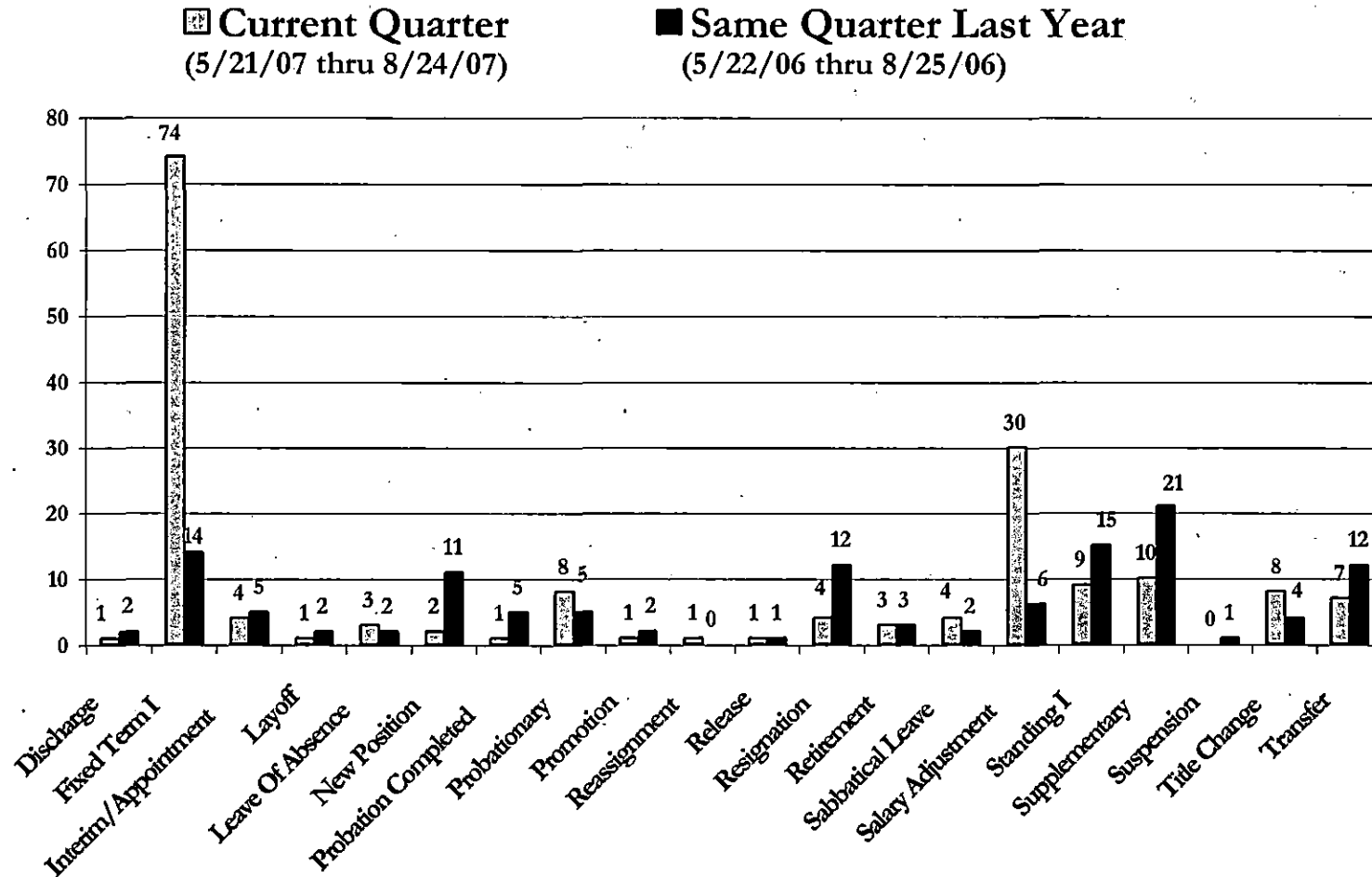
PERSONNEL ACTIONS FOR COVERED ROSTER APPOINTMENTS **5/21/07 thru 8/24/07**



Total Number of PARs = 139

Total Number of Actions = 172

COMPARISON CHART FOR COVERED ROSTER APPOINTMENTS



Total Number of PARs

Current Quarter = 139

Same Quarter Last Year = 101

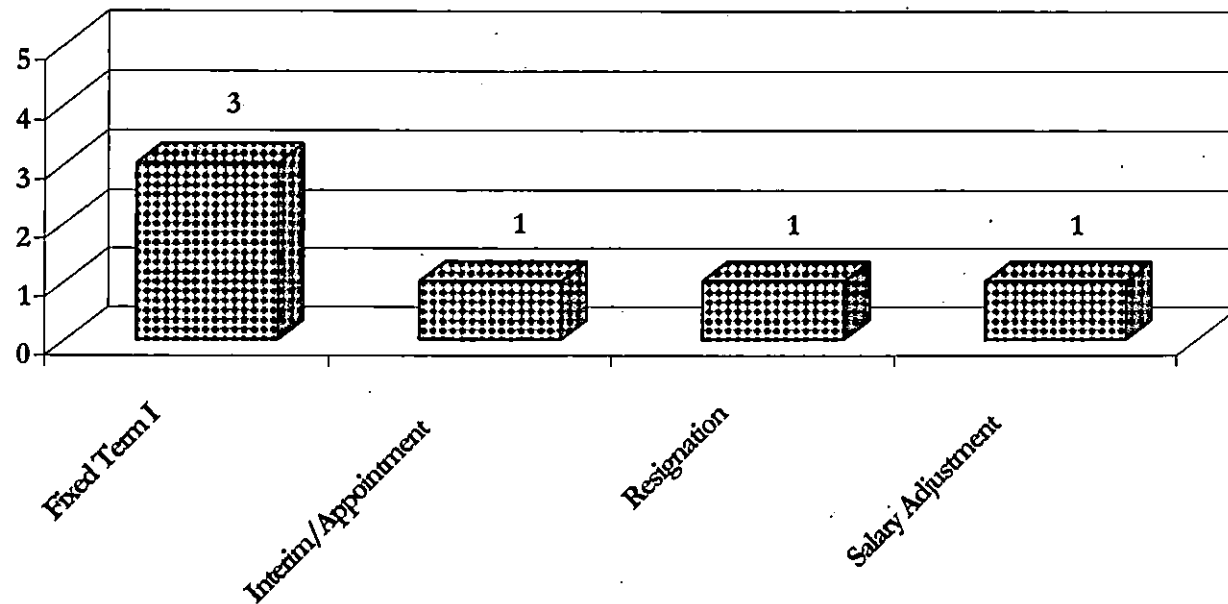
Total Number of Actions

Current Quarter = 172

Same Quarter Last Year = 126

PERSONNEL ACTIONS FOR NON-ROSTERED TEMPORARY APPOINTMENTS

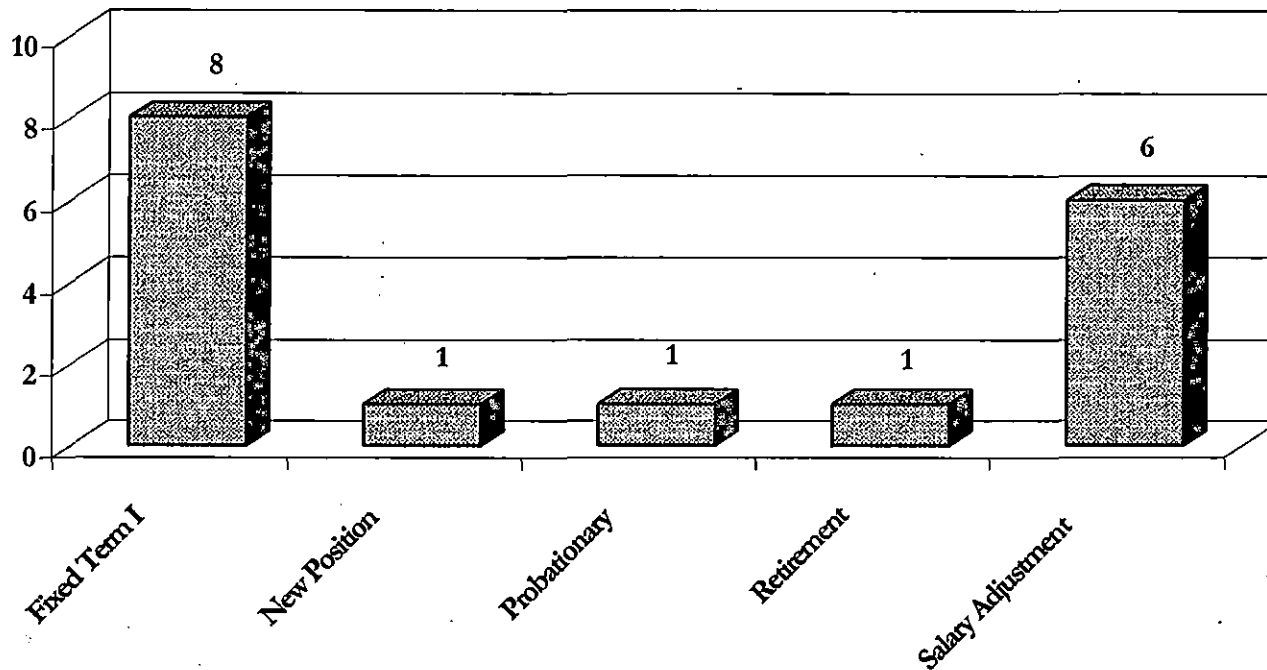
5/21/07 thru 8/24/07



Total Number of PARs = 6

Total Number of Actions = 6

PERSONNEL ACTIONS FOR RESTRICTED APPOINTMENTS
5/21/07 thru 8/24/07



Total Number of PARs = 9

Total Number of Actions = 17

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY
8/24/07

<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	5.25	5.25	0.00	4.25	80.95
DIVISION OF UNIVERSITY RELATIONS	33.00	33.00	0.00	31.00	93.94
DIVISION OF DEVELOPMENT	16.00	16.00	0.00	14.00	87.50
DIVISION OF PLANNING, BUDGETS AND TECHNOLOGY	48.75	49.75	1.00	47.75	95.98
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	72.00	72.00	0.00	67.00	93.06
FACILITIES MANAGEMENT	158.70	158.70	0.00	149.70	94.33
DIVISION OF STUDENT LIFE	152.49	154.49	2.00	143.49	92.88
DIVISION OF ACADEMIC AFFAIRS	27.50	27.50	0.00	22.00	80.00
CAUDILL COLLEGE OF HUMANITIES	167.25	167.25	0.00	165.25	98.80
COLLEGE OF BUSINESS	52.50	52.50	0.00	50.50	96.19
COLLEGE OF EDUCATION	119.00	119.00	0.00	112.00	94.12
COLLEGE OF SCIENCE AND TECHNOLOGY	161.80	161.80	0.00	151.30	93.51
INSTITUTE FOR REGIONAL ANALYSIS & PUBLIC POLICY	16.50	16.50	0.00	16.50	100.00
GRADUATE AND UNDERGRADUATE PROGRAMS	47.00	47.00	0.00	44.00	93.62
CAMDEN-CARROLL LIBRARY	38.00	38.00	0.00	34.00	89.47
	1115.74	1118.74	3.00	1052.74	94.10

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:**

DISCHARGE

REASSIGNMENT

FIXED TERM I

RELEASE

INTERIM/APPOINTMENT

RESIGNATION

LAYOFF

RETIREMENT

LEAVE OF ABSENCE

SABBATICAL LEAVE

NEW POSITION

SALARY ADJUSTMENT

PROBATION COMPLETED

STANDING I

PROBATIONARY

TITLE CHANGE

PROMOTION

TRANSFER

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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ABELL, RITTA RIDLEY Asst. Professor of Speech Communication and Theatre 3505 \$45,895.00	\$45,895.00	Standing I Promotion Transfer Salary Adjustment Title Change (From Visit. Asst. Prof. to Asst. Prof. of Speech. From \$45,000 to \$45,895. \$895 incr.)	8/9/2007	
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13

ALLEN, ASHLEY NICOLE Asst. Women's Basketball Coach Women's Basketball 3560 \$27,000.00	\$27,000.00/annual	Fixed Term I Probation	07/16/2007 - 03/31/2008	Operating Expenses
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AUBRY, ERIN REBECCA Women's Head Soccer Coach Women's Soccer 3194 \$45,001.00	\$45,001.00/annual	Salary Adjustment (Fiscal year salary increase. From \$42,580 to \$45,001. \$2,421 incr.)	07/01/2007 - 12/31/2007	
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BALLARD, D. MATT Head Football Coach Football 1135 \$100,000.00	\$100,000.00/annual	Salary Adjustment (Fiscal year salary increase. From \$97,002 to \$100,000. \$2,998 incr.)	07/01/2007 - 12/31/2007	
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Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
BARKER, STEPHANIE JOANN MARTIN Women's Head Golf Coach Women's Golf 3561 \$35,000.00	\$35,000.00/annual	Fixed Term I Probation New Position	07/23/2007 - 06/30/2008	Operating Expenses
BECK, GENELL SUE Instructor of Mathematics Mathematics & Computer Science 3106 \$37,550.00	\$37,550.00	Fixed Term I	08/15/2007 - 05/10/2008	
BELL, LINDA K. External Degree Prog. Eval. CDPVTC	\$40,989.00	Fixed Term I Salary Adjustment (From \$39,789 to \$40,989. \$1,200 incr.)	07/01/2007 - 06/30/2008	Restricted
BENTLEY, SCOTTIE RUBEN Residential Adjust. Counselor CDPVTC	\$28,187.00	Fixed Term I Salary Adjustment (From \$26,837 to \$28,187. \$1,350 incr.)	07/01/2007 - 06/30/2008	Restricted
BENTON, SHARON HENRY Instructor of Education Curriculum & Instruction 382 \$40,681.00	\$40,681.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

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 \$34,364.00		\$34,364.00	Fixed Term I	08/15/2007 - 05/10/2008	
BINION, PATRICIA ANN Instructor of Education MAT Program - Secondary Educ. 3447 \$33,727.00		\$33,727.00	Fixed Term I Salary Adjustment (From \$32,582 to \$33,727. \$1,145 incr.)	08/15/2007 - 05/10/2008	
BISHOP, ELIZABETH MARIE Instructor of Social Work/Fac. Sociology, S.W. & Criminology 3428 \$46,883.00		\$46,883.00	Fixed Term I	07/01/2007 - 06/30/2008	
BISHOP, JODY ALLEN Instructor of Sociology Sociology, S.W. & Criminology 1225 \$32,543.00		\$32,543.00	Fixed Term I	08/15/2007 - 05/10/2008	
BLACKBURN, BRENDA CAROLYN Instructor of Education MAT Program - Secondary Educ. 3444 \$33,727.00		\$33,727.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
BLANTON, RICHARD ALAN Instructor of Mathematics Mathematics & Computer Science 3086 \$36,659.00	\$36,659.00	Fixed Term I	08/15/2007 - 05/10/2008	
BRAMMELL, BEN F. Instructor of Biology Biological & Environmental Sci 3090 \$42,929.00	\$42,929.00	Fixed Term I	08/15/2007 - 05/10/2008	
BROMAGEN, CHARLOTTE MILLER Instructor of Education Curriculum & Instruction 3368 \$39,789.00	\$39,789.00	Fixed Term I	08/15/2007 - 05/10/2008	
BROWN, ROBERT ROY Instructor of CIS Information Systems 3373 \$35,262.00	\$35,262.00	Fixed Term I	08/15/2007 - 05/10/2008	
BRUDER, HOLLY J. Women's Softball Coach Women's Softball 654 \$41,121.00	\$49,500.00	Fixed Term I Probation	07/02/2007 - 06/30/2008	Operating Expenses

Appointment Status Actions
5/21/2007 - 08/24/2007

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
CAMPBELL, IV, ROBERT CHARLES Assistant Professor of Art Art 3323 \$43,000.00	\$43,000.00	Standing I	8/9/2007	
CAMPBELL, MARY ALMA Instructor of Education Reading First	\$76,749.00	Fixed Term I Salary Adjustment (From \$72,700 to \$76,749. \$4,049 incr.)	07/01/2007 - 06/30/2008	Restricted
CARLISLE, GREGORY J. Instructor of Communications Communication and Theatre 3456 \$38,850.00	\$38,850.00	Fixed Term I	08/15/2007 - 05/10/2008	
CARNEVALI, ANTONINO Assoc. Dir. Student Serv (SSC) Space Science Center 596 \$85,632.00	\$85,632.00	Standing I Salary Adjustment Title Change Transfer (From Dept. Chair, Phy. Sci. to Assoc. Dir., Student Serv. in the Space Science Center)	8/1/2007	
CAUDILL, ANGELA LEIGH Staff Psychologist (CDPCRC) CDPVTIC	\$35,200.00	Fixed Term I Salary Adjustment (From \$34,000 to \$35,200. \$1,200 incr.)	07/01/2007 - 06/30/2008	Restricted

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
CAUDILL, MITCHELL D. Painter I Building Maintenance 3499 \$8.23/hr.		\$8.23/hr.	Discharge	7/13/2007	
CHANEY, KAREN Instructor of Education MAT Program - Secondary Educ. 3446 \$33,727.00		\$33,727.00	Fixed Term I Salary Adjustment (From \$32,582 to \$33,727. \$1,145 incr.)	08/15/2007 - 05/10/2008	
COLBURN, C. GLEN Assoc. Professor of English English, Foreign Lang. & Phil. 2854 \$52,007.00		\$52,007.00	Sabbatical Leave	08/20/2007 - 12/14/2007	
COLLINS, BETTY DONALDSON Instructor of Education Curriculum & Instruction 367 \$36,447.00		\$36,447.00	Fixed Term I	08/15/2007 - 05/10/2008	
CORLEY, DONNA JEAN Assoc. Professor of Nursing Nursing - ADN Program 976 \$66,083.00		\$66,083.00	Salary Adjustment Title Change Transfer (From Coord, ADN Prog. to Assoc. Prof. of Nursing. From 73,268 to \$66,083.)	8/13/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
CORLEY, DONNA JEAN Assoc. Professor of Nursing Nursing - ADN Program 976 \$66,083.00	\$33,042.00	Leave of Absence (Educational leave with pay)	08/15/2007 - 05/10/2008	
COUCH, LAURIE L. Assoc. Professor of Psychology Psychology 1130 \$59,733.00	\$12,500.00	Interim Appointment (Co-Chair, Psychology)	07/01/2007 - 06/30/2008	Faculty Escrow
DAILEY, PORTER Director, Enterprise Center MSU Enterprise Center 3553 \$81,016.00	\$81,016.00	Standing I	7/1/2007	Opening Bud-Undist.
DARLING, JACKLYNN KAY Assoc. Prof., Imaging Sciences Department of Imaging Sciences 314 \$61,070.00	\$61,070.00	Leave of Absence (Educational leave with pay)	01/14/2008 - 05/10/2008	
DEHOFF, CAROLYN SUE Project Dir., Talent Search I Talent Search - TRIO	\$54,263.00	Retirement	8/31/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
DENNIS, DOUGLAS EDWARD Dept. Chair, Biology Biological & Environmental Sci 558 \$117,899.00	\$120,000.00	Standing I	1/1/2008	Faculty Escrow
DUNN, GARY W. Asst. Football Coach/Off. Coord Football 1141 \$50,000.00	\$50,000.00/annual	Salary Adjustment (Fiscal year salary increase. From \$47,288 to \$50,000. \$2,712 incr.)	07/01/2007 - 12/31/2007	
ENDER, BARBARA A. Vice President for Development Off., V.P. for Development 3328 \$120,774.00	\$120,774.00	Resignation	6/30/2007	
ENGLE, F. BRUCE Instructor of English English, Foreign Lang. & Phil. 2639 \$36,165.00	\$36,165.00	Fixed Term I	08/15/2007 - 05/10/2008	
FITZPATRICK, JANE VESCIO General Counsel Off., VP Adm. & Fiscal Serv. 3287 \$96,092.00	\$96,092.00	Transfer (From the Office of the President to the Office of the VP for Admin. & Fiscal Serv.)	7/1/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
FREDERICK, KATHLEEN M. Instructor of Education Curriculum & Instruction 3516 \$32,288.00	\$32,288.00	Fixed Term I	08/15/2007 - 05/10/2008	
FULTON, KEVIN ROSS Head Tennis Coach Tennis 1207 \$37,632.00	\$37,632.00	Fixed Term I Salary Adjustment (From \$36,360 to \$37,632. \$1,272 incr.)	07/01/2007 - 06/30/2008	
GARNER, CHRISTOPHER L. Assistant Football Coach Football 3392 \$35,887.00	\$35,887.00/annual	Salary Adjustment (Fiscal year salary increase. From \$34,840 to \$35,887. \$1,047 incr.)	07/01/2007 - 12/31/2007	
GEIGER, JAMES B. Keyboard Technician Music 2468 \$45,034.00	\$45,034.00	Retirement	7/31/2007	
GILLIAM, JOHN WILLIAM Assistant Head Football Coach Football 2532 \$57,324.00	\$57,324.00/annual	Salary Adjustment (Fiscal year salary increase. From \$55,654 to \$57,324. \$1,670 incr.)	07/01/2007 - 12/31/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
GORDON, JAMES D. Women's Head Volleyball Coach Women's Volleyball 1779 \$50,001.00		\$50,001.00/annual	Salary Adjustment (Fiscal year salary increase. From \$46,394 to \$50,001. \$3,607 incr.)	07/01/2007 - 12/31/2007	
GRAYSON, DONNIE JACK Instructor of English English, Foreign Lang. & Phil. 3462 \$33,689.00		\$33,689.00	Fixed Term I	08/15/2007 - 05/10/2008	
GREEN, DAVID T Assistant Professor of CIS Information Systems 1393 \$91,937.00		\$91,937.00	Resignation	7/27/2007	
GRIMES, CONNIE SUE Instructor of CIS Information Systems 329 \$42,317.00		\$42,317.00	Fixed Term I	08/15/2007 - 05/10/2008	
GROEBER, JEANNETTE GAY Instructor of Social Work/Fac. Sociology, S.W. & Criminology 3529 \$43,962.00		\$43,962.00	Fixed Term I	07/01/2007 - 06/30/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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GRUNWALD, KRISTOPHER A.
 Assistant Volleyball Coach
 Women's Volleyball
 3441
 \$35,000.00

\$35,000.00/annual

Salary Adjustment
 (Fiscal year salary
 increase. From \$33,207 to
 \$35,000. \$1,793 incr.)

07/01/2007 - 12/31/2007

HALL, CAROL LYNN
 Asst. Professor of Nursing
 Nursing - BSN Program
 3501
 \$47,000.00

\$47,000.00

Standing I

8/9/2007

Faculty Escrow

HALL, RAYMOND DOUGLAS
 Instructor of Sociology
 Sociology, S.W. & Criminology
 3210
 \$35,562.00

\$35,562.00

Fixed Term I

08/15/2007 - 05/10/2008

HARDIN, PATRICIA JANE
 Instructor of Education
 MAT Program - Secondary Educ.
 3448
 \$33,727.00

\$33,727.00

Fixed Term I
 Salary Adjustment
 (From \$32,582 to \$33,727.
 \$1,145 incr.)

08/15/2007 - 05/10/2008

HENSLEY, CHRISTY LEANN
 Mental Health Counselor/CDPCRC
 CDPVTC

\$35,875.00

Fixed Term I
 Salary Adjustment
 (From \$34,675 to \$35,875.
 \$1,200 incr.)

07/01/2007 - 06/30/2008

Restricted

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
HERZOG, STEPHEN Assoc. Professor of Government Geog., Government & History 608 \$57,018.00	\$57,018.00	Leave of Absence (Without pay)	08/01/2007 - 06/30/2008	
HOLBROOK, PAMELA ELIZABETH Instructor of Mathematics Mathematics & Computer Science 581 \$32,793.00	\$32,793.00	Fixed Term I	08/15/2007 - 05/10/2008	
HOOD, DAWN MARIE Instructor of Mathematics Mathematics & Computer Science 570 \$31,498.00	\$31,498.00	Fixed Term I	08/15/2007 - 05/10/2008	
HOWARD, MICHAEL ANTHONY Instructor of Mathematics Mathematics & Computer Science	\$31,000.00	Fixed Term I	08/09/2007 - 05/10/2008	Restricted
HOWARD, MYKIE A. Librarian II Camden Carroll Library 682 \$40,093.00	\$40,093.00	Probation Completed Salary Adjustment (From \$39,500 to \$40,093. \$593 incr.)	7/15/2007	Opening Bud-Undist.

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
HOWELL, REBECCA Instructor of English English, Foreign Lang. & Phil. 3463 \$32,500.00	\$32,500.00	Fixed Term I	08/09/2007 - 05/10/2008	Roster ID # 003463	
HSIEH, CHIA-LING Instructor of Music Music 3478 \$36,661.00	\$36,661.00	Fixed Term I	08/15/2007 - 05/10/2008		
HUGHES, RICHARD Instructor of Education Prof. Programs in Education 2485 \$49,540.00	\$49,540.00	Fixed Term I	08/15/2007 - 05/10/2008		
KANTROVICH, ADAM J. Asst. Professor of Agriculture Agricultural & Human Sciences 237 \$51,641.00	\$51,641.00	Resignation	7/31/2007		
KERR, WADE LEVIN Instructor of HPES Health, P.E. & Sport Science 3305 \$36,541.00	\$36,541.00	Fixed Term I	08/15/2007 - 05/10/2008		

Appointment Status Actions
5/21/2007 - 08/24/2007

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 \$34,273.00		\$34,273.00	Fixed Term I	08/15/2007 - 05/10/2008	
KIRK, SHARON FAYE Instructor of Education MAT Program - Secondary Educ. 3525 \$30,962.00		\$30,962.00	Fixed Term I Salary Adjustment (From \$30,000 to \$30,962. \$962 incr.)	08/15/2007 - 05/10/2008	
KISSICK, REGINA LOU Acad. Dept. Spec. (Phy. Scie.) Physical Sciences 597 \$18.27/hr.		\$18.27/hr.	Retirement	7/31/2007	
KIZZIER, DONNA L. Assoc. Prof. Inf. Sys./Bus. Ed Information Systems 3213 \$94,506.00		\$94,506.00	Sabbatical Leave	08/20/2007 - 12/14/2007	
LA MONT, ELIZABETH D. Asst. Prof. of Social Work Sociology, S.W. & Criminology 3470 \$44,500.00		\$44,500.00	Standing I	8/9/2007	Faculty Escrow

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
LESTER, BILLIE ROBIN Instructor of Education MAT Program (Special Educ.) 3449 \$34,680.00	\$34,680.00	Fixed Term I	08/15/2007 - 05/10/2008	
LESTER, BOYCE NOEL Instructor of Education MAT Program (Special Educ.) 3450 \$33,408.00	\$33,408.00	Fixed Term I	08/15/2007 - 05/10/2008	
LOVELACE, HOMER PAUL Instructor of Philosophy English, Foreign Lang. & Phil. 3464 \$31,946.00	\$31,946.00	Fixed Term I	08/15/2007 - 05/10/2008	
LYONS, BARBARA ANN Instructor of Education MAT Program - Secondary Educ. 3482 \$32,523.00	\$32,523.00	Fixed Term I	08/15/2007 - 05/10/2008	
MACE, RONALD WILLIAM Instructor of Communications Communication and Theatre 3455 \$38,001.00	\$38,001.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
MADDEN, DEBORAH B. Instructor of Accounting Accounting, Econ. & Finance		\$49,101.00	Fixed Term I	08/15/2007 - 05/10/2008	Roster ID # 003239
MAHANAY, JOHN BRISTOW Heat. & Water Plant Oper. III Power Plant 751 \$16.44/hr.		\$16.44/hr.	Retirement	8/31/2007	
MARAS, ROBERT RALPH Instructor of Mathematics Mathematics & Computer Science 3369 \$31,152.00		\$31,152.00	Fixed Term I	08/15/2007 - 05/10/2008	
MASCLE, DEANNA MARIE Instructor of English English, Foreign Lang. & Phil. 3460 \$33,718.00		\$33,718.00	Fixed Term I	08/15/2007 - 05/10/2008	
MASON, PATRICK SAMUEL Instructor of Industrial Tech. Industrial & Engineering Tech. 3400 \$45,634.00		\$45,634.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
MAY, THOMAS L. Videoconferencing Manager Office of Distance Learning 156 \$51,396.00	\$51,396.00	Layoff	6/30/2007	
MCCLAVE, LADONNA F. Asst. Professor of Nursing Nursing - BSN Program 2864 \$45,000.00	\$45,000.00	Standing I	8/9/2007	Faculty Escrow
MCDONALD, SHERIE ROBIN AMSP Regional Coordinator Off. Dean Coll. Science & Tech	\$57,082.00/annual	Salary Adjustment (Fiscal year salary increase. From \$56,238 to \$57,082. \$844 incr.)	07/01/2007 - 09/30/2007	
MCDONALD, SHERIE ROBIN AMSP Regional Coordinator Off. Dean Coll. Science & Tech	\$57,082.00	Resignation	8/3/2007	Restricted
MCMURRY, MALINDA BEA Instructor of Biology Biological & Environmental Sci 1174 \$40,609.00	\$40,609.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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MCWRIGHT, BUFORD LADELL
 Visiting Assistant Professor
 Curriculum & Instruction
 3549
 \$41,322.00

\$41,322.00

Fixed Term I
 Salary Adjustment
 (From \$40,000 to \$41,322.
 \$1,322 incr.)

08/15/2007 - 05/10/2008

MEADOWS, TROY JEFFREY
 Instructor of Mathematics
 Mathematics & Computer Science
 3405
 \$35,941.00

\$35,941.00

Fixed Term I

08/15/2007 - 05/10/2008

MENARD, KRISTAL NICOLE
 Asst. Soccer Coach
 Women's Soccer
 3517
 \$25,375.00

\$25,375.00/annual

Salary Adjustment
 (Fiscal year salary
 increase. From \$25,000 to
 \$25,375. \$375 incr.)

07/01/2007 - 12/31/2007

MILLER, MARY MURPHY
 Instructor of HPES
 Health, P.E. & Sport Science
 3403
 \$38,948.00

\$38,948.00

Fixed Term I

08/15/2007 - 05/10/2008

MOEHLE, MATTHEW R.
 Instructor of Education
 Curriculum & Instruction

\$32,000.00

Fixed Term I

08/09/2007 - 05/10/2008

Roster ID # 000443

Appointment Status Actions
5/21/2007 - 08/24/2007

Name	Title	Department	Roster ID	Position Base Salary	Salary	Description	Effective Date	Fund Source
MOHAMED, FATMA AHMED	Asst. Professor of Management	Manag., Market. & Real Estate	323	\$85,239.00	\$85,239.00	Salary Adjustment (Received doctoral degree. From \$77,000 to \$85,239)	8/15/2007	Faculty Escrow
MOORE, CHARLES CHRISTOPHER	Assistant Basketball Coach	Men's Basketball	2218	\$36,540.00	\$36,540.00/annual	Salary Adjustment (Fiscal year salary increase. From \$36,000 to \$36,540. \$540 incr.)	07/01/2007 - 03/31/2008	Opening Bud-Undist.
MOORE, MARILYN DEA	Int. Assoc. Dir. Ctr. Teach	Ctr. Teaching & Learning			\$55,431.00/annual	Interim Appointment	07/01/2007 - 07/31/2007	Roster ID # 000159
MOORE, MARILYN DEA	Visiting Assistant Professor	Information Systems	3454	\$45,548.00	\$45,548.00	Fixed Term I	08/15/2007 - 05/10/2008	Faculty Escrow
MOORE, MICHAEL R.	Professor of Speech	Communication and Theatre	3539	\$115,021.00	\$115,021.00	Salary Adjustment Title Change Transfer (From Provost & Exec. VP to Prof. of Speech, Comm. & Theatre. From \$136,081 to \$115,021)	8/15/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
MOORE, MICHAEL R. Professor of Speech Communication and Theatre 3539 \$115,021.00		\$115,021.00	Sabbatical Leave	08/15/2007 - 12/14/2007	
MORGAN, BILLY RAY Instructor of Education MAT Program - Secondary Educ. 3520 \$30,962.00		\$30,962.00	Fixed Term I	08/15/2007 - 05/10/2008	
MURPHY, DEWEY SCOTT Instructor of English English, Foreign Lang. & Phil. 506 \$30,916.00		\$30,916.00	Fixed Term I	08/15/2007 - 05/10/2008	
NEHRING, DANIEL FREDRIC Instructor of Management Manag., Market. & Real Estate 321 \$42,365.00		\$42,365.00	Fixed Term I	08/15/2007 - 05/10/2008	
NETTLETON, KIMBERELY F. Instructor of Education Curriculum & Instruction 448 \$38,598.00		\$38,598.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
OLDHAM, MYRA LYNN Instructor of English English,Foreign Lang. & Phil. 3459 \$33,482.00		\$33,482.00	Fixed Term I	08/15/2007 - 05/10/2008	
OLSON, DAVID R. Assoc. Professor of Psychology Psychology 2817 \$60,345.00		\$12,500.00	Interim Appointment (Co-Chair, Psychology)	07/01/2007 - 06/30/2008	Faculty Escrow
PARR, JR., RICHARD ALLEN Assistant Baseball Coach Baseball 3519 \$25,000.00		\$25,000.00/annual	Fixed Term I Probation	06/25/2007 - 06/30/2007	
PARR, JR., RICHARD ALLEN Assistant Baseball Coach Baseball 3519 \$25,000.00		\$25,000.00	Fixed Term I	07/01/2007 - 06/30/2008	
PENN, STEVEN LYLE Instructor of English English,Foreign Lang. & Phil. 3458 \$33,882.00		\$33,882.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
PERRY, CHRISTINE A. Asst. Professor of Mathematics Mathematics & Computer Science 3503 \$51,639.00		\$51,639.00	Salary Adjustment (Received doctoral degree. From \$50,639 to \$51,639. \$1,000 incr.)	8/9/2007	Faculty Escrow
POTTS, GARY DEAN Assistant Softball Coach Women's Softball 3427 \$25,000.00		\$25,000.00/annual	Fixed Term I Probation	07/30/2007 - 06/30/2008	
PRESTON, NANCY COLDIRON Instructor of Social Work/Fac. Sociology, S.W. & Criminology 3469 \$45,118.00		\$45,118.00	Fixed Term I	07/01/2007 - 06/30/2008	
REDING, TIMOTHY THOMAS Instructor of English English, Foreign Lang. & Phil. 1345 \$33,668.00		\$33,668.00	Fixed Term I	08/15/2007 - 05/10/2008	
REYNOLDS, KEVIN JAMES Assistant Basketball Coach Men's Basketball 3487 \$40,000.00		\$40,000.00/annual	Fixed Term I Probation	06/25/2007 - 03/31/2008	Operating Expenses

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
ROLAND, ELIZABETH Instructor of Science Physical Sciences 590 \$35,000.00		\$35,000.00	Fixed Term I	08/09/2007 - 05/10/2008	
RUCKER, LEAH DIANE Teacher Recruit. Prog. Asst. Teacher Recruitment Program 3409 \$31,703.00		\$31,703.00	Probation (Extension of probationary period)	08/01/2007 - 10/29/2007	
RUDY, DAVID R. Assoc Provost, RE & Dean, IRAP IRAPP 3254 \$129,512.00		\$129,512.00	Title Change Salary Adjustment (From Dean to Assoc. Provost, RE & Dean. From \$124,531 to \$129,512. \$4,981 incr.)	7/1/2007	
RYAN, PAMELA ANN Instructor of Philosophy English, Foreign Lang. & Phil. 3211 \$34,882.00		\$34,882.00	Fixed Term I	08/15/2007 - 05/10/2008	
SAXON, DAVID J Professor of Biology Biological & Environmental Sci 566 \$92,986.00		\$7,000.00	Interim Appointment (Interim Chair, Biology)	08/01/2007 - 12/31/2007	Roster ID # 000558

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
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SCHROEDER, KENDRA
 Instructor of Mathematics
 Mathematics & Computer Science
 961
 \$32,752.00

\$32,752.00 Fixed Term I 08/15/2007 - 05/10/2008

SCHWORM, BRIAN WILLIAM
 Instructor of Mathematics
 Mathematics & Computer Science
 3042
 \$36,794.00

\$36,794.00 Fixed Term I 08/15/2007 - 05/10/2008

SEXTON, REBECCA ANN
 Instructor of English
 English, Foreign Lang. & Phil.
 3301
 \$36,133.00

\$36,133.00 Fixed Term I 08/15/2007 - 05/10/2008

SHOEMAKER, MARY THERESE
 Asst. Professor of Nursing
 Nursing - BSN Program
 1057
 \$47,432.00

\$47,432.00 Release 5/10/2008

SIMPSON, TIMOTHY LEAHY
 Assistant Professor Education
 Prof. Programs in Education
 381
 \$47,892.00

\$47,892.00 Salary Adjustment
 (Received doctoral
 degree. From \$46,892 to
 \$47,892. \$1,000 incr.) 8/15/2007 Faculty Escrow

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
SKIDMORE, RONALD LEROY Assoc. Prof., Educ. Psychology Prof. Programs in Education 407 \$55,485.00	\$6,290.00	Interim Appointment (Interim Chair, Psychology)	06/01/2007 - 06/30/2007	Faculty Escrow
SMITH, LOLA B. Inst. of Information Systems Information Systems 2051 \$46,247.00	\$46,247.00	Fixed Term I	08/15/2007 - 05/10/2008	
SORG, JOHN JOSEPH Head Baseball Coach Baseball 2826 \$70,000.00	\$70,000.00	Fixed Term I Probation	07/01/2007 - 06/30/2008	Operating Expenses
SORRELL, DANA DEAN Instructor of Education MAT Program - Secondary Educ. 3481 \$32,523.00	\$32,523.00	Fixed Term I	08/15/2007 - 05/10/2008	
STALEY, WANDA L. Assoc. Professor of Education Prof. Programs in Education 408 \$51,145.00	\$51,145.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
STINSON, DEBRA NAPIER Dir, Educ. Unit for Child Serv Educ. Unit, Child Care Serv. 3375 \$55,023.00	\$55,023.00	Fixed Term I Salary Adjustment (From \$53,044 to \$55,023. \$1,979 incr.)	07/01/2007 - 06/30/2008	
SUN, WEIHONG Sr. Enroll. Coun. Int. Recruit Enrollment Services 3252 \$32,593.00	\$32,593.00	New Position Salary Adjustment Title Change Transfer Reassignment (From Intern. Adm. Coord. Intern. Ed. To Sr. Enroll. Coun. Int. Recr., Enrol. Services)	7/1/2007	Opening Bud-Undist.
TACKETT, BETTY HAZEL Food Services Administrator CDPVTCT	\$32,000.00/annual	Fixed Term I Probation New Position	06/19/2007 - 06/30/2007	Restricted
TACKETT, BETTY HAZEL Food Services Administrator CDPVTCT	\$32,000.00	Fixed Term I	07/01/2007 - 06/30/2008	Restricted
TENYER, ROBERT J. Asst. Football Coach/Strength Football 1137 \$43,763.00	\$43,763.00	Salary Adjustment (Fiscal year salary increase. From \$41,835 to \$43,763. \$1,928 incr.)	07/01/2007 - 12/31/2007	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
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TESSMER, KATHRYN A.
 Asst. Prof. of Phy. Education
 Health, P.E. & Sport Science
 429
 \$44,837.00

\$44,837.00

Resignation

7/31/2007

TOWNSEND, CECILIA OLGA
 Instructor of Spanish
 English, Foreign Lang. & Phil.
 3483
 \$31,827.00

\$31,827.00

Fixed Term I

08/15/2007 - 05/10/2008

TYNDALL, DONALD JOSEPH
 Head Men's Basketball Coach
 Men's Basketball
 636
 \$129,078.00

\$129,078.00/annual

Salary Adjustment
 (Fiscal year salary
 increase. From \$121,200
 to \$129,078. \$7,878 inc.)

07/01/2007 - 03/31/2008

VANMETER, ELLA JANE
 Instructor of English
 English, Foreign Lang. & Phil.
 3212
 \$33,345.00

\$33,345.00

Fixed Term I

08/15/2007 - 05/10/2008

VOIERS, MARTIN L.
 Instructor of Education
 MAT Program - Secondary Educ.
 3522
 \$30,962.00

\$30,962.00

Fixed Term I

08/15/2007 - 05/10/2008

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
WASEL, WAHED REZK Asst. Prof., Ind. & Eng. Tech. Industrial & Engineering Tech. 1249 \$56,920.00	\$56,920.00	Standing I	8/20/2007	Faculty Escrow
WELLS, TERESA DANIELS ABE Teacher (CDPCRC) CDPVT	\$44,643.00	Fixed Term I Salary Adjustment (From \$43,443 to \$44,643. \$1,200 incr.)	07/01/2007 - 06/30/2008	Restricted
WHITE, ILSUN Professor of Psychology Psychology 2097 \$65,591.00	\$65,591.00	Sabbatical Leave	08/20/2007 - 12/14/2007	
WILBURN, BRENDA KAYE Assoc. Professor of Nursing Nursing - BSN Program 3030 \$71,212.00	\$71,212.00	Title Change Salary Adjustment (From Assoc. Prof. of Nursing to Coord. Bacc. Nursing Prog. From \$64,091 to \$71,212)	8/1/2007	Faculty Escrow
WILKINSON, CRYSTAL E. Visting Asst Prof/Writer Res. English, Foreign Lang. & Phil. 3485 \$61,831.00	\$61,831.00	Fixed Term I	08/15/2007 - 05/10/2008	

Appointment Status Actions
5/21/2007 - 08/24/2007

Name
 Title
 Department
 Roster ID

Position	Base Salary	Salary	Description	Effective Date	Fund Source
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WINKLEMAN, BEVERLY JANE Instructor of Education Curriculum & Instruction 3131 \$32,000.00	\$32,000.00	Fixed Term I	08/09/2007 - 05/10/2008	
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WINTER, MERRY KAY Instructor of Education MAT Program - Secondary Educ. 3523 \$30,962.00	\$30,962.00	Fixed Term I	08/15/2007 - 05/10/2008	
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WORTMAN, BARRY THOMAS Assistant Basketball Coach Men's Basketball 2219 \$51,709.00	\$51,709.00/annual	Salary Adjustment (Fiscal year salary increase. From \$47,275 to \$51,709. \$4,434 incr.)	07/01/2007 - 03/31/2008	
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YOUNG, PAULINE HOLBROOK University Editor Off., Communications&Marketing 180 \$59,329.00	\$59,329.00	Title Change Transfer (From Dir. of Univ. Communications to Univ. Editor)	7/23/2007	
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**THE FOLLOWING IS THE TYPE OF PERSONNEL ACTION REPORT
IN THE SUPPLEMENTAL ACTIONS SECTION:**

SUPPLEMENTARY

Total for this report = \$53,570.00

Managerial Duties	\$25,552.00
Other	\$28,018.00

Supplemental Actions
05/21/2007 - 08/24/2007

Name Title Current Salary	Supplement	Description	Effective Date	Fund Source
<u>Off., V.P. for Development</u>				
SEELIG, JOHN MICHAEL Dean of Humanities \$128,863.00	\$6,444.00	Interim V.P., Development	07/01/2007 - 12/31/2007	Roster ID # 003328
<u>Honors Res. Leader. College</u>				
LINDELL, CALVIN O. Asst. Professor of Speech \$49,460.00	\$2,858.00	Interim Dir., HLRC/LEAD	06/04/2007 - 06/29/2007	Roster ID # 003170
<u>Center for Teaching & Learning</u>				
43 ALBERT, LAWRENCE S. Professor of Speech \$74,960.00	\$10,000.00	Dir., Teaching & Learning	08/15/2007 - 05/25/2008	Operating Expenses
<u>Art</u>				
PERKINS, EMMA KAYE Assoc. Professor of Art \$55,022.00	\$2,500.00	Dir., Cultural Studies	08/20/2007 - 05/10/2008	Operating Expenses
<u>Communication and Theatre</u>				
FRANK, ROBERT E. Assoc. Professor of Speech \$58,769.00	\$2,500.00	Dir., International Ed.	08/20/2007 - 05/10/2008	Operating Expenses
<u>Geog., Government & History</u>				
HENNEN, JOHN Assoc. Professor of History \$55,023.00	\$1,250.00	Dir., Appalachian Studies	08/20/2007 - 12/14/2007	Operating Expenses

sculpture located on the façade of the building will be preserved, refurbished, and incorporated into the aquatics area of the new student recreation center.

Perkins, Carter, and Holbrook Halls

These three buildings were constructed in the early 1960's for use as housing for married students. Perkins and Carter Halls contained 16 apartments each and 8 apartments were located in Holbrook Hall.

Low demand for this type of housing, combined with the costs of repairing or replacing mechanical, structural and plumbing issues in the buildings, led to the units being taken offline several years ago. Based on current cost estimates, rehabilitation of the units is not economically feasible. These units have not been considered as future housing options in the University's recently completed Housing Master Plan.

It is in the best interest of the University to raze these structures and redesignate the land for use in accordance with the University's Campus Master Plan and the Housing Master Plan. The land currently occupied by these structures will be used for the student recreation center being planned, the construction of a new apartment configured residence hall that is scheduled in the Housing Master Plan, or other use consistent with the Campus Master Plan.

Lakewood Duplexes (3)

These three duplexes were constructed in 1960 and were originally used as faculty/staff housing. At that time, there was a shortage in the community in suitable housing for faculty and staff. However, the housing stock in the Morehead area increased over the years, and the demand for this type of unit on campus diminished. The aging of the facilities led to increased repair and maintenance costs to the point that the units were not self supporting. The units are not suitable for alternative use, nor are they structurally sound enough to warrant renovation.

The land currently occupied by these structures will be used for the student recreation center being planned, the construction of a new apartment configured residence hall that is scheduled in the Housing Master Plan, or other use consistent with the Campus Master Plan.

Lakewood Laundry

This facility was built in 1960 to support the housing for married students and the Lakewood duplexes. The facility was equipped with coin operated washer and dryers. The facility has not been used as a laundry facility for the past few years. The building contains about 800 square feet and is not suitable for other use. It is in the best interest of the University that the building be razed. The land currently occupied by this structure will be used for the student recreation center being planned, the construction of a new apartment configured residence hall that is scheduled in the Housing Master Plan, or other use consistent with the Campus Master Plan.

ORDER TO DISPOSE OF PROPERTY

WHEREAS, upon the recommendation of the President on September 20, 2007, the Board of Regents has reviewed the Written Request to Dispose of Property in reference to the following:

- Senff Natatorium
- Perkins, Carter and Holbrook Halls
- Lakewood Duplexes (3)
- Lakewood Laundry Building

Whereas, the President of Morehead State University declares that the referenced buildings have become surplus to the University's needs, and

WHEREAS, the removal of the buildings referenced above is consistent with the University's Campus Master Plan adopted by the Board, and is in the best interest of the University and the Commonwealth of Kentucky.

BE IT RESOLVED, that the President is authorized to proceed with the razing and removal of the above referenced buildings.

RECOMMENDED:

Wayne D. Andrews, President

Date

APPROVAL:

James H. Booth, Chair
Morehead State University Board of Regents

Date

**REPORT ON THE SALE OF GENERAL RECEIPTS
BONDS, SERIES A, AND RATIFICATION OF A
MODIFICATION OF THE SALE RESOLUTION**

**BOR (VIII-A-6)
September 20, 2007**

Recommendation:

That the Board accept the report on the Sale of the General Receipts Bonds, Series A and ratify the modification of the sale resolution to include the phrase "and the Wellness Center":

Background:

On June 15, 2007 the Board authorized the sale of Morehead State University's General Receipts Bonds, Series A. The University was authorized to sell up to approximately \$22 million in bonds, which included financing for capital projects, costs of issuance, and the potential refunding of previous issues of the University's Housing and Dining System Revenue Bonds. Upon further analysis, the financial and economic conditions at the date of the bond sale were such that refunding the Housing and Dining System Revenue Bonds was not feasible.

A ratings review was conducted by Moody's Investors Service prior to the sale of the bonds. As a result of the review process, the General Receipts Bonds, Series A were assigned an enhanced rating of A1 based on the state intercept provision in the trust indenture and an underlying rating of A2. These ratings are identical to the ratings assigned by Moody's to the other Kentucky regional universities for their general receipts bonds. Moody's also affirmed its earlier ratings of A2 for the University's Consolidated Educational Buildings Revenue Bonds, and the A3 rating for the University's Housing and Dining System Revenue Bonds. Bonds with an A rating are considered investment grade bonds.

The Series A Bonds were sold on August 13th in the amount of \$6,445,000. Two bids representing partnerships of approximately 8-10 investors were received. The bonds were purchased by the investment firm of Morgan Keegan at a net interest cost of 4.18%. The bond proceeds will fund the \$5 million renovation of Nunn Hall, the \$670,000 expansion of the Wellness Center, the required addition to the debt service reserve fund and the costs of issuance for the bonds.

The Board has previously authorized a project to expand the Wellness Center through adoption of the 2006-12 Six Year Capital Plan. On March 8, 2007, the Board authorized interim financing of up to \$6,000,000 that included the Nunn Hall project (\$5 million) and the Wellness Center project (\$1million). At the time of the Board's adoption of the sale resolution on June 15, 2007, it was not anticipated that funding for the Wellness Center expansion would need to be included in the Series A bond sale, since the architect's cost estimate for the project was below the \$600,000 threshold for state management and authorization for capital projects. When bids were opened for the project in July, the project cost exceeded the \$600,000 threshold and had to be financed through the \$1 million agency bond funded authorization in the state budget.

The sale resolution adopted by the Board was modified to include the phrase 'and the Wellness Center' in order that the project could proceed in accordance with state regulations.

All other language, terms and conditions of the sale resolution remain unchanged. Upon ratification of the language change, the modified sale resolution will become a part of the official minutes of the June 15, 2007 meeting.

REPORT ON ACQUISITION OF REAL PROPERTY

**BOR (VIII-B-2)
September 20, 2007**

The Policies Related to Real Property Management adopted by the Board on November 17, 1999, provide that the President may initiate the acquisition of real property included in the Campus Master Plan. All real property acquisitions will be reported to the Board on a quarterly basis.

The University acquired property located at 315 East Second Street on July 16, 2007. That property had been identified for acquisition in the Campus Master Plan. The property joins two other University owned properties.

The property contains about 16,200 square feet of land and a house that has been used by previous owners as a private residence and more recently as rental property. The \$130,000 purchase price of the property was supported by two independent appraisals. Neither of the appraisals assigned any contributing value of the house to the overall valuation of the property. The house is not suitable for any University related use and will be razed this fall. The land will be converted to parking space.

**ANNUAL REPORT ON
REAL PROPERTY LEASES**

**BOR (VIII-B-3)
September 20, 2007**

Background:

Policies related to Real Property Management approved by the Board of Regents on April 30, 1993, require that all leases be reported annually to the Board. The Lease Report reflects those Lease Agreements in effect on July 1, 2007.

ANNUAL REPORT ON REAL PROPERTY LEASES

LESSOR	LEASE ID	DESCRIPTION	LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
ACADEMIC SUPPORT					
Ms. Alma Bellamy	MSU 028	Adult Learning Center 2,047.13 sq. ft. Classroom/office space (\$8.50/sq. ft.)	316 E. Main Street, Morehead	6/30/2008	\$17,400.60
Vision Realty	MSU-9	Small Business Dev. Ctr. 1,000 sq. ft. Office Space (\$6.42/sq. ft.)	3455 North Mayo Trail, Pikeville	10/31/2008	\$6,420.00
CommUNITY Development 56	MSU-18	MSU at Mt. Sterling 8,777 sq. ft. Classroom/office space (\$9.00/sq. ft.)	Indian Mound Drive, Mt Sterling	6/30/2031	\$79,000.00
CommUNITY Development	MSU-18	MSU at Mt. Sterling 9,206 sq. ft. Classroom space (\$7.00/sq. ft.)	Indian Mound Drive, Mt. Sterling	6/30/2031	\$64,442.04
Hazard Community & Technical College (HCTC)	MSU-19	MSU at Jackson Classroom/office space	1127 Main Street PO Box 602 Jackson	6/30/2011	\$23,496.00
Economic Development Council	MSU-24	Small Business Center 700 sq. ft. Office Space	150 E. First Street, Morehead	6/30/2013	\$7,500.00
AUXILIARY SUPPORT					
KET	MSU A-006	WMKY Transmitter Site and Antenna	2066 Triangle Mt. Morehead	8/11/2011	\$2,903.00
MSU Foundation, Inc.	MSU-12	KCTM 5,218 sq. ft. w/8 parking spaces (\$6.00/sq. ft.)	149 E. Main Street, Morehead	06/30/2010	\$31,308.00

ANNUAL REPORT ON REAL PROPERTY LEASES (continued)

Hour of Harvest, Inc.	MSU A-005	WMKY broadcasting equipment storage (160-180 sq. ft.)	219 Radio Station Loop Beattyville, KY	Automatic Renewal	\$7,200.00
LEASE/PURCHASE					
MSU Foundation, Inc.	MSU-16	Enrollment Services Center 10,080 sq. ft. Office space (\$5.16/sq. ft.)	120 Normal Avenue, Morehead	6/30/2010	\$52,012.80
MSU Foundation, Inc.	MSU-13	Martindale Property Residential space +14 acres	601 Martindale Drive, Morehead	6/15/2012	\$129,783.96
MSU Foundation, Inc.	MSU-7	Adjacent to Sunnybrook Golf Course	Morehead	02/01/2019	\$18,927.84
57	PARKING LOTS				
Baptist Church	PR 3123	36 space gravel parking lot	2nd Street, Morehead	6/30/2008	\$2,592.00
Dr. Don Blair	PR 3122	63 space gravel parking lot	5th Street, Morehead	6/30/2008	\$4,020.00
Rowan Co. Fiscal Court	PR 3127	85 space gravel parking lot	Vaughn Drive, Morehead	6/30/2008	\$2,400.00
OTHER					
City of Morehead	MSU-P2	Site of Moonlight School	First Street & Wilkinson Boulevard, Morehead	6/30/2007	\$0.00

PERSONAL SERVICE CONTRACTS

**BOR (VIII-B-4)
September 20, 2007**

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$10,000 between June 1, 2007 and August 31, 2007.

PERSONAL SERVICE CONTRACTS

June 1, 2007 through August 31, 2007

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Sturgill, Turner, Barker & Moloney	Legal representation	7/1/07	6/30/08	\$75,000.00	Request for Proposal
Frost Brown Todd LLC	Legal representation	7/1/07	6/30/08	\$15,000.00	Request for Proposal
Saint Claire Medical Center	Delivering health care to students	7/1/07	6/30/08	\$240,000.00	Request for Proposal
University Accounting Service	Billing and accounting service for Federal Perkins Loan Program	7/1/07	6/30/08	\$29,000.00	Request for Proposal
Dean, Dorton & Ford, PSC	Audit services	7/1/07	6/30/08	\$56,050.00	Request for Proposal
Alden & Associates, Inc.	Title IX compliance consultant	7/1/07	9/30/07	\$21,500.00	Request for Proposal

GIFT INCOME REPORT

September 20, 2007

Morehead State University
Three Year Gift Income Comparison

Description	Fiscal Year 2004-2005	Fiscal Year 2005-2006	Fiscal Year 2006-2007
Degreed Alumni	\$ 600,874.31	\$ 487,183.40	\$ 831,171.75
Non-degreed Alumni	11,330.06	26,909.00	\$ 88,628.63
Faculty/Staff	75,321.90	77,252.27	\$ 85,613.73
Retiree	20,352.50	15,540.00	\$ 22,945.00
Parents	32,657.49	31,743.00	\$ 26,421.50
Corporate Contributors	1,892,930.12	779,996.34	\$ 773,417.78
Foundations	21,812.87	205,280.59	\$ 27,686.80
MSU and Student Organizations	23,255.00	7,613.00	\$ 13,234.75
Non-Profit Organizations	124,305.66	332,812.88	\$ 190,271.58
Students	703.46	337.96	\$ 1,329.51
Leadership Board Members	16,915.00	4,269.00	\$ 11,365.00
Sponsors	51,300.00	51,755.00	\$ 41,330.00
Friends of MSU	274,256.93	654,546.45	\$ 559,232.75
GRAND TOTALS	\$ 3,146,015.30	\$ 2,675,238.89	\$ 2,672,648.78

*Matching Gifts Received	\$ 22,890.00	\$ 20,422.50	\$ 27,225.76
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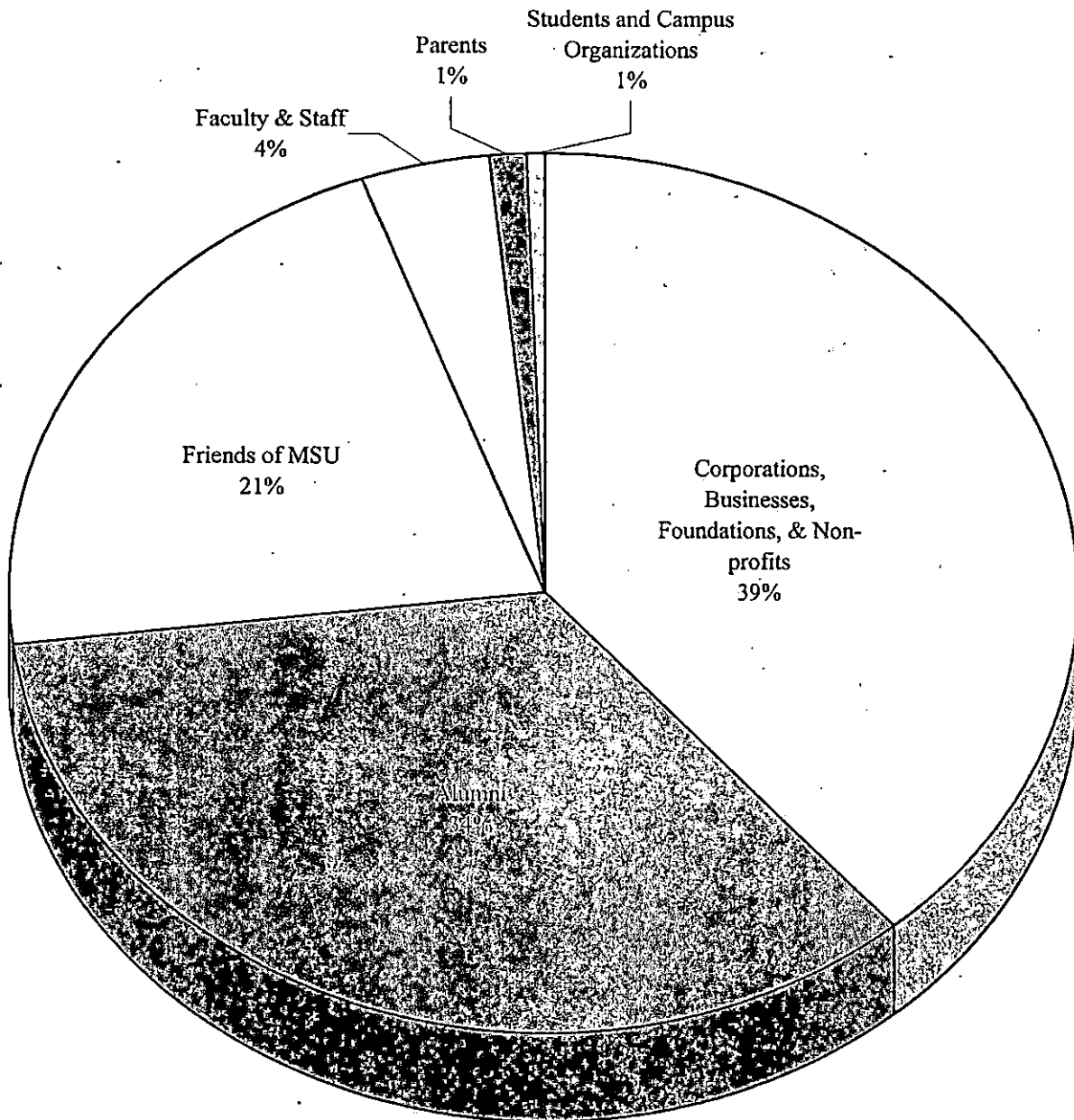
*Gift-In-Kind	\$ 1,825,872.26	\$ 645,297.95	\$ 386,478.15
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*Stocks	\$ 4,249.42	\$ 20,649.81	\$ 134,541.31
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**Included in totals above*

Prepared: 7/16/2007

MSU Foundation, Inc.
2006-2007 Private Income by Source



**Board of Regents Meeting
Morehead State University
Riggle Room – Adron Doran University Center
9 a.m., Thursday, September 20, 2007**

Agenda

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **OATH OF OFFICE**
- IV. **APPROVE MINUTES OF JUNE 15, 2007**
- V. **REPORT ON BUSINESS PLAN**
- VI. **SPOTLIGHT – *Space Science Center***
- VII. **SABBATICAL LEAVE REPORT – *Dr. Elizabeth Regan***
- VIII. **PRESIDENT'S RECOMMENDATIONS AND REPORTS**
 - A. **Recommendations**
 - 1. Approve Tenure1
 - 2. Approve Emeritus Status2
 - 3. Ratify Personnel Actions 3-44
 - 4. Approve Revision to PG-50, Staff Performance
 Management System.....45-48
 - 5. Approve Disposal of Real Property.....49-51
 - 6. Ratify Amendment to General Receipts Bonds, Series A52-53
 - B. **Reports**
 - 1. Preliminary Report on Fall 2007 Enrollment (presented at meeting)
 - 2. Report on Property Acquisitions54
 - 3. Report on Real Property Leases.....55-57
 - 4. Report on Personal Service Contracts58-59
 - 5. Gift Income Report60-61
 - C. **President's Report**
- IX. **OTHER BUSINESS**
 - A. **Future Meetings**
 - 1. Work Session, Thursday, November 8, 2007
 - 2. BOR Meeting, Thursday, December 6, 2007
 - B. **Executive Session**
 - C. **Other**
- X. **ADJOURNMENT**