

Morehead State University
Board of Regents Meeting

Thursday, December 8, 2011
9 a.m.

Riggle Room, Adron Doran University Center

Morehead State University
Board of Regents Members

John C. Merchant, Chair

Paul C. Goodpaster, Vice Chair

James H. Booth

Julie A. Butcher

David V. Hawpe

Cheryl U. Lewis

Debbie H. Long

Glenn L. Means

Ronald D. Morrison

Patrick E. Price

Terry E. White

Wayne D. Andrews, President

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December 8, 2011

Board of Regents Meeting
Morehead State University
Riggle Room, Adron Doran University Center
9 a.m., Thursday, December 8, 2011

Agenda

- I. CALL TO ORDER
- II. ROLL CALL
- III. SPOTLIGHT PRESENTATION – *Comprehensive Campaign Update*
- IV. PRESIDENT'S RECOMMENDATIONS AND REPORTS

A. Consent Agenda (Recommendations)

- 1. Approve Minutes of September 15, 2011 1-8
- 2. Approve Honorary Doctor's Degree for David Richardson 9
- 3. Approve Winter Graduates 10
- 4. Ratify Personnel Actions 11-15
- 5. Accept 2010-11 Audit Report and Amend Operating Budget 16-20

B. Recommendations

- 1. Approve Bachelor of Science in Biomedical Sciences 21
- 2. Approve Bachelor of Science in Veterinary Science 22
- 3. Accept First Quarter Financial Report and Amend Operating Budget 23-32
- 4. Approve Written Request to Dispose of Real Property 33-34
- 5. Approve Written Request to Dispose of Real Property 35-36
- 6. Approve 2012-2014 Executive Branch Budget 37-40
- 7. Approve Mid-Year Salary Supplement 41

C. Consent Agenda (Reports)

- 1. Final 2011 Fall Enrollment Report 42
- 2. Report on Health Insurance and Benefits for Plan Year 2012 43-44

D. President's Report

V. OTHER BUSINESS

A. Executive Session

B. BOR Meetings for Calendar Year 2012

Work Session	February 16
Quarterly Meeting	March 15
Work Session	May 3
Quarterly Meeting	June 7
Work Session	August 23
Quarterly Meeting	September 20
Work Session	November 15
Quarterly Meeting	December 6

VI. ADJOURNMENT

**BOARD OF REGENTS MEETING
MOREHEAD STATE UNIVERSITY
September 15, 2011**

The Board of Regents of Morehead State University met at 9 a.m. on Thursday, September 15, 2011, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Chair John C. Merchant presided.

CALL TO ORDER

Chair Merchant called the meeting to order.

ROLL CALL

The following Board members were present: James H. Booth, Julie A. Butcher, Paul C. Goodpaster, David V. Hawpe, Cheryl U. Lewis, Debbie H. Long, Glenn A. Means, John C. Merchant, Dr. Ronald D. Morrison, and Terry E. White. Mr. Price was unable to attend.

MEDIA

Jason Blanton, Director of Media Relations, introduced Dan Conti from Morehead State Public Radio, who was present for the meeting.

**SPOTLIGHT ON
ENROLLMENT**

Dr. Andrews introduced the Spotlight on Enrollment. He indicated that the presentation will provide an update on the University's strategic enrollment plan for 2010-11 and the University's success. Highlights of the presentation follow.

Beth Patrick, Chief of Staff and Vice President for Planning and Budgets, stated that the University's strategic enrollment plan for 2010-11 had the following goals: 1,600 first-time freshmen, 700 transfer students, 2,000 graduate students, and 1,000 Early College Program (ECP) students. The University achieved an all-time record for fall 2011 enrollment with 10,235 students registered. This represents a 15.8 percent increase over the 2010 fall semester. In addition, MSU's class of 2015 grew by more than 215 freshmen or 18.2 percent along with the average ACT composite score improving to 21.8. Also, the number of minority students increased by 26.2 percent, which represents 5 percent of the total student population.

One of the primary initiatives in the University's goal to improve student success and achieve MSU's enrollment was the ECP. While the goal was 1,000 students, the program was overwhelmingly accepted in the University's service region high schools with more than 1,600 dual enrolled students for the fall semester. The University has offered dual enrollment opportunities for several years; however, this year's program has been enhanced and expanded in support of Senate Bill 1 passed by the General Assembly in 2009. The goal of SB 1 is to strengthen the college-going rate of Kentucky high school graduates and to better align the curriculum from elementary to high school with postsecondary education. This helps ensure that all students in Kentucky are working toward a common curriculum and are successful at each level.

The ECP prepares students to transition into postsecondary education as full-time students. This program not only allows them to get a jumpstart on college-level courses thus reducing their time to degree but also improves affordability. It is possible for a student to complete as many as 24 lower-division college credit hours prior to graduating from high school and do so at no cost to the student or his/her family. While some students from neighboring schools take classes on the Morehead campus, the vast majority of classes are being taught in the high schools. ECP provides for a deliberate connection between MSU faculty mentors and high school faculty who meet Southern Association of Colleges and Schools (SACS) standards and have been approved by MSU academic department chairs for adjunct status.

Discussion followed.

**PRESIDENT'S GOALS,
2011-12**

Dr. Andrews presented and discussed his goals for 2011-12.

**Morehead State University
President's Goals
2011-12**

No. 1-- Academic Excellence

Initiative(s) to be undertaken to achieve goal:

- Continue implementation of the new General Education Program and related assessment strategies
- Implement the pilot Quality Enhancement Plan CLEAR Thinking in the First Year Seminar
- Implement the Diversity Plan

No. 2 -- Student Success

Initiative(s) to be undertaken to achieve goal:

- Continue to evaluate and implement appropriate advising tools while maintaining face-to-face advising
- Establish and track retention goals at the department/college/program levels as part of the Academic Productivity Needs Assessment (APNA) process

No. 3 -- Productive Partnerships

Initiative(s) to be undertaken to achieve goal:

- Maintain and strengthen existing partnerships with the public schools, Kentucky Community and Technical College System (KCTCS), and communities

No. 4 -- Improved Infrastructure

Initiative(s) to be undertaken to achieve goal:

- Finalize faculty and staff salary improvement plans and implement as budget allows
- Update the Campus Master Plan, the Comprehensive Housing Master Plan, and develop a strategic plan for Information Technology
- Continue to upgrade physical facilities and add new facilities as budget allows

No. 5 -- Resource Enhancement

Initiative(s) to be undertaken to achieve goal:

- Educate and engage Board members with regard to beneficial involvement with resource enhancement

No. 6 -- Enrollment and Retention Gains

Initiative(s) to be undertaken to achieve goal:

- Continue implementation of the Campus Enrollment Plan
- Evaluate this year's success
- Adjust strategies if necessary

No. 7 -- Additional Areas of Emphasis

Initiative(s) to be undertaken to achieve goal:

- Plan and implement 125th Anniversary activities
- Spend more time in fundraising related to the Capital Plan

In response to a question about the Council on Postsecondary Education (CPE) accountability measures, Dr. Andrews advised that the Council's 2012-2014 budget request, if passed by the Kentucky General Assembly, will be distributed based upon improvements in student success performance. The performance funding metrics that will be used to track institutional improvement include four areas: (1) Number of bachelor's degrees awarded; (2) Six-year graduation rate; (3) Achievement gap for underprepared students (difference in six-year graduation rate between unprepared and prepared students); and (4) Number of transfer students from Kentucky Community and Technical College System. Since performance funding is tied to these four areas, the University has the potential in the new CPE funding model to receive approximately \$900,000 annually based on the University's continued performance.

RECESS

Following a 15 minute break, the Board reconvened at 10:30 a.m.

MOTION: Ms. Lewis moved that the Board approve the President's Goals for 2011-12. Mr. Means seconded the motion.

VOTE: The motion passed.

CONSENT AGENDA

Chair Merchant asked the Board if there were any items they would like to remove from the Consent Agenda for further discussion. At Board members' request, the Personnel Actions were removed for further discussion. Chair Merchant called for a motion to approve the remaining items on the Consent Agenda:

- V-A-1 -- Minutes of June 9, 2011, and August 25, 2011, Meetings
- V-A-2 -- Tenure for Department Chairs
- V-A-4 -- Contract Issued Under the Provisions of KRS 164.367

MOTION: Dr. Morrison moved that the Board approve Items 1, 2, and 4 on the Consent Agenda. Mr. Booth seconded the motion.

VOTE: The motion carried.

Personnel Actions

Dr. Morrison read the following prepared statement in regard to the Personnel Actions:

"As a member of this body, I certainly do not expect or desire for us to micromanage the institution and so understand my comments are focused squarely on policy. While I also want to state that my comments are not meant to criticize any individual or any individual's job performance, but to raise a more general question about the way personnel decisions are made. I am concerned that the President has recommended what are listed as salary adjustments for administrators whose salaries were determined to be either below market value or below peer salaries at this institution. These adjustments come at a time when the institution is in a challenging fiscal situation and when other employees, including both faculty and staff, might make similarly convincing claims that their salaries are below market level or that compelling equity issues exist within the individual units. When I have asked Dr. Andrews about a plan to move faculty and staff salaries up to their benchmarks, he has argued that the institution needs a clear, consistent, and thoughtfully constructed plan to address salaries for faculty and staff. I completely agree. But I would respectfully ask why some University employees have been given salary adjustments without such a clear, consistent, and thoughtfully constructed plan in place. While I run the risk of having these comments dismissed as self-serving, I would like to remind the Regents that faculty and staff salaries have for many, many years lagged behind our peer institutions in the state and the nation. At each graduation ceremony, the Provost rightfully comments that a university is only as good as its faculty and then she comments that we have an excellent faculty. I agree with those statements. But recruiting and retaining excellent faculty and achieving our goal of becoming the top public regional institution in the South surely will be difficult unless we can adjust our salaries up at least to the average level if not significantly well beyond.

In this context, I find it difficult to approve the awarding of salary adjustments in a piecemeal fashion. Dr. Andrews certainly has the right to make these adjustments, but I am questioning if making these adjustments at this particular time and in this particular context is in the best interest of the University.”

Dr. Andrews responded that some individual salary adjustments constantly occur at the University. Salary adjustments are done in a thoughtful and data-driven manner. Adjustments could be triggered when individuals assume significant additional duties and responsibilities or reorganizations take place within the administrative structure of academic or support-related units. For example, if a faculty member assumes responsibilities as a department chair, salary adjustments are made for the additional administrative duties and responsibilities assumed by the individual. When events occur that warrant a salary review, the facts and circumstances are reviewed by the Office of Human Resources (OHR). OHR obtains salary information from the College and University Professional Association for Human Resources (CUPA-HR) for comparable positions at schools that are considered benchmarks, and a salary recommendation is made based on that data.

Discussion followed concerning other personnel actions listed in the report.

MOTION: Mr. Hawpe moved that the Board approve the Personnel Actions. Ms. Lewis seconded the motion.

VOTE: The motion carried with Mr. Goodpaster abstaining.

The President recommended:

**PRESIDENT'S
RECOMMENDATION**

Diversity Plan, 2011-15

RECOMMENDATION: That the Board approve Morehead State University's 2011-15 Diversity Plan.

(2011-15 Diversity Plan and additional background information attached to these minutes and marked V-B-1)

Charles Holloway, Chief Diversity Officer, said that the Council on Postsecondary Education (CPE) approved a *Statewide Diversity Policy and Framework for Institutional Diversity* in September 2010 for institutions to use as a guide in developing and implementing their diversity policies. Based on CPE's framework, Morehead State's Diversity Plan is a part of every component of the University. The Plan embraces diversity within constitutional and legal parameters to reflect diversity in the student body and workforce and commits to eliminate achievement gaps among all students. The Plan is based on specific recommendations developed by the President's Diversity Council and is aligned with the goals of the Morehead State University *2010-2014 Strategic Plan, ASPIRE*.

Dr. Andrews said that he was particularly pleased with the data analysis presented in the plan which helps provide a better understanding of the composition of the region.

In response to a question from Dr. Morrison on closing the gaps between college ready and developmental students, Dr. Andrews noted that more than 40 percent of the incoming freshman students require at least one developmental class. Mr. Holloway discussed some of the programs that have been implemented by the University to promote student success. One example is DREAMS, a program Dedicated to Retention, Education and Academic Success, in which all incoming students, particularly minority students, are encouraged to participate. Faculty and staff mentors are matched with students based on similar interests, goals, hobbies, or career aspirations. This program connects students to the campus and exposes them to different career paths while also preparing them to become leaders and future mentors in the program.

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

VOTE: The motion carried.

PRESIDENT'S REPORTS

*MSU Top Public
University in US News
& World Report*

*OVC Academic
Achievement Award*

SACS Reaffirmation

*ARC Grant for Dental
Initiative*

Senate Bill 1

Space Science

President Andrews reported on the following initiatives:

- MSU has been recognized for the 8th consecutive year as one of the foremost public universities in the South in the 2012 edition of "America's Best Colleges" by *U.S. News and World Report* – the newest rankings include MSU as 21st in the Top Public University—Master's/South division.
- MSU won the 2010-11 OVC Institutional Academic Achievement Award marking a league-record 11th time in 25 years that MSU has been awarded the OVC's highest academic honor.
- The final report on the Southern Association of Colleges and Schools (SACS) with significant first-year seminar data to document MSU's General Education program has been submitted. The announcement of reaffirmation of accreditation will be announced at the SACS annual meeting in December.
- The University received \$400,000 from the Appalachian Regional Commission (ARC) for the rural dental initiative involving MSU, UK and University of Pikeville.
- MSU has received \$1.3 million primarily from CPE for its leadership in initiatives around Senate Bill 1 and college readiness.
- MSU Biology faculty and students collaborated with Space Science Center faculty and students and students from the University of Rome to fly two experiments on the last two US Space Shuttle flights. These experiments investigated the effects of microgravity on an incurable cancer called Glioblastoma. The second experiment flew on the shuttle Atlantis-- the historic last flight of the US Space Shuttle. The findings are leading to the development

Beth Patrick

of a more sophisticated experiment to be hosted on the International Space Station that has the potential to provide insight into cancer cell mitosis and RNA transcription.

- Beth Patrick, Chief of Staff and Vice President for Planning and Budgets, will be retiring on September 30. *(The Board thanked and applauded Ms. Patrick for her contributions to MSU and wished her well in her future endeavors.)*

Ms. Lewis left the meeting at this point.

**PRESIDENT'S
CONTRACT**

Mr. Merchant stated that at the Board of Regents meeting in June, the Board voted to approve an extension of the President's contract through June 30, 2015, with a salary increase of 2 percent for the 2011-12 fiscal year. The Board also voted to explore a deferred compensation plan in the form of a retention bonus as an incentive for Dr. Andrews to continue in his position at least until June 30, 2015.

Mr. Booth stated that at the direction of the Executive Committee, Michael Walters, Chief Financial Officer and Vice President for Administration, has worked with a tax attorney to draft an agreement for the Board's consideration. The terms and conditions of the agreement include:

- If Dr. Andrews is continuously employed in his position as President until June 30, 2015, and maintains a rating of "Satisfactory" or above on his annual performance reviews, the Board will pay him an incentive/retention bonus equal to 50 percent of his salary for the 2014-15 fiscal year;
- Should Dr. Andrews' employment terminate prior to June 30, 2015, for reason of death or disability, the Board will pay a bonus equal to 50 percent of his salary for the fiscal year ending on June 30 in the calendar year in which death or disability occurs.
- Should Dr. Andrews leave his position as President for any other reason, he will forfeit all rights to the incentive/retention bonus.

Mr. Booth stated that the University operating budget will not fund this bonus.

Mr. Booth moved that the Board approve a deferred compensation plan in the form of a privately funded Incentive Bonus Agreement with Dr. Wayne D. Andrews.

Mr. Hawpe seconded the motion. The motion passed with Dr. Morrison voting nay.

EXECUTIVE SESSION

Chair Merchant announced that the Board will now retire into Executive Session pursuant to KRS 61.810(1) (c) to discuss matters relating to pending litigation. The Board will take no action while in Executive Session. Chair Merchant asked for a motion to go into Executive Session. Dr. Morrison moved that the Board go into Executive Session. Mr. Goodpaster seconded the motion. The motion carried and the Board retired to Executive Session at 11:30 a.m.

OPEN SESSION

Chair Merchant asked for a motion for the Board to return to Open Session at 11:52 a.m. Mr. Goodpaster moved that the Board return to Open Session. Mr. Booth seconded the motion. The motion carried.

Chair Merchant announced that the Board has now returned from Executive Session and is again in Open Session. He stated that no action was taken during the Executive Session.

FUTURE MEETINGS

Chair Merchant announced the following future meetings/events:

- BOR work session, Thursday, November 17, 2011, at 9 a.m.; Audit Committee meeting at 8 a.m.
- BOR quarterly meeting, Thursday, December 8, 2011, at 9 a.m.
- Winter Commencement, Saturday, December 17, 2011, at 10:30 a.m.

ADJOURNMENT

There being no further business to conduct, Mr. White moved that the Board adjourn at noon. Mr. Hawpe seconded the motion. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

HONORARY DOCTORAL DEGREE

(BOR IV-A-2)
December 8, 2011

Recommendation:

That the Board of Regents approve the awarding of the honorary degree of Doctor of Science to J. David Richardson at the Winter Commencement ceremony on Saturday, December 17, 2011.

Background:

Since 1973, the Board of Regents has awarded honorary doctoral degrees to outstanding individuals to recognize personal achievement and/or exemplary public service. The Ad Hoc Honorary Degree Advisory Committee screens nominations for such recognition and makes appropriate recommendations to the President. The committee is composed of active and retired faculty and staff members and a representative of the MSU Alumni Association, Inc.

Dr. J. David Richardson, a nationally recognized surgeon, has been nominated by the committee to be awarded an honorary degree of Doctor of Science at Winter Commencement on December 17, 2011.

A native of Morehead, Dr. Richardson is the son of Lovenia Richardson and the late William Richardson. He graduated from Rowan County High School and Morehead State University prior to attending the University of Kentucky College of Medicine. For the past 35 years, Dr. Richardson has been a thoracic, vascular, and general surgeon at the University of Louisville. He is currently chief of surgery at the University of Louisville Hospital and chief of the Division of General Surgery at the medical school.

Recently, Dr. Richardson was named the 2011 Ephraim McDowell Physician of the Year for the state of Kentucky. The award honors a physician who has made a significant contribution to the practice of medicine, research, or teaching; who has demonstrated unselfish humanitarian service to the community; and who has upheld the highest ethical standards. The award is named for the nation's first pre-eminent surgeon who performed the first abdominal operation in Danville, during the 1700s.

Dr. Richardson has been a national leader in surgery and has served as president of several national surgical organizations. He has trained more than 200 surgeons and has mentored several hundred medical students. He is the author of more than 400 scholarly papers and two books.

In addition to his professional interests, Dr. Richardson has been heavily involved in thoroughbred horse breeding and racing. He is a director of the Thoroughbred Owners and Breeders of America and a member of the Jockey Club.

2011 WINTER GRADUATES

**BOR (IV-A-3)
December 1, 2011**

Recommendation:

That the awarding of degrees to all candidates who successfully complete all degree requirements as approved by the faculty of the University at the 2011 Winter Commencement on December 17, 2011, be approved.

Background:

664 students have applied for graduation at the December 17, 2011, Winter Commencement. This includes 62 associate degrees, 432 bachelor degrees, and 167 master degrees and 3 educational specialist degrees.

RATIFY PERSONNEL ACTIONS

**BOR (IV-A-4)
December 8, 2011**

Recommendation:

That the Board ratify the Personnel Actions for the period August 20, 2011, through November 15, 2011.

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.

MOREHEAD STATE UNIVERSITY
ROSTER POSITIONS SUMMARY

11/15/11

	July 1 Authorized Positions	Current Authorized Positions	+/- Position Adjustments	Current Position Strength	% Current Strength
Office of the President	4.50	4.50	0.00	4.50	100.00
Division of University Advancement	48.00	48.00	0.00	45.00	93.75
Division of Administration and Fiscal Services	115.73	115.73	0.00	109.73	94.82
Facilities Management	153.70	153.70	0.00	145.70	94.80
Division of Student Life	122.15	124.23	2.08	118.23	95.17
Division of Academic Affairs	36.00	36.00	0.00	33.50	93.06
Caudill College of Arts, Humanities & Social Sciences	150.25	150.25	0.00	146.25	97.34
College of Business and Public Affairs	64.00	64.00	0.00	61.00	95.31
College of Education	91.50	91.50	0.00	85.50	93.44
College of Science and Technology	172.00	174.00	2.00	166.50	95.69
Academic Programs and University Outreach	90.85	90.85	0.00	84.85	93.40
Camden-Carroll Library	37.00	37.00	0.00	33.00	89.19
	1085.68	1089.76	4.08	1033.76	94.86

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

DEFINITIONS OF THE DIFFERENT KINDS OF APPOINTMENTS

- Full-Time Standing:** A Full-Time Standing Appointment designates an appointment that is full-time and for which no ending date is specified. Such appointments are terminable in accordance with the appropriate University policy. Full-time Standing Appointments must be backed with budgeted funds. Full-Time Standing Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). Full-Time Standing Appointments may be specified for nine, ten, eleven, or twelve months per fiscal year. This type of appointment is provided all regular University benefits.
- Full-Time Fixed:** A Full-Time Fixed Appointment designates an appointment that is full-time for a fixed period of time and for which an ending date is specified. Such appointments may be specified for nine, ten, eleven, or twelve months. The appointments do not have to be backed by permanent funds. Full-Time Fixed Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). This includes instructors and any other individuals in a classification covered by the tenure regulations. Such appointments are discontinued automatically at the specified ending date. Appointments may be terminated before the ending date for cause or business necessity. Full-Time Fixed Appointments may be renewed. Persons appointed to Full-Time Fixed Appointments are not converted to Full-Time Standing Appointments without an appropriate search or search waiver. This type of appointment is provided all regular University benefits.
- Supplemental:** A Supplemental Appointment designates an appointment which is supplementary to a Full-Time Standing or Full-Time Fixed Appointment and has the effect of providing an additional contractual provision beyond the term of the Full-Time Standing or Full-Time Fixed Appointments. For example, a Supplemental Appointment may be used if an individual whose regular appointment is for nine months but whose appointment is extended for one to three additional months. Supplemental Appointments will also be used to designate those appointments which are supplementary to Full-Time Standing or Full-Time Fixed Appointments to compensate for approved additional services normally outside the scope of regular duties. For example, A Supplemental Appointment can be used when an eligible employee is employed to teach a course for additional compensation. Regular University benefits, except sick leave and vacation accrual, continue with a Supplemental Appointment.

APPOINTMENT STATUS ACTIONS
8/20/11 - 11/15/11

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Hires								
Athletics-Women's Softball	Giles, Jennifer	08/16/11	06/30/12	Assistant Softball Coach	12	\$26,000.00	Full-Time Fixed, Probationary	New
Foundational & Grad. Stud. Ed.	Curry, John	01/09/12		Asst. Prof. of Education	9	\$52,000.00	Full-Time Standing	New
Music, Theatre & Dance	Sugihara, Masahito	10/10/11		Asst. Prof. of Saxophone	9	\$45,000.00	Full-Time Standing	New
Interim Appointments								
Music, Theatre & Dance	Hammond, Paul	08/01/11	06/30/12	Interim Chair		\$94,000.00		
Psychology	Couch, Laurie	08/01/11	12/31/11	Interim Chair		\$18,750.00		
Leave Of Absence								
Carl Perkins Vocational Center	Caudill, Angela	10/06/11	11/25/11	Staff Psychologist	12	\$35,908.00	Without Pay	Medical
Promotions								
MSU @ Ashland	Preston, Nancy	09/01/11		Director of MSU @ Ashland	12	\$69,074.00	Full-Time Standing	Promotion
School of Business Administration	Ratliff, Janet	08/22/11		Asst. Prof. of Management/Entrepreneurship	9	\$70,000.00	Full-Time Standing	Promotion
Resignations								
Office of V.P. for University Advancement	Overly, Peggy	09/12/11	06/30/12	Special Proj. Coord., Minority Alumni/Friends Prog.	12	\$42,525.00	Full-Time Standing to Full-Time Fixed	Title Change
Terminations								
Art & Design	Frieder, Braden	05/12/12		Asst. Prof. of Art	9	\$46,075.00		Probationary Release
Career Services	Brittle, Bryan	10/07/11		Internship Coordinator	12	\$29,579.00		Probationary Release
Facilities Mngt.-Building Maintenance	Howard, Hysell	08/19/11		Maintenance Technician I	12	\$10.23		Probationary Release
Facilities Mngt.-Building Services	Eddington, Dale	09/08/11		Building Services Technician	12	\$8.34		Probationary Release
Facilities Mngt.-Landscaping & Grounds	Story, Barry	09/30/11		Groundskeeper	12	\$8.69		Probationary Release
Camden Carroll Library	Baker, Donna	10/28/11		Librarian III	12	\$44,320.00		Resignation
Government & Reg. Analysis	Sloan, Margaret	12/17/11		Asst. Prof. of Government	9	\$51,306.00		Resignation
Academic Programs	Hinton, Rosemary	12/31/11		Administrative Asst. to Assoc. V.P. for Acad. Affairs	12	\$36,670.00		Retirement
Applied Engineering & Technology	Stanley, Rodney	12/31/11		Assoc. Prof. of AET	9	\$64,880.00		Retirement
Communication, Media & Lead. Studies	Atkins, Joan	12/31/11		Asst. Prof. of Journalism	9	\$51,356.00		Retirement
Counseling & Health Services	Campbell, Velma	10/31/11		Staff Psychologist	12	\$41,445.00		Retirement
Earth & Space Science	Bailey, Jacqueline	12/31/11		Academic Departmental Specialist	12	\$14.75		Retirement
Environmental Health & Safety	Barker, Jeffrey	09/30/11		Environ. Health & Safety Technician II	12	\$39,796.00		Retirement
Facilities Management	Bizzel, Jeff	12/31/11		Supply Clerk	12	\$12.09		Retirement
Office of V.P. for Planning & Budgets	Patrick, Beth	09/30/11		Chief of Staff/V.P. for Planning & Budgets	12	\$133,690.00		Retirement
Registrar's Office	Alderman, Janet	12/31/11		Academic Records Specialist	12	\$11.95		Retirement
Student Services Center	Hesler, Pamela	12/31/11		Academic Advisor	12	\$36,284.00		Retirement
University Center & Conference Services	Redwine, Susette	12/31/11		Director of Univ. Ctr. & Conf. Services	12	\$59,837.00		Retirement
Other								
Early Childhood, Elem. & Spec. Ed.	Arrington, Nellie	08/15/11		Asst. Prof. of Education	9	\$43,840.00		Advanced Degree Increase
Sociology, Social Work & Criminology	Geurin, Lynn	08/15/11		Asst. Prof. of Social Work	9	\$48,960.00		Advanced Degree Increase
Enrollment Services	Catron, Valerie	09/16/11		Enrollment Services Specialist	12	\$9.79		Demotion/Voluntary
Institutional Research & Assessment	Millard, Timothy	09/12/11		Director of Institutional Research & Assessment	12	\$81,600.00		Probation Completed/Annual Increase
Counseling & Health Services	Risk, Joyce	09/01/11		Nurse, R.N.	10	\$28,107.00	From 9 month to 10 month	Salary Adjustment
Total Number of PARs = 32								

SUPPLEMENTAL ACTIONS
5/18/11 - 8/19/11

Name	Title	Department/Office	Effective Date	Ending Date	Salary	Description
Abell, Ritta	Asst. Prof. of Speech	Communication, Media & Leadership Studies	08/22/11	12/16/11	\$2,500.00	Advisor, Black Gospel Ensemble Fall 2011
Atkins, Joan	Asst. Prof. of Journalism	Communication, Media & Leadership Studies	08/22/11	05/11/12	\$4,200.00	Trail Blazer Advisor
Clevenger, Kimberly	Assoc. Prof. of Nursing	Nursing	08/01/11	08/19/11	\$1,305.00	Coordinator, BSN Program
Hutchinson, Brian	Director of Athletics	Athletics	11/15/11	11/15/11	\$1,500.00	Achieving overall APR greater than or equal to 950
Neal, Jason	Assistant Baseball Coach	Athletics-Baseball	11/01/11	11/01/11	\$157.00	Fall Baseball Showcase Clinic
Spradlin, Lynn	Professor of Education	Foundational & Grad. Stud. Ed.	08/16/11	05/18/12	\$20,000.00	Administrative Duties Diversity Initiative
Willis, Melinda	Assoc. Prof. of Education	Early Childhood, Elem. & Spec. Ed.	08/30/11	03/31/12	\$4,900.00	Administrative Duties KY Reading Project Grant
Willis, Melinda	Assoc. Prof. of Education	Early Childhood, Elem. & Spec. Ed.	08/30/11	05/31/12	\$7,000.00	Administrative Duties KY Reading Project Grant
TOTAL NUMBER OF SUPPLEMENTALS = 8						

**ACCEPT 2010-11 AUDIT REPORT
AND AMEND OPERATING BUDGET**

**BOR (IV-A-5)
December 8, 2011**

Recommendation:

That the Board accept the audit report for the fiscal year ended June 30, 2011 as presented by Dean, Dorton, Allen, Ford, PSC, accept the reports related to the fourth quarter financial information and capital outlay, and amend the operating budget for the 2010-11 fiscal year.

Background:

KRS 164A.570 requires an annual audit to be conducted by all universities in the state system. The audit is to be conducted by an independent public accounting firm. At the June 9, 2011 meeting, the Board of Regents approved the recommendation of the Audit Committee for the appointment of Dean, Dorton, Allen, Ford, PSC to conduct the 2010-11 fiscal year audit. The Board also approved the Audit Committee's recommendation for the minimum scope of the audit work to be performed.

The Audit Committee met on November 17, 2011. Representatives from Dean, Dorton, Allen, Ford presented the University's audited financial statements to the Committee for acceptance. The audit report was issued with an unqualified opinion on the financial statements.

The information contained in the audited financial statements is reflective of all transactions for the fiscal year and serves as the University's fourth quarter financial report to the Board. Also presented as a part of the fourth quarter financial report are amendments to the operating budget and a capital outlay status report.

MOREHEAD STATE UNIVERSITY
Unrestricted Current Funds
Budget Amendments
For the Period April 1, 2011 to June 30, 2011
Notes of Significant Adjustments to Revenue and Other Additions

Sales & Services of Educational Activities

Unbudgeted revenue allocated during the fourth quarter totaled \$373,999

- Eagle Excellence Fund (EEF) support from the MSU Foundation totaled \$81,570
- NCAA Proceeds totaled \$160,996
- Basketball gate receipts totaled \$45,590
- Other athletic revenue totaled \$10,194
- Other miscellaneous revenue totaling \$75,649 was allocated primarily to Academic Affairs

Fund Balance – E&G

Budget allocations from fund balance for educational and general purposes totaled \$879,718

- \$485,447 Expenses related to Recreation & Wellness Center
 - \$262,000 – furniture & equipment; to be reimbursed by project account funds held in Frankfort
 - \$200,000 – outdoor recreation; to be reimbursed by project account funds held in Frankfort
 - \$20,133 – management software
 - \$3,314 – additional funds needed for Director position
- \$200,000 Street repairs
- \$136,978 Wellness Center conversion to EAGLE Center
- \$35,000 Power Plant – smokestack repairs
- \$22,984 Baird Music Hall – door locks
- (\$691) Reverted unused fund balance allocation from Enrollment Services

MOREHEAD STATE UNIVERSITY
Capital Outlay Status Report
Agency Funds
For the Period of April 1, 2011 to June 30, 2011

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
I. Equipment Purchases \$200,000 or Greater			
None			
II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$600,000 or Greater			
ERP Implementation Project	\$ 4,000,000		Completed
Technical Setup and Training (June 2005)			Completed
Financial System (July 2006)			Completed
Human Resources (December 2006)			Completed
Student System (December 2007)			Completed
Auxiliary Modules (September 2010)			Completed
Alumni Tower Renovation	\$ 4,600,000	July, 2010	Completed
Mignon Tower Renovation	\$ 5,682,000		In Progress
East Mignon Hall Renovation	\$ 3,948,000		In Progress
Student Recreation Center	\$ 30,000,000		In Progress

BACHELOR OF SCIENCE IN BIOMEDICAL SCIENCES

**BOR (IV-B-1)
December 8, 2011**

Recommendation:

That the Board of Regents approve the proposal by the MSU Department of Biology & Chemistry for the Bachelor of Science in Biomedical Sciences degree.

Background:

The biology curriculum in the Department of Biology & Chemistry (formerly Biological and Environmental Sciences) has not changed substantively in 25 years. In that time the department has evolved from an organismal/ecological program to a program that is largely focused on pre-allied health science careers. In fact, approximately 75% of the over 400 majors in the Biology B.S. degree program are intent on careers in the health professional field. Because of the disparity between the current Biology B.S. course offerings and the career interests of the large majority of students in the biology program, it is prudent to offer a more appropriate degree program for these students. The Biomedical Sciences degree accomplishes this by offering our students an opportunity to take more medically-related courses in their four-year curriculum and, thus, better prepare themselves for entrance into health professional school.

In addition to the significant educational advantages that the Biomedical Sciences degree offers for our students, it also possesses programmatic and logistical advantages. For instance, MSU has entered into an agreement, the Appalachian Rural Dental Education Initiative, with the University of Kentucky and Pikeville University that will guarantee MSU students 10 seats in the UK School of Dentistry. This agreement constitutes a 7-year accelerated program that will not articulate with the current Biology B.S. degree, but which will articulate with the proposed Biomedical Sciences B.S. degree. Similarly, the current Biology degree limits the back-transfer of courses to MSU from the professional school. The Biomedical Sciences degree has no such limitations. This is critical for students that leave for professional school after their third year and who want to graduate by back-transferring courses from their school to MSU. The facilitation of this process would not only grant degrees to these students, but also increase the graduation rate of the department. Finally, the Biomedical Sciences degree is designed to allow the student a greater depth of knowledge in the biomedical sciences. While this depth facilitates professional school acceptance and success, it also enhances the ability of students to conduct research. This is important for the department to move forward because undergraduate research is generally acknowledged as one of the premier methods of teaching.

The Biomedical Sciences degree was developed by a curricular subcommittee of the department, approved by the curriculum committee of the department, and approved by the entire department. It has since been approved at the levels of Department Chair, College of Science & Technology Curriculum Committee, Dean of the College of Science & Technology, the University Undergraduate Curriculum Committee, the Provost, and the President.

**BACHELOR OF SCIENCE IN
VETERINARY SCIENCE**

**BOR (IV-B-2)
December 8, 2011**

Recommendation:

That the Board of Regents approve the proposal by the MSU Dept. of Agricultural Sciences for the Bachelor of Science in Veterinary Science (BS-VS) degree.

Background:

The MSU Pre-Veterinary program has been operational for decades, with the first student being Dr. William Holbrook, from West Liberty, Kentucky, who has now been practicing in Eastern Kentucky for nearly fifty years. Since then, there have been scores of successful veterinarians who have received their pre-veterinary education at MSU. Most recently, in 2009 and 2011, of the qualified candidates who applied to colleges of veterinary medicine, all were accepted. Numerous graduates of the Veterinary Technology program have continued their studies at MSU to complete the pre-veterinary requirements and have ultimately matriculated to a college of veterinary medicine.

A pre-veterinary curriculum alone does not equate to a major or degree; it is merely the set of classes that a veterinary college requires for admission eligibility. Recognizing the need for such a degree program, the Dept. of Agricultural Sciences created an option in Veterinary Science within the Agriculture Science program about 12 years ago. This has worked somewhat as a temporary solution to the issue of granting degrees to the pre-veterinary students. However, it has been plagued by numerous problems due to the limited overlap between the pre-veterinary requirements and the Agriculture Science requirements. The heavy science requirements in the pre-veterinary curriculum create many conflicts with the Agriculture Science requirements with resultant frustration on the part of the students. We currently have students who matriculate to a college of veterinary medicine without receiving a Bachelor of Science degree at MSU because it would take an excessive amount of additional course work to obtain that degree first.

The purpose of this proposal is to establish a stand-alone Veterinary Science degree program which meets the pre-veterinary requirements and the MSU Bachelor of Science degree requirements without undue conflicts between them. We feel strongly that this is needed to address the needs of these very talented students both in gaining acceptance to a veterinary college and as a functional degree should their veterinary plans not be realized.

This proposal has currently been approved by the AS Department Curriculum Committee, the AS Department Chair, the College of S&T Curriculum Committee, the S&T Dean, the University Curriculum Committee, the Provost, the President.

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

**BOR (IV-B-3)
December 8, 2011**

Recommendation:

That the Board accept the financial statements and amend the operating budget for the first quarter of the fiscal year that will end June 30, 2012, and amend the operating budget.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of September 30, 2011, the first quarter of the fiscal year ending June 30, 2012. The statements, along with management's discussion and analysis and budget amendment information are attached.

MOREHEAD STATE UNIVERSITY
Management's Discussion and Analysis
First Quarter Financial Statements
September 30, 2011

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the three months that ended on September 30, 2011. The statements and this discussion and analysis have been prepared by Accounting and Financial Services staff.

Using These Financial Statements

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

Financial Highlights

Morehead State University's financial picture remains stable through the first quarter of the 2011-2012 fiscal year. During the period July 1, 2011 through September 30, 2011 the University operated with a surplus of revenues over expenditures and transfers in the amount of \$20,099,802. This level of operating surplus is expected at this time, since most of the billings for the Fall 2011 semester are reflected in the tuition and fees revenue and only expenditures through September 30, 2011 are reflected. As the fiscal year proceeds, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

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

- ▶ Total revenues increased \$3.7 million over last year to \$56.6 million. Tuition & fees increased \$2.5 million, primarily due to a 7% increase in student tuition and fees and an increase in enrollment. Government Appropriations increased \$224 thousand. Housing revenue increased approximately \$866 thousand due to a 9% increase in housing rates.
- ▶ The percent of actual total revenue to budget was 41.31% at September 30, 2011 and 39.68% at September 30, 2010. This percentage would be expected at this time, since most of the billings for the Fall 2011 semester are reflected in revenue.
- ▶ Total Expenses were approximately \$36.5 million at September 30, 2011 and \$33.9 million at September 30, 2010. This increase is related to \$2.5 million of scholarship expenses that were required to be reported as Restricted Federal Funds in the prior year. State Fiscal Stabilization Funds were used for these expenditures in the prior year and were received as part of the American Recovery and Reinvestment Act (ARRA) – Education State Grants.
- ▶ Net change in fund balance increased \$1.1 million to \$20.1 million as compared to \$19.0 million at September 30, 2010. This is the direct result of the net effect of the increase in revenues and the increase in expenditures.

Morehead State University
Statements of Net Assets
September 30, 2011 and 2010

	<u>2011</u>	<u>2010</u>
ASSETS		
Current assets:		
Cash and cash equivalents	\$41,815,417	\$41,604,833
Accounts, grants and loans receivable, net	19,806,502	20,274,850
Prepaid interest	124,649	124,649
Inventories	1,550,106	1,404,776
Other current assets	<u>17,803</u>	<u>28,471</u>
Total current assets	<u>\$63,314,477</u>	<u>\$63,437,579</u>
Noncurrent assets:		
Accounts, grants and loans receivable, net	\$3,723,755	\$3,839,981
Prepaid interest	226,840	351,488
Investments	13,744,879	13,349,462
Capital assets, net	<u>188,090,430</u>	<u>177,824,243</u>
Total noncurrent assets	<u>\$205,785,904</u>	<u>\$195,365,174</u>
TOTAL ASSETS	<u><u>\$269,100,381</u></u>	<u><u>\$258,802,753</u></u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable and accrued liabilities	\$7,816,081	\$7,964,172
Deferred revenue	2,576,838	1,559,880
Bonds, notes and capital lease obligations, current portion	<u>4,307,643</u>	<u>4,224,982</u>
Total current liabilities	<u>\$14,700,562</u>	<u>\$13,749,034</u>
Long-term liabilities:		
Bonds, notes and capital lease obligations, noncurrent portion	\$54,218,433	\$53,443,146
Advances from federal government for student loans	3,460,284	3,813,100
Deferred Revenue	<u>290,235</u>	<u>290,235</u>
Total long-term liabilities	<u>\$57,968,952</u>	<u>\$57,546,481</u>
TOTAL LIABILITIES	<u>\$72,669,514</u>	<u>\$71,295,515</u>
NET ASSETS		
Invested in capital assets, net of related debt	\$129,915,843	\$120,632,250
Restricted:		
Expendable	15,145,333	18,226,264
Nonexpendable	12,386,005	12,009,089
Unrestricted	<u>38,983,686</u>	<u>36,639,635</u>
TOTAL NET ASSETS	<u>\$196,430,867</u>	<u>\$187,507,238</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$269,100,381</u></u>	<u><u>\$258,802,753</u></u>

See Attached Notes To Statements of Net Assets

MOREHEAD STATE UNIVERSITY
Notes to the Statements of Net Assets
September 30, 2011 and 2010

1. The Statements of Net Assets include the unrestricted current funds, restricted current funds, endowment funds, loan funds, and plant funds of the University. Agency funds held for others are not included.
2. Accounts, grants, and loans receivable are shown net of allowance for uncollectible student accounts of \$1,621,083 at September 30, 2011 and \$1,123,885 at September 30, 2010. Also, included in this category is \$9.2 million in receivables from federal and state grant agencies at September 30, 2011 and \$9.4 million at September 30, 2010.
3. Noncurrent accounts, grants and loans receivable represent balances owed the University from borrowers who have participated in the Federal Perkins Loan Program. The balance is presented net of allowance for uncollectible accounts in the amount of \$81,408 at September 30, 2011 and \$83,960 at September 30, 2010.
4. Prepaid interest represents interest paid to advance refund the University's Housing and Dining System Revenue Bonds.
5. Capital Assets, net increased approximately \$10 million from the previous year. This increase primarily related to expenses incurred for residence hall renovations and for the Student Recreation Center during this period. Accumulated depreciation on buildings and equipment was \$136,632,676 at September 30, 2011 and \$128,012,921 at September 30, 2010.
6. Accounts payable and accrued liabilities include amounts due to vendors and amounts due for withheld and matching portions of payroll taxes and estimated claims payable, but not paid until after the Statements of Net Assets date.
7. Deferred revenue from federal and state grants represent amounts received but not expended at the Statements of Net Assets date.
8. Bonds and notes payable include both the current and long-term portions of amounts borrowed to finance the purchase of plant assets. The University issued 2011 Series A General Receipts Bonds in the amount of \$5.1 million on July 25, 2011 for residence hall renovations.
9. The capital portion of the net assets balance is the equity the University has in land, buildings, equipment, and library holdings.
10. Restricted net assets include the fund balances of the restricted current funds, endowment funds, loan funds, and expendable plant funds.

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenditures & Changes in Fund Balance
For the Three Months Ended September 30, 2011 and 2010

	2011-2012			2010-2011		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
REVENUES						
Educational and General						
Tuition and Fees	\$64,008,504	\$33,221,090	51.90%	\$58,817,141	\$30,725,076	52.24%
Govt Appropriations	43,486,600	13,067,766	30.05%	45,303,100	12,843,450	28.35%
Indirect Cost Reimbursement	597,000	210,799	35.31%	365,000	236,657	64.84%
Sales & Services Ed Activities	1,484,690	819,958	55.23%	2,009,860	889,242	44.24%
Other Sources	2,930,747	1,450,270	49.48%	2,140,159	1,350,765	63.12%
Budgeted Fund Balance-E&G	9,281,094	-	0%	9,931,370	-	0%
Total Educational and General	\$121,788,635	\$48,769,883	40.04%	\$118,566,630	\$46,045,190	38.83%
27 Auxiliary Enterprises						
Housing	\$9,267,300	\$5,202,275	56.14%	\$8,601,300	\$4,335,875	50.41%
University Store	3,986,208	2,222,158	55.75%	3,978,272	2,133,892	53.64%
Food Services	795,250	119,197	14.99%	780,000	128,184	16.43%
Other	1,246,742	313,078	25.11%	1,370,935	247,370	18.04%
Total Auxiliary Enterprises	\$15,295,500	\$7,856,708	51.37%	\$14,730,507	\$6,845,321	46.47%
TOTAL REVENUES	\$137,084,135	\$56,626,591	41.31%	\$133,297,137	\$52,890,511	39.68%

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenditures & Changes in Fund Balance
For the Three Months Ended September 30, 2011 and 2010

	2011-2012			2010-2011		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
EXPENDITURES AND TRANSFERS BY DIVISION						
Educational & General						
President & Administration	\$756,394	\$183,083	24.20%	\$763,373	\$186,625	24.45%
University Advancement	4,380,619	1,185,017	27.05%	4,624,010	1,090,432	23.58%
Administration & Fiscal Services	18,640,025	6,408,479	34.38%	18,645,295	6,257,118	33.56%
Planning & Budgets	490,216	124,263	25.35%	489,836	117,138	23.91%
Student Life	13,072,425	4,153,620	31.77%	11,179,001	3,380,616	30.24%
Academic Affairs	72,240,850	20,075,874	27.79%	71,274,890	17,681,579	24.81%
Other	12,094,657	962,000	7.95%	10,983,685	2,059,003	18.75%
Total Educational & General	\$121,675,186	\$33,092,336	27.20%	\$117,960,090	\$30,772,511	26.09%
Auxiliary Enterprises						
Housing	\$9,767,563	\$969,387	9.92%	\$10,322,265	\$838,094	8.12%
University Store	3,789,633	1,967,773	51.93%	3,768,392	1,916,461	50.86%
Food Services	519,626	110,273	21.22%	551,154	107,776	19.55%
Other	1,332,127	387,020	29.05%	695,236	261,905	37.67%
Total Auxiliary Enterprises	\$15,408,949	\$3,434,453	22.29%	\$15,337,047	\$3,124,236	20.37%
TOTAL EXPENDITURES AND TRANSFERS BY DIVISION	\$137,084,135	\$36,526,789	26.65%	\$133,297,137	\$33,896,747	25.43%
NET CHANGE IN FUND BALANCE		\$20,099,802			\$18,993,764	

MOREHEAD STATE UNIVERSITY
Unrestricted Current Funds
Budget Amendments
For the Period July 1, 2011 to September 30, 2011

Description	Opening Budget As of 7/1/2011	Adjustments	Amended Budget As of 9/30/2011
Revenues and Other Additions			
Tuition and Fees	\$ 63,962,340	\$ 46,164	\$ 64,008,504
Government Appropriations	43,486,600	-	43,486,600
Indirect Cost Reimbursement	597,000	-	597,000
Sales and Services of Ed. Activities	1,447,019	37,671	1,484,690
Other Sources	2,656,609	274,138	2,930,747
Budgeted Fund Balance - E&G	8,154,124	1,126,970	9,281,094
Auxiliary Enterprises	14,873,150	62,349	14,935,499
Budgeted Fund Balance - AUX	323,158	36,843	360,001
Total Revenues and Other Additions	\$ 135,500,000	\$ 1,584,135	\$ 137,084,135
Expenditure Authorizations by Division			
Educational & General			
President & Administration	\$ 731,784	\$ 24,610	\$ 756,394
University Advancement	4,148,838	231,781	4,380,619
Planning & Budgets	490,216	-	490,216
Administration & Fiscal Services	17,040,558	1,599,467	18,640,025
Student Life	11,798,330	1,274,095	13,072,425
Academic Affairs	70,970,204	1,270,646	72,240,850
Debt Service & Mandatory Transfers	3,108,602	-	3,108,602
Other	11,945,375	(2,959,320)	8,986,055
Total Educational & General	\$ 120,233,907	\$ 1,441,279	\$ 121,675,186
Auxiliary Enterprises			
Administration & Fiscal Services	\$ 11,648,185	\$ 218,724	\$ 11,866,909
Student Life	796,627	58,797	855,424
Academic Affairs	13,296	-	13,296
Debt Service	2,567,985	-	2,567,985
Other	240,000	(134,665)	105,335
Total Auxiliary Enterprises	\$ 15,266,093	\$ 142,856	\$ 15,408,949
Total Expenditure Authorizations	\$ 135,500,000	\$ 1,584,135	\$ 137,084,135

MOREHEAD STATE UNIVERSITY
Unrestricted Current Funds
Budget Amendments
For the Period July 1, 2011 to September 30, 2011
Notes of Significant Adjustments to Revenue and Other Additions

Other Sources

Unbudgeted revenue allocated during the first quarter totaled \$274,138

- Unbudgeted support from the MSU Foundation totaled \$222,866
 - \$139,615 to University Advancement
 - \$ 43,458 to Academic Affairs
 - \$ 21,000 to Administration and Fiscal Services
 - \$ 18,793 to Student Life
- Other miscellaneous revenue totaling \$51,272 was allocated primarily to Academic Affairs

Fund Balance – E&G

Budget allocations from fund balance for educational and general purposes totaled \$1,126,970

- \$ 642,995 Expenses related to Recreation and Wellness Center; to be reimbursed from project account funds held in Frankfort
 - \$620,995 – carry forward from 2010-2011
 - \$ 22,000 – curtain for open court area
- \$ 17,741 Counseling and Health Services
 - \$ 1,068 – kitchen appliances for health clinic renovation project
 - \$ 7,200 – flu vaccine
 - \$ 9,473 – part-time nurse
- \$ 28,426 Salary increase for CFO/Vice President for Administration
- \$ 8,208 Salary increase for Director of Human Resources
- \$ 3,018 Supplemental pay to General Counsel
- \$ 9,900 Additional allocation for PeopleAdmin software for Human Resources; total allocation was \$64,000
- \$ 31,632 CCL ground floor renovations (tutoring lab)
- \$373,474 Athletics video boards – to be reimbursed from fundraising
- \$ 1,827 Supplemental pay to Athletic Director
- \$ 500 Honor's Study Abroad Scholarship
- \$ 9,248 Quality Enhancement Program

MOREHEAD STATE UNIVERSITY
Budget Amendments Greater Than \$200,000
For the Period July 1, 2011 to September 30, 2011

From:	To:		
Revenue and Other Additions	Division/ Budget Unit	Amount	Description
Fund Balance - E&G	Student Life Recreation & Wellness	\$ 642,995	Funds advanced in 2010-2011 for equipment and furnishings for the new Student Recreation Center were carried forward to 2011-2012. The purchase orders were initiated in the prior fiscal year but payment of invoices occurred in the current year. This advance of funds will be reimbured from construction project funds held in Frankfort.
Fund Balance - E&G	Student Life Athletics	\$ 373,474	Fund balance allocation to purchase two video boards and related technology equipment to be placed in the Ellis T. Johnson Arena located in the Academic-Athletic Center (AAC). The funds will be reimbursed from donations made through the MSU Foundation over the next six years.

MOREHEAD STATE UNIVERSITY
Capital Outlay Status Report
Agency Funds
For the Period of July 1, 2011 to September 30, 2011

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
I. Equipment Purchases \$200,000 or Greater			
None			
II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$600,000 or Greater			
Mignon Tower Renovation	\$ 5,682,000	August 2011	Completed
East Mignon Hall Renovation	\$ 3,948,000		In Progress
Student Recreation Center	\$ 30,000,000	August 2011	Completed

APPROVE WRITTEN REQUEST TO DISPOSE OF REAL PROPERTY

**BOR (IV-B-4)
December 8, 2011**

Recommendation:

That the Board approve the Written Request to Dispose of Real Property and authorize the sale of a lot located at the intersection of Second Street and Tippet Avenue.

Background:

The University owns a small parcel of land located at the intersection of Second Street and Tippet Avenue. The land is used as parking and contains twelve parking spaces. The parking lot gets very little use and is surplus to the University's needs. The City of Morehead has requested that the University sell the property to the City. The City will make the land available for development.

Statutory Authority

KRS 164A.575 (7) The governing board shall sell or otherwise dispose of all real or personal property of the institution that is not needed for the institution's use, or would be more suitable consistent with the public interest for some other use, as determined by the board. The determination of the board shall be set forth in an order, and shall be reached only after review of a written request by the institution desiring to dispose of the property. Such request shall describe the property and state the reasons why the institution believes disposal shall be effected.

Written Request to Dispose of Property

The University acquired this property in 1966. The parcel is approximately 62 feet wide by 76 feet long, or about 0.11 acres in area. The land does not join any other University property. The parking spaces are not fully utilized, and are not critical to the University's needs. Other University parking in the vicinity can adequately accommodate the loss of the spaces.

The City of Morehead has encouraged the development of adjoining property. That opportunity will be more viable if this property can be made available to accommodate parking needs for the development. This area of Second Street is in need of an upgrade and development will improve the appearance of a major entrance to the University. Therefore, it is in the best public interest that that this land use be reallocated in this manner.

The City has requested to purchase the property from the University. In accordance with procedures outlined in the Kentucky Revised Statutes, an appraisal was obtained from an independent appraiser, establishing the fair market at \$23,000. Following the Board's approval of the sale, the appraisal will be submitted to the Secretary of the Finance and Administration Cabinet. Upon receiving the approval from the Secretary, the property can be transferred to the City.

ORDER TO DISPOSE OF PROPERTY

WHEREAS, upon the recommendation of the President on December 8, 2011, the Board of Regents has reviewed the Written Request to Dispose of Property in reference to the following:

A parcel of land approximately 0.11 acres in area located at the intersection of Second Street and Tippet Avenue in Morehead, Kentucky.

WHEREAS, the President of Morehead State University declares that the referenced land has become surplus to the University's needs, and

WHEREAS, the sale of the land referenced above is consistent with the University's Campus Master Plan approved 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 sale of the above referenced property.

RECOMMENDED:

Wayne D. Andrews, President

Date

APPROVAL:

John C. Merchant, Chair
Morehead State University Board of Regents

Date

APPROVE WRITTEN REQUEST TO DISPOSE OF REAL PROPERTY

**BOR (IV-B-5)
December 8, 2011**

Recommendation:

That the Board approve the Written Request to Dispose of Real Property and authorize the razing and removal of the clubhouse/ pro shop building and residential rental house located at the site of the former Sunny Brook Golf Course.

Background:

Two buildings located at the site of the former Sunny Brook Golf course, a clubhouse/pro shop building and a residential rental house, have become surplus to the needs of the University. Renovation of the buildings is not economically feasible and the best interest of the University would be served by razing the structures.

Statutory Authority

KRS 164A.575 (7) The governing board shall sell or otherwise dispose of all real or personal property of the institution that is not needed for the institution's use, or would be more suitable consistent with the public interest for some other use, as determined by the board. The determination of the board shall be set forth in an order, and shall be reached only after review of a written request by the institution desiring to dispose of the property. Such request shall describe the property and state the reasons why the institution believes disposal shall be effected.

Written Request to Dispose of Property

In 1967, the University acquired Sunny Brook Golf Course property located on US 60 approximately four miles east of the main campus. In 1999, the University, through the MSU Foundation, Inc., acquired adjacent property from the original owners of the golf course. These two structures were on the properties when they were acquired. The clubhouse/pro shop building is a concrete block structure with approximately 3,350 square feet of space. The house was used for a time as residential rental property for staff employees.

The University operated the Sunny Brook Golf Course from 1967 until 2007. Sunny Brook was closed when the University acquired Eagle Trace Golf Course in 2007. The buildings are located near the entrance of the former golf course, and have been identified for demolition in the site plan developed by the University, the City of Morehead, the Rowan County Fiscal Court, and the Rowan County Board of Education for the conversion of the Sunny Brook property into a site for the University's intercollegiate baseball and softball facilities, and a community recreation center.

ORDER TO DISPOSE OF PROPERTY

WHEREAS, upon the recommendation of the President on December 8, 2011, the Board of Regents has reviewed the Written Request to Dispose of Property in reference to the following:

A clubhouse/pro shop building and a residential rental house located at the site of the former Sunny Brook Golf Course.

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 planned use of the Sunny Brook property 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:

John C. Merchant, Chair
Morehead State University Board of Regents

Date

2012-2014 EXECUTIVE BRANCH BUDGET REQUEST

BOR (IV-B-6)
December 8, 2011

Recommendation:

That the Board ratify the University's 2012-2014 Executive Branch Budget Request.

Background:

On November 10, 2011, the Council on Postsecondary Education approved a 2012-2014 Operating and Capital Budget recommendation for the public postsecondary education institutions to the Governor and General Assembly. Morehead State University, as well as the other public postsecondary institutions, was required to submit a 2012-2014 Executive Branch Budget Request by November 15, 2011 to the Governor's Office for Policy and Management, the Legislative Research Commission, and the Council. This submission was made in accordance with the Council's recommendation regarding the state appropriation and capital project request approved on November 10, 2011.

The following is a summary of Council on Postsecondary Education's 2012-2014 Biennial Budget Request for Morehead State University:

Funds requested for Morehead State University	2012-13	2013-14
Operating funds		
Prior Year Gross Appropriation – Operating and Debt Service	\$44,363,000	\$48,181,500
Prior Year - Debt Service	\$542,100	\$548,100
Base Operating from Prior Year	\$43,820,900	\$47,633,400
Recommended Increases		
Maintenance & Operation of New Facilities	\$2,924,300	\$0
College Readiness/SB1	\$888,200	\$0
Student Success Performance Funding	\$0	\$1,122,500
Net Recommended Increase - Operating	\$3,812,500	\$1,122,500
Requested General Fund Appropriation - Operating	\$47,633,400	\$48,755,900
Percentage increase in State Appropriation - Operating	8.7%	2.4%
Debt Service	\$548,100	\$543,800
Gross Appropriation – Operating and Debt Service	\$48,181,500	\$49,299,700
Additional funds		
Bucks for Brains / Endowment Match Program ¹ (non-recurring)	\$1,370,000	
<i>1. Reflects institution's distribution of overall \$75 million request.</i>		

Capital Request:

The Council's capital recommendation for 2012-2014 provides a new capital investment strategy for public postsecondary education. The new approach promotes a multi-biennial capital investment strategy that aligns with the six-year capital planning process and is grounded in the results from the comprehensive facilities study conducted in 2007 and recommended by the Kentucky General Assembly's Capital Planning Advisory Board in the 2012-2018 Statewide Capital Improvements Plan (November 2011). The three components of the Council's capital request include state bond-funded capital investments for asset preservation and renovation, new and expanded E&G and research space, and information technology initiatives.

The chart on the following page details capital projects that were included in Morehead State University's 2012-2014 biennial budget request. Projects included were based on the University's 2012-2018 Six Year Capital Plan approved by the Board in June 2011 and capital funding recommendations made for MoSU in the CPE 2012-2014 biennial budget request.

**MOREHEAD STATE UNIVERSITY
CAPITAL PROJECTS REQUEST
2012-2014**

Priority	Project Title	Total Scope	State Funds	Restricted Funds	Federal Funds	Agency Bonds	Other
1	Renovate & Expand Student Services Facility	\$ 57,136,000		\$ 57,136,000			
2	Renovate Combs Classroom Building	28,490,000		28,490,000			
3	Construct Vet Tech Clinical Sciences Center	24,734,000	24,734,000				
4	Construct MSU Campus at Ashland	16,410,000		16,410,000			
5	Construct MCTC/MSU Postsec. Ctr. of Exc. Phase I	36,000,000		36,000,000			
6	Renovate West Mignon Residence Hall	5,562,000				5,562,000	
7	Renovate Cartmell Residence Hall	11,064,000				11,064,000	
8	Renovate Mignon Residence Hall	9,268,000				9,268,000	
9	Construct Food Services/Retail & Parking Structure	18,867,000				16,867,000	2,000,000
10	Replace Exterior Precast Panels-Nunn Residence Hall	3,372,000				3,372,000	
11	Construct Residential Facility at University Farm	2,837,000				2,837,000	
12	Construct Space Science Center Clean Room	4,316,000		4,316,000			
13	Water Plant Sediment Basin	1,500,000		1,500,000			
14	Renovate McClure Pool	1,640,000		1,640,000			
15	Re-tube Coal Fire Boilers	3,500,000		3,500,000			
16	Plan & Design Music Academic & Performance Bldg.	1,500,000		1,500,000			
17	Renovate Button Auditorium	8,540,000		8,540,000			
18	Enhance Network/Infrastructure Resources	5,945,000		5,945,000			
19	Construct Athletic Admin. & Sports Performance Bldg.	28,582,000		22,225,000			6,357,000
20	Acquire Land Related to Master Plan	4,000,000		4,000,000			
21	Construct Student Residential Apartment Complex	58,586,000				58,586,000	
22	Construct Honors College Facility	1,948,000		1,948,000			
23	Upgrade Fire Alarms	1,511,000		1,511,000			
24	Purchase Equipment for Biochemistry Lab	450,000		450,000			
25	Plan and Design Library Facility	1,517,000		1,517,000			
26	Enhance Library Automation Resources	1,169,000		1,169,000			
27	Comply with ADA – E&G	3,877,000		3,877,000			
28	Comply with ADA - Auxiliary	3,445,000				3,445,000	

Priority	Project Title	Total Scope	General Fund	Restricted Funds	Federal Funds	Agency Bonds	Other
29	Capital Renewal and Maintenance Pool - Auxiliary	2,668,000		2,668,000			
30	Upgrade and Expand Distance Learning	1,293,000		1,293,000			
31	Purchase Instructional Technology Initiatives	2,298,000		2,298,000			
32	Upgrade Administrative Office Systems	3,372,000		3,372,000			
33	Upgrade Instructional PCs/LANS/Peripherals	5,620,000		5,620,000			
34	Construct Classroom/Lab Bldg. at Browning Orchard	1,632,000		1,632,000			
35	Capital Renewal and Maintenance Pool - Univ. Farm	1,209,000		1,209,000			
36	Capital Renewal and Maintenance Pool - E&G	7,944,000		7,944,000			
37	Renovate Academic Ctr. & Tennis Team Facilities	5,449,000		5,449,000			
38	Lime Injection System	1,400,000		1,400,000			
39	Reconstruct Central Campus	2,810,000		2,810,000			
40	Construct Morehead/Rowan Co. Public Safety Complex	12,930,000			12,930,000		
TOTAL 2012-2014 CAPITAL PROJECTS		\$ 394,391,000	\$ 24,734,000	\$ 237,369,000	\$ 12,930,000	\$ 111,001,000	\$ 8,357,000

APPROVE MID-YEAR SALARY SUPPLEMENT

**BOR (IV-B-7)
December 8, 2011**

Recommendation:

That the Board approve a non-recurring, mid-year salary supplement in the amount of \$750 for each full-time faculty and staff member employed prior to July 1, 2011, in an authorized position funded in the University's unrestricted operating budget and serving in a non-probationary performance status.

Background:

Due to ongoing fiscal challenges, the University has been unable to provide consistent pay increases to its employees. Prior to the current fiscal year, salaries and wages had not been increased for two years. In December 2010, the Board approved a mid-year salary supplement of \$750 for faculty and staff employees who met certain criteria. In the 2011-12 fiscal year, a 2 percent salary pool was available for faculty and staff pay increases.

During the past year, employees have worked individually and collectively to achieve the strategic goals of the University, including boosting the headcount enrollment, increasing the student retention rate and implementing process changes to achieve greater efficiency and effectiveness in operations. It is important that the work of the faculty and staff be acknowledged both in terms of positive performance feedback and in terms of pay for those individuals.

Through operational efficiencies and strategic allocation of resources in the current and previous fiscal year, the University has been able to generate an institutional fund balance sufficient to fund a one-time gross supplemental pay of \$750 for each full-time faculty and staff member. If approved, the salary supplement will be processed and distributed to qualifying employees prior to the University's holiday break in December.

Morehead State University

FALL 2011 OFFICIAL ENROLLMENT

NOVEMBER 11, 2011

HEADCOUNT ENROLLMENT

Year	Headcount	% Change
2007	9,066	
2008	8,981	-0.9%
2009	9,046	0.7%
2010	8,842	-2.3%
2011	10,971	24.1%

FULL-TIME EQUIVALENCY

Year	FTE	% Change
2007	6,988	
2008	6,818	-2.4%
2009	6,803	-0.2%
2010	6,641	-2.4%
2011	7,241	9.0%

CREDIT HOUR PRODUCTION

Year	Total Credit Hours	% Change
2007	102,747	
2008	100,143	-2.5%
2009	99,917	-0.2%
2010	97,492	-2.4%
2011	106,315	9.0%

FIRST-TIME FRESHMEN***

Year	Headcount	% Change	Average ACT	% Change
2007	1,409		20.9	
2008	1,338	-5.0%	21.5	2.8%
2009	1,260	-5.8%	21.4	-0.5%
2010	1,180	-6.3%	21.6	0.9%
2011	1,372	16.3%	21.8	1.1%

***Admission criteria were changed starting in Fall 2008 to require an admissions index of 450. Prior to 2008, the admissions index was 400.

REPORT ON HEALTH INSURANCE AND BENEFITS FOR PLAN YEAR 2012

BOR (IV-C-2)
December 8, 2011

Morehead State University remains committed to providing affordable health benefits to employees and their families and to also provide resources and tools to help and encourage employees to be actively involved in obtaining optimal health. MSU will remain fully insured for 2012 in partnership with our health insurance provider Anthem Blue Cross Blue Shield of Kentucky. Anthem provides high quality health care coverage, a superior provider network, aggressive discounts and robust tools to assist employees in improving their health.

The five primary objectives of the 2012 health plan are:

- Continue to maintain high-quality, market-competitive and affordable health care coverage so that we can maintain our ability to recruit and retain superior faculty and staff who carry out the mission of this University.
- Continue the passive health incentives, health education programs, health diagnostic programs, and the active wellness incentive programs that are an integral part of our strategy to improve employee health and therefore reduce health claims cost.
- Leave existing health plans and structure the same as they support our consumer driven philosophy and encourage healthy practices.
- Continue to integrate Anthem's focus on chronic disease and prevention, behavioral health, patient safety, service quality, utilization management, and providing assistance to our employees in taking an active role in staying well with our own programs for wellness.
- Continue to incorporate employee data and suggestions into plan design/philosophy.

The University's emphasis on wellness combined with Anthem's similar approach resulted in a rate hold for 2012. This is certainly well below the national average of 8.5% and reflects the positive trend brought about by improved employee health.

We also continue to manage the targeted rebalance of the total portion of the premium that the University contributes. The objective is to return that balance to a 75/25% allocation where the University contributes 75% of the total annual premium. This has been gradually reduced from the 82/18% allocation high three years ago. For 2011, we were at 78/22% and will move to a 77/23% ratio in 2012. The net result of all of these features will allow for a reduction of University health care costs while increasing the employee contributions only slightly as can be seen in the following health plan premium chart.

In addition, as part of our strategy for 2012, the University continues to include covered employee spouses in participation for the wellness incentives in response to claims analysis. Both employee and a covered spouse can participate in two passive wellness incentives and a "well point" program (Live Well, Work Well @ MSU) that can further reduce employee premiums up to \$500 annually. The strategy engages our employees and their spouses to take a more active role in their health, encourages early detection and diagnosis of potentially serious health conditions such as

hypertension and diabetes, empowers employees to choose a healthy lifestyle, provides ongoing education and resources to improve/maintain health and provides incentives for participation.

The monthly employer/employee cost breakdown for each 2012 health insurance plan is reflected in the following table and does not reflect wellness incentives or HRA contributions:

2012 Monthly Premium	2012 Total Premium	2012 University Contribution	2012 Employee Cost	2012 University DECREASE	2012 Employee INCREASE
Blue Access \$500 (POS)					
Single	\$574	\$396	\$178	\$6	\$6
2-person	\$861	\$508	\$353	\$17	\$17
Family	\$1,148	\$597	\$551	\$23	\$23
Blue Access \$1,500 (CDHP)					
Single	\$453	\$385	\$68	\$5	\$5
2-Person	\$679	\$482	\$197	\$7	\$7
Family	\$905	\$606	\$299	\$9	\$9
Blue Access \$2,500 (HDHP)					
Single	\$383	\$358	\$25	\$4	\$4
2-person	\$575	\$437	\$138	\$6	\$6
Family	\$766	\$552	\$214	\$7	\$7

Other core employee benefits will remain the same for 2012 with either no increase in cost or only a slight increase. We will remain self insured with our dental plans using Delta Dental as third party administrator with no premium increase in the most popular plan, the Preferred Plan, and only a small increase in monthly employee cost for the out of network Premier Plan. Employee life insurance that saw a 26% decrease in rates in 2010 will remain unchanged for 2012. Health reimbursement account (HRA) contributions will remain unchanged for 2012 and TRISTAR, the third party administrator for the HRA and Flexible spending accounts, will hold the 2011 costs for 2012.

Summary:

- Total health care premiums will not increase for 2012.
- Employee health care for 2012 maintains our philosophy of consumer driven healthy lifestyle choices.
- Dental plans were enhanced in 2011 to increase plan maximums and increase coverage will have no increase in premium the most popular plan and only a slight increase for the out of network plan.
- Employee life insurance rates were reduced by 26% in 2010 and the rates remain unchanged at the 2010 rates for 2012.

**Board of Regents Meeting
Morehead State University
Riggle Room, Adron Doran University Center
9 a.m., Thursday, December 8, 2011**

Agenda

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. SPOTLIGHT PRESENTATION – *Comprehensive Campaign Update***
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 - A. Executive Session**
 - B. BOR Meetings for Calendar Year 2012**

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Quarterly Meeting	March 15
Work Session	May 3
Quarterly Meeting	June 7
Work Session	August 23
Quarterly Meeting	September 20
Work Session	November 15
Quarterly Meeting	December 6
- VI. ADJOURNMENT**