

Board of Regents

Agenda Book

September 19, 1997



Following is the color coding for this agenda book:

September 19, 1997, Agenda	White
June 13, 1997, Minutes	Cream
Academic Affairs Report	Pink
Administration and Fiscal Services Report	Blue
Student Life and External Relations Report	Yellow

Schedule of meetings to be held in the Adron Doran University Center on Friday,
September 19, 1997.

9:00 a.m.	Academic Affairs Committee Meeting	Riggle Room
9:30 a.m.	Student Life and External Relations Committee Meeting	Riggle Room
10 a.m.	Administration and Fiscal Services Committee Meeting	Riggle Room
11:15 a.m.	Lunch	Heritage Room
12 N	Board of Regents Meeting	Riggle Room

<u>Academic Affairs</u> Helen Pennington, Chair Buckner Hinkle, Jr. Bruce Mattingly Erin Hughey Charles Rhodes John Rosenberg	<u>Administration and Fiscal Services</u> Buckner Hinkle, Jr., Chair Gene Caudill James A. Finch Bruce Mattingly Helen Pennington William R. Seaton	<u>Student Life and External Relations</u> Charles Rhodes, Chair Gene Caudill James A. Finch Bruce Mattingly Erin Hughey
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Audit Committee
Buckner Hinkle, Jr., Chair
L. M. Jones
Helen Pennington
Charles Rhodes

Officers of the Board
L. M. Jones, Chair
Buckner Hinkle, Jr., Vice Chair
Porter Dailey, Treasurer
Carol Johnson, Secretary

**BOARD OF REGENTS MEETING
MOREHEAD STATE UNIVERSITY
September 19, 1997**

12N, Riggle Room, Adron Doran University Center, Morehead, Kentucky

AGENDA

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **OATH OF OFFICE**
- IV. **APPROVE MINUTES OF JUNE 13, 1997, MEETING**
- V. **COMMITTEE RECOMMENDATIONS AND REPORTS**
 - A. **Academic Affairs**
 - 1. Approve Revision to Implementation of PAc-27 27-28
 - 2. *Preliminary Report on Fall Enrollment, 1997* 29
 - B. **Administration and Fiscal Services**
 - 1. Approve the 1998-2000 Capital Construction and
 Equipment Budget Request 37-49
 - 2. Adopt Resolution Relating to the Repair and Maintenance
 Reserve of the Housing and Dining System 50-54
 - 3. Ratify Personnel Actions 55-84
 - 4. 1996-97 Salary Report 85-143
 - 5. Report on Interim Policies Related to KRS 164.020(32)
 Tuition Waiver' 144-158
 - 6. Report on Personal Services Contracts 159-161
 - 7. Report on Campus Master Plan Activities 162-165
 - 8. Annual Report on Real Property Leases 166-167
 - C. **Student Life and External Relations**
 - 1. Approve Removal of Lakewood Terrace Family
 Housing Units 173-175
 - 2. Report of Private Giving 176
- VI. **OTHER BUSINESS**

Next Meeting - Friday, November 14, 1997
- VII. **ADJOURNMENT**

MINUTES

BOARD OF REGENTS MEETING

June 13, 1997

The Board of Regents of Morehead State University convened at 12:10 p.m. on Friday, June 13, 1997, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky.

CALL TO ORDER

Chair L. M. Jones called the meeting to order.

ROLL CALL

On roll call, the following members were present: Mrs. Lois Baker, Mr. Gene Caudill, Mr. James A. Finch, Mr. Buckner Hinkle, Jr., Mr. Jason Newland, Mr. L. M. Jones, Dr. Bruce Mattingly, Mr. John M. Rosenberg, and Mr. William R. Seaton.

Absent: Mrs. Helen Pennington
Dr. Charles M. Rhodes

Others present included: Dr. Ronald G. Eaglin, President; Dr. John C. Philley, Executive Vice President for Academic Affairs; Mr. Porter Dailey, Vice President for Administration and Fiscal Services; Mr. Mike Mincey, Vice President for Student Life; Mr. Keith Kappes, Vice President for University Advancement; Mr. B. Proctor Caudill, President of the MSU Foundation, Inc.; Mr. Jack Webb, President of the MSU Alumni Association; Mr. Stephen Amiato, representing the firm of McBrayer, McGinnis, Leslie, and Kirkland; and other members of the faculty and staff.

Mrs. Judy Yancy, Director of Institutional Relations, introduced the news media present: Shawn Kelley, *The Morehead News*; Tom Lewis, Morehead Bureau Reporter for the *Daily Independent (Ashland)*; and Charles Mraz, WMKY Radio.

INTRODUCTION OF REP. JOHN WILL STACY

Chair Jones introduced Representative John Will Stacy who was instrumental in gaining support for the higher education bill (HB 1) which passed during the extraordinary legislative session. Because of Representative Stacy's efforts in the legislature, MSU has a better budget to be presented today.

RETIREMENT OF JOHN C. PHILLEY

President Eaglin stated that when he became MSU's president five years ago, he was very fortunate to walk into an institution with very

competent people, a good faculty, and a good history. Now, today, one of these people—Dr. John C. Philley—is retiring. Dr. Philley has played a very important role in the history of this institution – devoting 37 years as a faculty member, department chair, acting dean, dean, acting vice president, and finally as Executive Vice President for Academic Affairs. President Eaglin and the Board thanked and applauded Dr. Philley for his long period of service to MSU.

INTRODUCTION OF DR. MICHAEL MOORE

Dr. Eaglin introduced Dr. Michael Moore, newly appointed Executive Vice President for Academic Affairs and Dean of Faculty. Dr. Moore has more than 24 years of experience in higher education, ten of which were spent in the classroom. In addition, he has served as a department chair and for the last six years as dean at Purdue University at Calumet. President Eaglin and the Board welcomed Dr. Moore to MSU.

INTRODUCTION OF MISS ERIN HUGHEY

Mr. Newland introduced Miss Erin Hughey, newly elected President of the Student Government Association, who will be the student representative on the Board of Regents for the 1997-98 year. Miss Hughey is a senior government major from Pittsburgh, Pennsylvania.

MARCH 10, 1997 MINUTES

Mr. Finch moved, seconded by Mr. Seaton, to approve the minutes of the March 10, 1997, meeting as distributed. The motion carried.

RESOLUTIONS OF COMMENDATION

Chair Jones announced that Mrs. Lois Baker and Mr. Jason Newland would soon be completing their terms on the Board of Regents and read Resolutions of Commendation . (*Resolutions of Commendation attached to these minutes and marked V.*)

Dr. Mattingly moved, seconded by Mr. Seaton, that the Board adopt the Resolutions of Commendation for Mrs. Baker and Mr. Newland. Motion carried.

President Eaglin presented 75th Anniversary Afghans to Mrs. Baker and Mr. Newland in recognition of their service on the Board.

In addition, President Eaglin presented special 75th Anniversary obelisks to those Regents who were unable to attend the Founders Day celebration in April. This award, designed especially for MSU's 75th anniversary, is a way of recognizing past and present Board members and others for their valued service since the founding of the University.

**FOUNDERS DAY
AWARD FOR
UNIVERSITY
SERVICE**

RECOMMENDATION: That the Board ratify the selection of Mr. K. Martin Huffman, posthumously, and Mr. Robert S. Bishop as the recipients of the 1997 Founders Day Award for University Service.

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

MOTION: Mr. Seaton moved, seconded by Mr. Newland, to approve the Committee's recommendation.

VOTE: The motion carried.

**ACADEMIC
AFFAIRS
COMMITTEE
REPORT**

In the absence of Ms. Pennington, Chair of the Academic Affairs Committee, Mr. Rosenberg presented the report of the Committee meeting held earlier in the day.

Dr. John Philley, Executive Vice President for Academic Affairs, reported on final spring enrollment. Compared with last spring term, enrollment seems to have stabilized with a very modest increase over the previous spring semester. In addition, Dr. Philley distributed information that shows enrollment at the extended campus centers and sites and a comparison with 1996 figures.

Mr. Rosenberg commented on the *Report on Wellness Center and Other Health-Related Activities, 1996-97*. He noted that there was discussion by the Academic Affairs Committee on the possibility of extending the hours of the Wellness Center and the Laughlin Building since these are heavily used facilities. Also, lengthy discussion involved the retirement of Larry Wilson and the effect of his retirement on the bowling program. As a result of Mr. Wilson's interest and enthusiasm, MSU's men's and women's bowling teams are two of the outstanding teams in the country. Dr. Eaglin noted in the Committee meeting that the bowling lanes are very expensive and that Mr. Wilson not only coached the teams but kept the bowling lanes operational at virtually no cost to the institution.

Spring Graduates

RECOMMENDATION: That the awarding of degrees to all candidates who successfully completed all degree requirements as approved by the faculty of the University at the 1997 Spring Commencement on May 17, 1997, be ratified.

MOTION: Mr. Seaton moved, seconded by Mr. Newland, to approve the Committee's recommendation.

PAC-6

VOTE: The motion carried.

RECOMMENDATION: That the Board approve the revisions to PAC-6, Membership on Graduate Faculty.

(PAC-6 and additional background information attached to these minutes and marked VII-A-2)

Mr. Rosenberg stated that the proposed revision of PAC-6 broadens the concept of need for graduate faculty to include additional responsibilities other than narrow teaching duties and at the same time permits faculty members who were successful graduate faculty at other institutions to become full members of MSU's graduate faculty without serving as associate members. The proposed revisions have been reviewed and endorsed by the University Graduate Committee and the Faculty Senate. The Academic Affairs Committee recommends the revised PAC-6 for approval by the Board.

MOTION: Mr. Rosenberg moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

PAC-25

RECOMMENDATION: That the revisions to PAC-25 on Faculty and Academic Administrators Early Retirement, be approved.

(Revised PAC-25 and additional background information attached to these minutes and marked VII-A-3)

Mr. Rosenberg stated that the revisions to PAC-25 redefine the Early Retirement program and describe it as a re-employment policy for faculty and academic administrators. Under this proposal, re-employment contracts will be one-year rather than multiple-year contracts so that the needs of the University are taken into consideration. In addition, this proposal provides for re-employment opportunities other than teaching; allows re-employed retirees the opportunity to carry over up to 30 sick days if re-employed immediately after retirement; and permits access to the University's tuition waiver program.

Mr. Seaton asked if the University pays for unused sick leave after retirement. Dr. Philley responded that the University does not reimburse faculty or staff members for accumulated sick leave. However, a faculty or staff member can use up to 120 days of accumulated sick leave for service credit with the retirement systems.

Discussion followed on the impact of legislation passed during the 1996 session of the General Assembly on the early retirement program or the re-employment program.

MOTION: Mr. Seaton moved, seconded by Mr. Finch, to approve the Committee's recommendation.

VOTE: The motion carried.

PAC-27

RECOMMENDATION: That the revisions to PAC-27, Tenure Review, be approved.

(Revised PAC-27 and additional background information attached to these minutes and marked VII-A-4)

Mr. Rosenberg noted that PAC-27 applies to those persons who are either initially employed for the 1997-98 academic year or to existing tenure eligible faculty with three or more years remaining in their probationary period. Those faculty who have fewer than three years have the option to go forward under the existing policy or the revised policy.

Dr. Philley stated that the Faculty Senate spent the full academic year working on this policy and sharing it with the various academic units for their comments and input, and any differences have been resolved. However, in order to have a time line on the option, Dr. Philley asked that the paragraph on page 32 immediately prior to the recommendation include a statement that this option must be exercised before September 15, 1997.

MOTION: Mr. Seaton moved, seconded by Mr. Rosenberg, to approve the Committee's recommendation as amended.

VOTE: The motion carried.

Deletion of Degree
Programs

RECOMMENDATION: That the Board approve the deletion of the Master of Arts degree in History; Bachelor of Science degree in Mining, Reclamation and Energy Studies; Bachelor of Science degree in Veterinary Technology; Associate of Applied Science degree in Ornamental Agriculture; Associate of Applied Science degree in Respiratory Therapy; and Associate of Applied Science degree in Industrial Supervision and Management.

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

*Bachelor of Science
Degree in
Radiologic Science*

Mr. Rosenberg stated that several programs were approved for suspension earlier by the Board with the expectation that recommendations would be presented later for either reinstatement or deletion of the program(s). Since no significant changes have occurred, the Committee recommends the deletion of these programs.

MOTION: Mr. Rosenberg moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board approve the Bachelor of Science Degree in Radiologic Science.

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

Mr. Rosenberg discussed the proposal to adopt a new Bachelor of Science Degree in Radiologic Science and the potential costs of such a program. He noted that Ms. Jacklynn Darling, Program Coordinator, informed the Committee that every effort is being made to have most of the equipment donated for the program; a mammography machine has already been donated. This program will be considered for approval by the Council on Postsecondary Education at its next meeting on July 20. The Academic Affairs Committee recommends that the Board adopt the proposal to establish a Bachelor of Science degree in Radiologic Science.

MOTION: Mr. Rosenberg moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

Mr. Seaton asked if there were a similar program in existence now. Dr. Philley stated that this program is unique and would not duplicate any other program across the state. In addition, there are only 50 similar programs in the United States with fewer than 20 styled in this manner.

Mrs. Baker commented that the Associate Degree in Radiologic Technology is excellent, and of the ten employees in the radiologic department at the Whitesburg Medical Center at least seven came from Morehead's program. The radiologic faculty do a fine job training in the associate degree program, and they will do a good job with the four-year degree program.

VOTE: The motion carried.

Promotions

RECOMMENDATION: That the Board approve the granting of promotions to the following with the issuance of their contracts for the 1997-98 year:

Professor

Dr. Lawrence Albert, Speech
Dr. Lynne Fitzgerald, HPER
Dr. Eugene Hastings, Romance Languages
Dr. William Layne, Theater
Dr. Richard Miles, Music
Dr. Brian Reeder, Biology

Associate Professor

Dr. Daniel Adsmond, Chemistry
Dr. Lynn Augsbach, Psychology
Dr. Andrew Glendening, Music
Dr. Daniel Grace, Education
Dr. Thomas Klein, Mathematics
Dr. Marilyn Mote-Yale, Government
Dr. Wendell O'Brien, Philosophy
Dr. Steven Reid, Geoscience
Dr. Wanda Staley, Education

Assistant Professor

Ms. Bonnie Bailey, CIS

MOTION: Mr. Rosenberg moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

Emeritus Status

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

Dr. Ray Bernardi, Professor of Business Education
Dr. Bill Booth, Professor of Art
Mr. James Bragg, Associate Professor of Music
Dr. Russell Brengelman, Professor of Physics
Dr. W. Michael Brown, Associate Professor of HPER
Mrs. Glenna Campbell, Associate Professor of English

Dr. Rodger Carlson, Professor of Marketing
Dr. Rex Chaney, Associate Professor of HPER
Dr. Bradley Clough, Professor of Psychology
Dr. Richard Daniel, Professor of Education
Mrs. Carolyn Flatt, Assistant Professor of PDI
Dr. Donald Flatt, Professor of History
Mr. Jerry Franklin, Assistant Professor of Education
Dr. James Gotsick, Professor of Psychology
Dr. Robert Gould, Professor of Geography
Dr. Katharine Herzog, Associate Professor of Education
Dr. Charles Hicks, Professor of Education
Dr. Ryan Howard, Professor of Art
Dr. Jerry Howell, Professor of Biology
Dr. Robert Lindahl, Professor of Mathematics
Dr. Francis Osborne, Professor of Psychology
Dr. John C. Philley, Professor of Geoscience
Dr. Victor Ramey, Associate Professor of Science
Dr. Diane Ris, Professor of Education
Dr. Harold Rose, Professor of Education
Dr. Layla Sabie, Professor of Education
Dr. Mohammed Sabie, Professor of HPER
Dr. Harry Sweeney, Associate Professor of HPER
Dr. George Tapp, Professor of Psychology
Mrs. Carolyn Taylor, Associate Professor of Human Sciences
Dr. Stephen Young, Professor of Education
Dr. Mariam Williams, Associate Professor of Education

MOTION: Mr. Rosenberg moved, seconded by Dr. Mattingly, to approve the Committee's recommendation.

VOTE: The motion carried.

Dr. Michael Moore

RECOMMENDATION: That the Board approve Dr. Michael Moore's appointment as Professor of Speech in the Department of Communications with tenure.

MOTION: Mr. Rosenberg moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

STUDENT LIFE
AND EXTERNAL
RELATIONS
COMMITTEE
REPORT

*Public Safety Policy
Manual*

In the absence of Dr. Rhodes, Chair of the Student Life and External Relations Committee, Dr. Mattingly presented the report of the Committee meeting held earlier in the day.

RECOMMENDATION: That the Board approve revisions to the Public Safety Policy Manual.

(Revised Public Safety Policy Manual and additional background information attached to these minutes and marked VII-C-1)

Dr. Mattingly stated that most of the proposed changes to the Public Safety Policy Manual were of a routine nature. The Committee recommends that the Board approve the revisions as stated.

MOTION: Dr. Mattingly moved, seconded by Mr. Newland, to approve the Committee's recommendation.

VOTE: The motion carried.

*"Locked-in" Housing
Rates*

RECOMMENDATION: That the Board rescind, effective May 30, 1998, the policy providing locked-in housing rates for students who maintain continuous residency.

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

Dr. Mattingly stated that three years ago the Board approved a policy that permitted students who maintained continuous residency to have "locked-in" housing rates. Thus, under this plan these students would not be subject to any increase in housing rates. Based on data presented by the Vice President for Student Life, this has not provided a tremendous incentive to maintaining residency in the halls and has decreased the income rate from those students. Therefore, the administration is recommending that the policy be rescinded and that any increase in housing rates be applied to new students and/or students who have not maintained continuous occupancy in University housing effective with the 1998 fall semester. There was discussion that this change may reduce occupancy in the residence halls, particularly juniors and seniors. The Committee recommends that the Board approve this change.

MOTION: Dr. Mattingly moved, seconded by Mr. Seaton, that the Committee's recommendation be approved.

*Policy on Social Host
Responsibilities for
Recognized Student
Organizations*

VOTE: The motion carried.

RECOMMENDATION: That the Board approve the policy on Social Host Responsibilities for Recognized Student Organizations.

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

Dr. Mattingly stated that what has been a practice over the past few years of using organizational funds in the purchase of alcoholic beverages and sponsoring events related to alcoholic beverages by University sanctioned organizations basically is prohibited by this policy that extends not only to Greek organizations but to all student organizations at Morehead State University. The Committee recommends approval of the policy.

MOTION: Dr. Mattingly moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

Major Gifts

Dr. Mattingly reported on Major Gifts Since March 1, 1997, and noted a change in the gift from Mrs. Lucille Caudill Little. The gift was \$43,500 instead of \$50,000 and represented the balance for the construction of the Bell Tower.

**AUDIT
COMMITTEE
REPORT**

Mr. Hinkle, Chair of the Audit Committee, reported on the Committee meeting held May 16, 1997.

*Audit Contract
1996-97*

RECOMMENDATION: That the Board approve the extension of the contract with Kelley, Galloway and Company, CPA's, to perform audit services for the 1996-97 fiscal year.

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

Mr. Hinkle stated that the Committee recommends extending the contract with Kelley, Galloway and Company to perform the audit services for the fiscal year 1996-97. This would continue a good working relationship the University has had with Kelley, Galloway, and Company for several years.

MOTION: Mr. Hinkle moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

Scope of Audit

VOTE: The motion carried.

RECOMMENDATION: That the Board approve the minimum scope of the University's audit for the year ending June 30, 1997.

(Minimum Scope of the External Audit for the Year Ending June 30, 1997, attached to these minutes and marked VII-D-2)

MOTION: Mr. Hinkle moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

ADMINISTRATION
AND FISCAL
SERVICES
COMMITTEE
REPORT

Banking Services

Mr. Hinkle, Chair of the Administration and Fiscal Services Committee, reported on the Committee meeting held earlier in the day.

RECOMMENDATION: That the Board designate Trans Financial Bank of Morehead to serve as the University's main banking services depository, Trans Financial Bank of Prestonsburg be designated as the University's banking services depository for the Big Sandy Extended Campus Center, and Commercial Bank of West Liberty be designated as the University's banking service depository for the Licking Valley Extended Campus Center. All contracts will be effective for the fiscal year beginning on July 1, 1997, and all transactions shall be conducted in accordance with the delegations of financial authority granted by the Board of Regents under KRS 164A.

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

Mr. Hinkle stated that the University's current banking services agreement expires June 30, 1997. As a result, the University went through a competitive bidding process and is recommending that the contract for banking services for the main campus be awarded to Trans Financial Bank of Morehead, and also that Trans Financial be designated as the depository bank for the Big Sandy Extended Campus Center; and that Commercial Bank of West Liberty be designated as the depository bank for the Licking Valley Extended Campus Center. This contract would be for one year beginning July 1, 1997, with four one-year renewal periods. Presently, there is not a recommendation for the Ashland Area Extended Campus Center. The Administration and Fiscal Services staff will be soliciting proposals soon for that Center.

Personnel Actions

MOTION: Mr. Hinkle moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board ratify the Personnel Actions for the period February 10, 1997, through May 16, 1997.

(Personnel Actions and additional background information attached to these minutes and marked VII-B-2)

Mr. Hinkle stated that the Committee recommends the Board's ratification of the Personnel Actions for the period February 10, 1997, through May 16, 1997, which includes 16 early retirements, 9 staff full retirements, and 2 faculty full retirements.

MOTION: Mr. Hinkle moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board approve the revisions to Personnel Policy PG-43.

(Amended Personnel Policy PG-43 attached to these minutes and marked VII-B-3)

Mr. Hinkle stated that the proposal to amend Personnel Policy PG-43 on Staff Early Retirement mirrored the action proposed by the Academic Affairs Committee with respect to faculty. This proposal would permit the University to re-employ retired staff consistent with KERS and KTRS regulations. Two changes are being made on pages 93 and 94:

- Third paragraph on page 93 under program, the first sentence would read:

"The post-retirement employment program for KTRS retirees will provide the opportunity for re-employment up to the equivalent of 100 days in any one fiscal year."

- Third paragraph, third sentence, on page 94, the sentence would read: "Re-employed retirees will be allowed to carry

forward up to 30 sick days after service credit is applied if re-employment occurs immediately after retirement."

Also, new language has been added to the last paragraph on page 94 to emphasize that this program is not an entitlement. The Committee recommends adoption of the policy as amended.

MOTION: Mr. Hinkle moved, seconded by Mr. Finch, to approve the Committee's recommendation as amended.

VOTE: The motion carried.

Campus Master Plan

RECOMMENDATION: That the Board approve the revisions to the Campus Master Plan's Goals and Design Objectives, Land Use and Vehicular Circulation and Parking Plans sections of the Campus Master Plan. Exhibit 3 is the updated and revised Campus Master Plan site drawing.

(Additional background information attached to these minutes and marked VII-B-4)

Mr. Hinkle stated that the revisions to the Campus Master Plan represent a shrinkage in the current plan. The plan as amended is premised on a student head count of 8,800 by the year 2000. Of this number, 6,688 will be on-campus students with 3,300 residing in the residence halls. The Committee recommends that the Master Plan be approved as amended.

MOTION: Mr. Hinkle moved, seconded by Mr. Seaton, to approve the Committee's recommendation.

VOTE: The motion carried.

Third Quarter Financial Report

RECOMMENDATION: That the Board accept the third quarter financial report as presented and amend the institution's 1996-97 Operating Budget to reflect a revised budget of \$66,926,770 in accordance with the detail information provided.

(Third Quarter Financial Report attached to these minutes and marked VII-B-7)

Mr. Hinkle stated that the Director of Budgets and Management Information reviewed the statement with the Committee. Operating revenues and expenditures are budgeted at \$66,926,770, an increase of \$256,901 from

the amended budget of \$66,669,869 approved by the Board on March 10, 1997. This increase is primarily the result of excess tuition revenue, additional support from the MSU Foundation, Inc., and underbudgeted other income.

MOTION: Mr. Hinkle moved, seconded by Mr. Finch, to approve the Committee's recommendation.

VOTE: The motion carried.

Mr. Hinkle noted that the Committee received three reports:

Easements

Report on Easements Granted by Morehead State University
(Report attached to these minutes and marked VII-B-8)

**Personal Service
Contracts**

Report on Personal Service Contracts (Report attached to these minutes and marked VII-B-9)

**1996-2002 Six-Year
Capital Plan**

Report on the 1996-2002 Six-Year Capital Plan - This report included a brief summary of the six-year capital plan which the University is required to file with the legislative Capital Planning Advisory Board and the Council on Postsecondary Education. This plan includes capital construction projects with a cost of at least \$400,000 and equipment and technology projects with a cost of at least \$100,000. Breckinridge Hall, estimated to be a \$14 million project, remains the top priority. (Report attached to these minutes and marked VII-B-10)

Two items were not addressed at the Committee meeting - 1997-98 Operating Budget and Personnel Roster which were deferred to the full meeting of the Board.

**1997-98 Operating
Budget and
Fee Schedule**

RECOMMENDATION: That the Board approve the proposed 1997-98 Operating Budget which totals \$69,872,600 and the 1997-98 Fee Schedule.

(1997-98 Operating Budget attached to these minutes and marked VII-B-5)

Mrs. Angela Martin, Director of Budgets and Management Information, explained the budget process for the 1997-98 year and noted that the process included campus-wide involvement and two budget workshops with the Board. In addition, President Eaglin established a Budget Advisory Committee to look at long-range issues which have a financial impact on the University. One of the issues coming forward was the rescission of the "locked-in" housing rate policy. Under the current policy, when residence

hall rates are increased, only 46 percent of the University's students are affected.

Mrs. Martin discussed basic assumptions for 1997-98. She stated that as a result of the 1997 Extraordinary Session of the General Assembly, Morehead State University will receive an additional \$1.3 million. This means that the University's state appropriation increased from 2 to over 6 percent, and the \$1.3 million becomes part of the University's recurring operating base. In addition, the University is eligible to receive an additional \$865,000 from what has been called "excellence funds." However, there is a matching component on the part of the University, and the criteria have not been established. At this point, these funds have not been included in the University's 1997-98 budget.

Other basic assumptions include a projected enrollment of 8,300 students for the 1997 fall semester which is the same number the budget was based on last year. Residence hall occupancy is projected at 2,950 students which is an increase of 3 percent over the previous year's projection. Tuition and mandatory fees will increase 3.8 percent. As a result, the undergraduate, in-state rate for a full-time student is going from \$1,045 to \$1,085 for 1997-98. This figure includes the \$30 tuition increase established by the Council on Higher Education and a \$10 increase in the student activity fee. Residence hall rates will increase 5 percent with the average room rate being about \$800 per semester. This will be the last year for the "locked-in" rate; thus, students enrolling in the fall of 1997 who maintain continuous residency in the halls will have these rates for their entire four or five years. Based on revenue estimates mentioned above, the total of new revenues for 1997-98 will be \$2,980,500.

President Eaglin expressed appreciation to John Will Stacy for his efforts in the passage of HB 1 which resulted in the University receiving the extra \$1.3 million and the potential for more than \$800,000 additional dollars. Dr. Eaglin stated that one of the primary objectives in developing the 1997-98 operating budget was to make it an open process that allowed input from all constituents of the University.

Another objective in preparing the budget was to link the planning and budgeting processes. He referred to a document "*Morehead State University, University Plan for 1996-2000*" developed by the Planning Committee. This Plan sets forth four primary goals for the University. To accomplish these goals, the four divisions of the University established objectives with each department and office throughout the institution identifying strategic activities and specific actions to move their

departments/offices toward reaching the division objectives. The Planning Committee prioritized more than 400 strategic activities and that listing was used in the budget decision-making process for 1997-98. Fourteen of the top 25 prioritized strategic initiatives are being recommended for funding in this budget. Some are listed below:

- Faculty/Staff Compensation - created a 5.7 percent salary pool \$2,013,700
- Library 150,000
- Micro-computer Replacement Program 100,000
- Recruitment Activities - Students 125,000
- Maintenance of Physical Plant 100,000
- Enrollment Variance Reserve 100,000
- Personnel:
 - Planning Assistant 31,000
 - Secretary, Office of Financial Aid 18,000
- Minimum Wage Increase for Institutional Work Study Students 50,200
- Recruitment of Faculty & Staff 35,000
- Indirect Cost Rebate Plan
(portion of funds earned returned to departments \$10,000)

Dr. Eaglin noted that there are unavoidable or fixed cost increases which include employee medical, dental & life insurance premiums, student financial aid, utilities, various roster/salary adjustments, worker's compensation, and telecommunications.

MOTION: Mr. Seaton moved, seconded by Mr. Hinkle, to approve the 1997-98 Operating Budget and Fee Schedule.

Following extensive discussion, Mr. Newland moved to amend Mr. Seaton's motion to rescind the increase in the student activity fee and to direct that the administration reconcile the elimination of \$150,000 in revenue within the budget. Dr. Mattingly seconded the motion. The motion carried.

Mr. Caudill stated that Staff Congress is concerned about the process used in awarding salary increases outside the five percent pool. He suggested that a procedure be established to allow equal access to such funds. Extensive discussion followed.

VOTE: The motion carried as amended.

**1997-98 Personnel
Roster**

RECOMMENDATION: That the Board approve the 1997-98 Personnel Roster.

Dr. Eaglin stated that the Personnel Roster reflected how the dollars have been distributed among all employees of the University. Faculty received 30 percent across-the-board and 70 percent in merit. Exempt staff received 40 percent across-the-board and 60 percent in merit. Non-exempt staff received 50 percent across-the-board and 50 percent based on longevity.

Discussion followed on the distribution of dollars within the Division of Academic Affairs.

MOTION: Mr. Finch moved, seconded by Mr. Seaton, to approve the 1997-98 Personnel Roster.

VOTE: The motion carried.

**PRESIDENT'S
REPORT**

President Eaglin reported:

OVC

- That there is good news on the OVC front. The OVC presidents at their spring meeting voted to increase the dues for institutions not participating in football by \$10,000 rather than taking their basketball revenues or doubling their dues as originally planned.

Administrative Retreat

- That the administrative retreat will be held on August 6 and 7 at Ashland Plaza Hotel with the focus of the retreat being on the Division of Academic Affairs.

**Appalachian
Celebration**

- That the Appalachian Celebration will be held June 22-27.

Opening of School

- That opening of school activities for the 1997-98 year begin August 11, and the Faculty/Staff Convocation will be held on August 13 with Dr. Moore making the address to the assembly.

**EXECUTIVE
SESSION**

Chair Jones opened the floor for a motion to go into executive session for the purpose of discussing pending litigation and personnel issues. Since action will be taken on one item following executive session, the Board will reconvene in public session following.

Mr. Seaton moved, seconded by Mr. Hinkle, to go into executive session. The motion carried.

OPEN SESSION

After approximately 45 minutes in closed session, Chair Jones declared the meeting to be in open session. Chair Jones stated that in executive session, the Board discussed pending litigation, personnel issues, and the President's contract.

PRESIDENT'S
CONTRACT

Mr. Seaton moved, seconded by Mr. Newland, to extend the President's contract one year making it a four-year contract at an annual salary of \$145,000. The motion carried.

ADJOURNMENT

There being no further business to come before the Board, Mr. Hinkle moved, seconded by Mr. Finch, to adjourn at 3:10 p.m. The motion carried.

Respectfully submitted,



Carol Johnson, Secretary

MOREHEAD STATE UNIVERSITY
BOARD OF REGENTS
ACADEMIC AFFAIRS COMMITTEE

September 19, 1997

9 a.m., Riggle Room, Adron Doran University Center, Morehead, Kentucky

AGENDA

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVE MINUTES OF JUNE 13, 1997
- IV. RECOMMENDATIONS AND REPORTS
 - A. Approve Revision to Implementation of PAC-27 27-28
 - B. *Final Report on Summer Enrollment, 1997* 29
- V. OTHER BUSINESS
- VI. ADJOURNMENT

Reports are indicated by italics.

MINUTES

ACADEMIC AFFAIRS COMMITTEE

Friday, June 13, 1997

The Academic Affairs Committee met at 8:30 a.m. on Friday, June 13, 1997, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Mr. John Rosenberg presided in the absence of the Committee Chair, Ms. Helen Pennington.

The following members were present:

Mr. Buckner Hinkle, Jr.

Dr. Bruce Mattingly

Mr. Jason Newland

Dr. Charles Rhodes

Mr. John Rosenberg

Absent: Ms. Helen Pennington

Also, present: President Ronald G. Eaglin and members of the administrative staff; and Mr. Stephen Amato, representing McBrayer, McGinnis, Leslie, & Kirkland, University Legal Counsel.

Dr. John Philley, Executive Vice President for Academic Affairs, presented the final report on 1997 Spring Enrollment. Dr. Philley stated that the numbers are encouraging and show some stability when comparing the spring of 1997 with previous spring semesters. Further, he presented a report on enrollment at the extended campus centers which included the distance learning courses and their enrollments.

Concerning distance learning courses, Dr. Philley stated that the University will be sending these classes to fewer sites this fall. Since this past year was our first full year of delivering distance learning classes, in many ways it has been a learning experience. Classes were delivered to sites which were underenrolled. This year class sizes have been established; thus, there should be fewer classes with more students enrolled in each class. This will help us improve our numbers and be more efficient.

Dr. Philley distributed the *Report on the Wellness Center and Other Health-Related Activities, 1996-97*. Dr. Jack Sheltmire, Chair, Department of Health, Physical Education, and Recreation, commented on the report noting that overall recreational use by faculty and staff represents 102,000 visits or user days to the facilities. He said that use is contingent upon access, and the number of hours the facilities are operational is based on staffing and the availability of graduate assistants and work study students.

Mr. Caudill initiated discussion on the status of the bowling lanes. He expressed concern that if the bowling lanes are closed, the University may lose up to 25 students since MSU has two of the top bowling teams, men's and women's, in the country and urged that priority be given to keeping the program active. Extensive discussion followed.

Dr. Mattingly expressed concern about extending the hours, particularly on weekends, of the Wellness Center and other health-related facilities. Discussion followed.

Upon the arrival of Mr. Hinkle, a quorum was present.

RECOMMENDATION: That the awarding of degrees to all candidates who successfully completed all degree requirements as approved by the faculty of the University at the 1997 Spring Commencement on May 17, 1997, be ratified.

(Background Information attached to these minutes and marked VII-A-1)

MOTION: Mr. Newland moved, seconded by Dr. Mattingly, to approve the recommendation.

VOTE: The motion carried.

Dr. Mattingly moved, seconded by Mr. Newland, to approve the minutes of September 13, 1996. Motion carried.

RECOMMENDATION: That the Board of Regents approve the revision to PAC-6, Membership on Graduate Faculty.

(Background Information attached to these minutes and marked VII-A-2)

Dr. Philley explained that PAC-6 governs the membership on the graduate faculty. The proposed revisions have been under study for more than a year and have been recommended by the University Graduate Committee and the Faculty Senate. The revisions contain two significant changes: (1) More broadly defines the expectations of a graduate faculty member in terms of advising, serving as thesis advisors, developing graduate courses/programs in addition to teaching graduate courses, and (2) Permits new faculty with previous experience at other institutions to become full members of the graduate faculty without having to serve an apprenticeship.

MOTION: That the Board approve the revisions to PAC-6, Membership on Graduate Faculty.

VOTE: The motion was carried.

RECOMMENDATION: That the revisions to PAc-25, Faculty and Academic Administrators Early Retirement, be approved.

(Revised PAc-25 and additional background information attached to these minutes and marked VII-A-3)

Dr. Philley stated that the proposed revisions to PAc-25 on the faculty early retirement program were recommendations that came out of the ad hoc Budget Advisory Committee. These proposed revisions include:

- describe the program as a re-employment program for faculty and academic administrators;
- re-emphasize that post-retirement re-employment opportunities will be based upon the needs of the University;
- will provide only annual contracts without reference to multiple -year contracts;
- provides for post-retirement re-employment opportunities other than teaching; and
- will provide re-employed retirees additional benefits, namely a carry-over of up to 30 sick days and access to the University's tuition-waiver program.

Dr. Philley stated that the carry-over of sick leave would have to be exercised in the initial re-employment year. Thus, an individual who is not re-employed immediately upon retirement would lose the sick leave days.

Current language does not treat this as automatic or an entitlement for faculty. However, the University has been generous in its willingness to honor most requests. He pointed out a typographical error in the third paragraph on Page 26 which should read . . . the 1996 General Assembly . . . (not 1994).

During the 1996 General Assembly session, the Kentucky Teachers' Retirement System (KTRS) was able to amend enacted legislation and now KTRS is authorized to collect from both the retiree and the retiree's home institution which does the re-employing. These payments are to be made at the same rate made by both parties prior to the retirement of the individuals. While the re-employed retirees have the option of obtaining refunds of their contributions, the member institutions do not have that option.

The Faculty Senate has not endorsed the policy changes; however, the Senate made three recommendations, two of which were incorporated into this policy. The Senate's third recommendation pertained to maintaining the present language of four years, rather than simply annual employment with evaluation and re-employment.

Dr. Eaglin stated that the purpose of these revisions is to get away from locking into four-year contracts and encouraging people to retire at an early age.

Mr. Caudill suggested that the early retirement policies for both faculty and staff should be uniform with regard to re-employment.

MOTION: Mr. Hinkle moved, seconded by Dr. Mattingly to approve the revisions to PAC-25.

VOTE: The motion carried.

RECOMMENDATION: That the revisions of PAC-27, Tenure Review, and the stipulations stated above be approved.

(Revised PAC-27 and additional background information attached to these minutes and marked VII-A-4)

Dr. Philley explained that PAC-27 governs the criteria, procedures and conditions for the review of tenure-eligible faculty. The Faculty Senate has taken the leadership in reviewing this policy, and Dr. Philley commended Dr. Charles Patrick, Chair of the Faculty Senate, and the Senate for this monumental accomplishment.

This policy will be applicable to everyone employed in a probationary, tenure-track position this fall. For existing tenure-eligible faculty with three or more years remaining in their probationary period as of July 1, 1997, this policy will be applicable to them. However, if they have fewer than three years as of July 1, they have the option to remain under the existing policy expectations or they can opt for the new policy. As an addendum, he asked that the record show that individuals who wish to opt for the new policy make that known by September 15. This deadline would be for the initial year, 1997-98.

Mr. Rosenberg asked about the probationary period being changed from seven years to six years. Dr. Philley said that the probationary period has not been changed. The probationary period is actually a seven year period, which is what the Board approved a few years ago. Faculty members sit for tenure in the top of the sixth year. If they are successful, the seventh year is moot. If they are unsuccessful, then they get the seventh year of service as a terminal contract. Dr. Eaglin pointed out that this serves as a year's notice.

MOTION: Dr. Mattingly moved, seconded by Mr. Newland, that Pac-27 be approved.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the deletion of the Master of Arts degree in History; Bachelor of Science degree in Mining, Reclamation and Energy Studies; Bachelor of Science degree in Veterinary Technology; Associate of Applied Science degree in Ornamental Agriculture; Associate of Applied Science degree in Respiratory Therapy; and Associate of Applied Science degree in Industrial Supervision and Management.

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

Dr. Philley explained that between 1987 and 1994, the Board of Regents approved the suspension of several programs of study with the expectation that at a future date the programs would be reinstated or deleted. Since none of these programs were brought forward for reinstatement, final action to delete them has been recommended.

MOTION: Dr. Mattingly moved, seconded by Mr. Hinkle, to approve the President's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the Bachelor of Science Degree in Radiologic Science.

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

Dr. Philley stated that the University has offered the Associate of Applied Science Degree in Radiologic Technology for more than 15 years. It has been a very successful program, and there seems to be an increasing demand for baccalaureate degrees and advanced expertise in radiographic imaging. There are no baccalaureate degree programs in the state of Kentucky, only 50 in the United States, and only 19 programs across the U.S. that would have the option that this program proposes. This program is consistent with some of the goals of higher education reform; i.e., to promote collaboration and cooperation with other institutions. The Council on Higher Education, however, has enacted a moratorium on new programs, largely because of the transition caused by the Higher Education Reform Bill that

was recently passed. We have been advised, however, that the Council may be amenable to hearing a few program proposals at its July 20 meeting if they meet certain parameters. We have petitioned to the Council to have this program reviewed and considered for approval.

Dr. Mattingly expressed his concern regarding the possible costs of such a program and qualified faculty to teach at the four-year level. Dr. Philley explained the expense in transitioning from the associate to a baccalaureate degree program will be minimal since this program utilizes existing faculty and equipment.

Jacklynn Darling, coordinator of Radiologic Technology program, stated that all faculty currently have master's degrees in related education areas. In addition, there is only one master's degree in radiologic technology being offered in the nation, and two MSU faculty are pursuing this degree. One additional faculty position will be needed, but this will be accomplished by reallocating positions within the department.

Currently, the market trend is for technologists who have at least dual certification and those who have three and four are preferred. It is proposed that students graduating from this program be able to sit for three different registries.

MOTION: Dr. Mattingly moved, seconded by Mr. Newland, to approve the President's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the granting of promotions, with the issuance of 1997-98 contracts, for those faculty listed on Page 53 and also that the Board of Regents approve the granting of Emeritus Status to those faculty listed on Pages 54 and 55.

(Additional background information attached to these minutes and marked VII-A-7 and VII-A-8)

Dr. Philley presented item VII-A-7, Approve Promotions, 1997-98, and item VII-A-8, Approve Emeritus Status. He explained that the financial incentives for the promotions are incorporated in the 1997-98 Personnel Roster; e.g., promotion to full professor is a \$4,000 base increase and to associate professor is a \$2,000 base increase. These increases are part of the President's plan to improve faculty salaries.

MOTION: Dr. Mattingly moved, seconded by Mr. Hinkle, to approve the granting of promotions as presented.

VOTE: The motion carried.

MOTION: Dr. Mattingly moved, seconded by Mr. Caudill, to approve the granting of emeritus status as presented.

VOTE: The motion carried.

Dr. Philley recommended an item not included in the agenda book. Under PAc-27 relating to tenure review, a section is included which allows for the initial appointment of certain academic administrators; namely, the academic vice president, the deans, and academic department chairs, to be with tenure. He asked that the Committee approve and recommend to the full Board that with the appointment of Dr. Michael Moore as Executive Vice President for Academic Affairs and Dean of Faculty that his academic rank as Professor of Speech be with tenure. *(Additional background information attached to these minutes and marked VII-A-10)*

MOTION: Dr. Mattingly moved, seconded by Mr. Newland, that the appointment as Professor of Speech be with tenure.

VOTE: The motion carried.

There being no further business to conduct, the meeting adjourned at 10 a.m.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

APPROVE REVISION TO IMPLEMENTATION OF PAC-27

Background

The criteria, procedures and conditions for the review of tenure-eligible faculty are governed and described by Pac-27. This policy was created in 1988 and was revised modestly in 1994. The policy was revised significantly and approved by the Board of Regents on June 13, 1997, with the stipulation that "the revised policy shall be applicable

- to all tenure-eligible faculty initially employed for the 1997-98 academic year regardless of their probationary-period reductions, and
- to existing tenure-eligible faculty with three or more years remaining in their probationary period as of July 1, 1997.

However, existing tenure-eligible faculty with fewer than three years remaining in their probationary period as of July 1, 1997, will pursue tenure under the present policy but may opt to pursue tenure under the revised policy, by September 15, 1997, with approval from the Executive Vice President for Academic Affairs."

Analysis

Further analysis of the current policy suggests that the nature of a few of the changes may be difficult to apply to, and may have an adverse effect upon, faculty who were employed under the previous policy. These changes include:

- Linkage with department faculty evaluation plans. The current policy establishes the faculty evaluation plans as the cornerstone for the evaluation of probationary faculty members. While all departments have faculty evaluation plans, all plans are not consistent with respect to the criteria for teaching, professional achievement, and service as outlined in the revised PAC-27. As such the criteria for tenure, as determined by the departmental faculty evaluation plans, will have changed for those individuals with two or more years of service to the institution. Thus, if required to follow the current policy, those faculty will have evaluation plans which impact the tenure decision for only a portion of their probationary years.
- Service defined as professional service. The current policy emphasizes that service rendered only as a representative of the University is appropriate for inclusion in the Tenure Portfolio. This provision requires that service considered appropriate for faculty employed under the previous policy, and

which may have been considered in previous tenure reviews, may no longer be considered.

Recommendation

That the Pac-27 policy approved on June 13, 1997, be applicable only to all tenure-eligible faculty initially employed for the 1997-98 academic year, regardless of their probationary-period reductions, but that tenure-track faculty employed prior to July 1, 1997, may opt to pursue tenure under the revised policy. Probationary faculty who wish to exercise this option will be advised to notify the Executive Vice President for Academic Affairs prior to October 15, 1997.

FINAL REPORT ON SUMMER ENROLLMENT, 1997

HEADCOUNT ENROLLMENT

	Summer I	Summer II	TOTAL	%Change
1993	2,607	1,929	4,536	.6
1994	2,597	1,809	4,406	-2.8
1995	2,363	1,827	4,190	-4.9
1996	2,606	1,907	4,513	7.7
1997	2,633	1,740	4,373	-3.1

CREDIT HOUR PRODUCTION

	Summer I	Summer II	TOTAL	%Change
1993	11,986	8,200	20,186	-.6
1994	11,823	7,719	19,542	-3.2
1995	10,764	8,274	19,038	-2.6
1996	11,904	8,025	19,929	4.7
1997	11,851	7,348	19,199	-3.7

MOREHEAD STATE UNIVERSITY
BOARD OF REGENTS
ADMINISTRATION AND FISCAL SERVICES COMMITTEE

September 19, 1997

10 a.m., Riggle Room, Adron Doran University Center, Morehead, Kentucky

AGENDA

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVE MINUTES OF JUNE 13, 1997
- IV. RECOMMENDATIONS AND REPORTS
 - A. Approve the 1998-2000 Capital Construction and Equipment Budget Request 37-49
 - B. Adopt Resolution Relating to the Repair and Maintenance Reserve of the Housing and Dining System 50-54
 - C. Ratify Personnel Actions 55-84
 - D. *1996-97 Salary Report* 85-143
 - E. *Report on Interim Policies Related to KRS 164.020(32) Tuition Waiver* 144-158
 - F. *Report on Personal Service Contracts* 159-161
 - G. *Report on Campus Master Plan Activities* 162-165
 - H. *Annual Report on Real Property Leases* 166-167
- V. OTHER BUSINESS
- VI. ADJOURNMENT

Reports are indicated by italics.

MINUTES

ADMINISTRATION AND FISCAL SERVICES COMMITTEE MEETING

Friday, June 13, 1997

The Administration and Fiscal Services Committee met at 10:30 a.m. on Friday, June 13, 1997, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Mr. Buckner Hinkle, Jr., Chair, presided.

The following members were present:

Mr. Buckner Hinkle, Jr., Chair
Ms. Lois Baker
Mr. Gene Caudill
Mr. James A. Finch
Dr. Bruce Mattingly
Mr. William R. Seaton

Absent: Ms. Helen Pennington

Also, present: Regents L. M. Jones, Jason Newland, and John Rosenberg; President Ronald G. Eaglin and members of the administrative staff; and Mr. Stephen Amato, representing McBrayer, McGinnis, Leslie & Kirkland, the University's Legal Counsel.

Mr. Finch moved, seconded by Mr. Seaton, to approve the minutes of March 10, 1997. Motion carried.

RECOMMENDATION: That the Board of Regents designate Trans Financial Bank of Morehead to serve as the University's main banking services depository, Trans Financial Bank of Prestonsburg be designated as the University's banking services depository for the Big Sandy Extended Campus Center, and Commercial Bank of West Liberty be designated as the University's banking service depository for the Licking Valley Extended Campus Center. All contracts will be effective for the fiscal year beginning on July 1, 1997, and all transactions shall be conducted in accordance with the delegations of financial authority granted by the Board of Regents under KRS 164A.

(Additional Background Information attached to these minutes and marked VII-B-1)

Mr. Mike Walters, Assistant Vice President for Fiscal Services, reviewed the banking services contracts with the committee. He stated that the Board is required by statute to

designate a bank to serve as the University's main banking services depository. The selection is through the bid process, and the guidelines are outlined in KRS 45A. The current contract is with The Citizens Bank, which was awarded the contract for the 92-93 fiscal year along with four one-year renewal options. The last year of renewal expired June 30, 1997. Bids were requested from the three Morehead banks, and two were received. Based on the review of bids, Trans Financial Bank is being recommended to receive the contract for banking services.

The extended campus centers established bank accounts in their local community banks for use as holding accounts to deposit funds collected at the centers. Monies are then transferred to the main campus. Since the volume of transactions at the centers has increased, the banks holding these accounts will now be selected through the bid process. As a result, bids were solicited from all banks in each community. Based on the results of the review, it is being recommended that the contract for the Big Sandy Extended Campus Center in Prestonsburg be awarded to Trans Financial Bank; and that the contract for Licking Valley Extended Campus Center in West Liberty be awarded to Commercial Bank.

Since no bids were received from banks in Ashland, a new request for proposals will be issued with different terms from those specified in the original bid request. Any proposals received will be evaluated and a recommendation will be made to the Board. In the interim, the existing account at Community Trust Bank will continue based on the terms under which it was established.

Mr. Seaton asked what the difference was between the two contracts. Mr. Walters explained that while a large number of transactions flow through these accounts, the balances are not large and the money is not kept on deposit for any great length of time. Thus, the banks do not have much flexibility in terms of investing the money.

MOTION: Mr. Seaton moved, seconded by Mr. Caudill to approve the President's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board ratify the Personnel Actions for the period February 10, 1997, through ~~April 18, 1997~~ May 16, 1997.
(Additional Background Information attached to these minutes and marked VII-B-2)

Mr. Dailey corrected the recommendation statement contained in the agenda item to be through "May 16, 1997." He stated that the proposed rescission of the early retirement program had prompted a significant number of retirements.

MOTION: Mr. Seaton moved, seconded by Mr. Finch, to approve the President's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the revisions to Personnel Policy PG-43 (Staff Early Retirement).

(Additional Background Information attached to these minutes and marked VII-B-3)

Mr. Dailey noted that one of the proposals that came out of the task force appointed by President Eaglin to look at both short-term and long-range budget policy issues was a recommendation that the existing staff early retirement plan be rescinded and replaced with a re-employment plan. The staff early retirement plan has not been used as extensively in the past as the faculty plan. Most of the staff early retirees have been hourly employees who have been re-employed on a one- to two-year basis.

Mr. Dailey added clarifying statements to the policy. (1) On Page 93, under the Program section, the first sentence should include the words "for KTRS retirees.". The sentence should read as follows: "The post-retirement employment program for KTRS retirees will provide the" (2) Page 94, third paragraph, third sentence, should read "Re-employed retirees will be allowed to carry forward up to 30 sick days after service credit is applied if re-employment occurs immediately after retirement. This is the same language that is in PAC-25.

MOTION: Mr. Seaton moved, seconded by Mr. Caudill, to approve the recommendation including the revisions.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the revisions presented herein to the Campus Master Plan Goals and Design Objectives, Land Use and Vehicular Circulation and Parking Plans sections of the Campus Master Plan.

(Additional Background Information attached to these minutes and marked VII-B-4)

Mr. Dailey stated that the University is required by the Council on Higher Education to have a Campus Master Plan and to review it periodically. A recent review of the Plan was undertaken, and modifications and updates are being recommended. Following are the highlights of the proposed Plan's goals and objectives:

- Conduct a cost analysis regarding the renovation of residential housing units compared to the amount of revenue generated.
- Keep on-campus parking as a priority.
- Down scale 1990 plan to construct campus Greek housing.
- Eliminate plan to acquire private property on Elizabeth Avenue and Second Street.
- Redefine Northwest boundary of the campus along Fifth Street to coincide with the property line by the WMKY Radio Station.
- Identify the Wellness Center, the Bell Tower, the Pedestrian Mall between Combs and Lappin Hall, and the location of the new Folk Art Center.

In addition, Mr. Dailey noted that off-campus enrollment is currently projected to increase 10 percent by the year 2000. Thus, this will affect the number of students on the main campus and will lessen the need for additional classroom and administrative space as projected in the original plan.

MOTION: Mr. Seaton moved, seconded by Mr. Finch to approve the President's recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board accept the Third Quarter Financial report as presented and amend the institution's 1996-97 Operating Budget to reflect a revised budget of \$66,926,770 in accordance with the detail information provided herein.
(Additional Background Information attached to these minutes and marked VII-B-7)

Mrs. Angela Martin, Director of Budgets and Management Information, presented an overview of the Third Quarter Financial Report. She noted that as of March 31, 1997, Tuition and Fees are underbudgeted by nearly \$700,000. The actual net profit for all auxiliaries was \$2,072,303 compared with \$1.28 million last year. This increase is primarily the result of our housing revenues being up and our expenditures being down.

Dr. Eaglin explained that profit in this case means above budget, not in a profitable situation with regard to residence halls. Discussion followed on how monies above the opening budget are used.

MOTION: Mr. Seaton moved, seconded by Mr. Finch, to approve the President's recommendation.

VOTE: The motion carried.

Mr. Mattingly asked that he receive a detailed list of the item on Page 129, E&G Facility Removal.

Report on Easements Granted by Morehead State University *(Additional background information attached to these minutes and marked VII-B-8)*

Mr. Dailey reported that two easements were granted by Morehead State University in the past quarter:

- Aerial easement to AT & T to construct and maintain communication lines across property.
- Easement to City of Morehead/Utility Plant Board to locate and maintain water storage tanks and related water and utility lines.

Report on Personal Service Contracts *(Additional background information attached to these minutes and marked VII-B-9)*

Mr. Dailey reported that this was a routine report of all such contracts issued with amounts greater than \$1,000 between February 13, 1997 and May 29, 1997.

Report on the 1996-2002 Six-Year Capital Plan *(Additional background information Attached to these minutes and marked VII-B-10)*

Mrs. Martin stated that the University's six-year capital plan was submitted to the Capital Planning Advisory Board and the Council on Higher Education on April 15, 1997. Similar to previous plans, the 1996-2002 Plan includes capital projects that have an estimated scope of \$400,000 or more and equipment purchases with an estimated scope of \$100,000 or more. The significance of this plan, which includes 27 projects in the first year of the biennium and 16 in the second, is that it will be used as the basis for the development of the University's capital budget request for 1998-2000. The total cost of these projects is \$124.2 million of which \$1.4 million will be requested from state bonds. The University's highest priority continues to be the renovation of Breckinridge Hall, a \$14 million project involving extensive distance learning initiatives. Staff from the Council on Higher Education visited the campus recently and reviewed the University's capital plan and facilities.

Mr. Seaton initiated discussion on priority No. 16 – Ashland Area Extended Campus and Economic Development Center. Discussion followed about the costs associated with renovating the existing building as opposed to building a new structure.

There being no further business to conduct, the meeting adjourned at 11:40 a.m.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

APPROVE THE 1998-2000 CAPITAL CONSTRUCTION AND EQUIPMENT BUDGET REQUEST

Background

Pursuant to KRS 56, all construction projects with a scope of \$400,000 or more and major equipment items with a scope of \$100,000 or more are required to be itemized in the State's biennial budget authorization. Morehead State University must submit a request for all such projects for which a need currently exists or may arise during the 1998-2000 biennium. Failure to include a required capital project or equipment item in the request would preclude the University from initiating such a construction project or equipment purchase during the next biennium, regardless of fund source.

The June 13, 1997 Board Agenda included a report on the University's Six-Year Capital Plan (1996-2002). The plan includes capital construction projects with a cost of at least \$400,000 and equipment and technology projects with a cost of at least \$100,000. The Six-Year Capital Plan was submitted to the legislative Capital Planning Advisory Board (CPAB) and the Council on Postsecondary Education (CPE) on April 15, 1997. This plan will be used as the basis for the submission of the 1998-2000 Capital Construction and Equipment Budget Request. The capital request must be submitted to the CPE by September 10, 1997.

On June 5, 1997, the CPE's consulting architect David Banks and CPE staff member Sherron Jackson conducted a review of the proposed capital projects and a facilities condition analysis at the MSU campus. Mr. Banks has indicated to the CPE that the general condition of all public higher education campuses have deteriorated over the past biennium and that he expects to recommend as high priorities general maintenance and campus infrastructure projects.

On July 17, 1997 the CPAB met to consider various agency plans and planning issues. President Eaglin presented a summary of MSU's capital priorities. The CPE presented seven recommendations to the CPAB regarding the higher education capital plans.

The CPE's first recommended priority is the establishment of a \$50 million facilities maintenance, technology, equipment, and government mandates pool for postsecondary education. The pool would be appropriated to the CPE and require at least a \$1 to \$1 match from other institutional funds to access state funds. The CPE recommends that this may be best accomplished through the Physical Facilities Trust Fund established by House Bill No. 1 of the 1997 Extraordinary Session.

The CPE's remaining recommendations are related to specific university projects as follows, in priority order:

1. Northern Kentucky University - Natural Science Building
2. University of Kentucky - Mechanical Engineering Building
3. Morehead State University - Breckinridge Hall Renovation
4. Kentucky State University - Student Center Renovation/Addition
5. Murray State University - Carr/Cutchin Renovation
6. Eastern Kentucky University - Student Services/Classroom Building

The CPAB also requested recommendations regarding information technology items and systems included in the Six-Year Capital Plans from the Kentucky Information Resources Management Commission (KIRM). KIRM has approved all 115 such items submitted by the eight public universities. In addition, KIRM designated several projects as High Value including MSU's Distance Learning Technology Initiatives and Networking/Infrastructure Initiatives.

As a result of CPE's staff's review of the capital plan and further internal analysis, some of the Six-Year Capital Plan projects have been modified for the 1998-2000 Capital Construction and Equipment Budget Request.

Analysis

The 1998-2000 Capital Construction and Equipment Budget Request totals **\$62,608,000**, of which \$55,963,000 is requested for 1998-1999 and \$6,645,000 for 1999-2000. Additional information on the 26 projects included in the Capital Construction and Equipment Budget Request is provided with this agenda item. A summary of the request by fund source and project type follows:

Requested Fund Source	Amount
State Bond Funds	\$47,213,000
State General Funds	3,810,000
Agency Bonds	8,595,000
Agency Funds	2,089,000
Federal Funds	576,000
Equine and Revolving Trust Funds	325,000
Total Request	<u>\$62,608,000</u>

Project Type	
Major Maintenance/Renovation	\$19,850,000
New Construction/Major Expansion	15,440,000
Multiple Projects Pool	14,190,000
Property/Structure Acquisition	1,337,000
Equipment/Information Technology	<u>11,791,000</u>
Total Request	<u>\$62,608,000</u>

The Capital Construction and Equipment Budget Request may be subject to amendments during the biennial budget process. A number of factors such as the State Department of Facilities Management review and the legislative and Governor's Office review may influence the University's request and project cost estimates prior to completion of the 1998-2000 Budget of the Commonwealth.

Recommendation

That the Board approve the 1998-2000 Capital Construction and Equipment Budget Request totaling **\$62,608,000**.

**MOREHEAD STATE UNIVERSITY
1998-2000 CAPITAL BUDGET REQUEST
PROJECT SUMMARY**

Priority	Project Name	Funding Source	Requested 1998-1999	Requested 1999-2000	Requested Total
1	Breckinridge Hall Renovation	State Bonds	\$ 14,000,000		\$ 14,000,000
2	Instructional Technology Initiatives	State Bonds	\$ 1,702,000		\$ 1,702,000
3	Microcomputer/LANs Peripherals - Instructional	State Bonds	\$ 1,800,000		\$ 1,800,000
4	Library Automation & Information Support Initiatives	State General Funds	\$ 900,000		\$ 900,000
5	Instructional and Support Equipment	State Bonds	\$ 1,366,000		\$ 1,366,000
6	Distance Learning Technology Initiatives	State Bonds	\$ 2,725,000		\$ 2,725,000
7	Nuclear Magnetic Resonance Apparatus	State General Funds	\$ 210,000		\$ 210,000
8	Life Safety: Dam Repair/Restoration	State General Funds	\$ 800,000		\$ 800,000
9	Life Safety: Claypool-Young Air Quality, Health and Safety	State General Funds	\$ 400,000		\$ 400,000
10	Life Safety: Elevator Repairs	State General Funds	\$ 850,000		\$ 850,000
11	Fire Safety: Auxiliary Facilities	Agency Funds	\$ 610,000	\$ 610,000	\$ 1,220,000
12	1990 Clean Air Act Amendment Compliance	State Bonds	\$ 1,100,000	\$ 1,100,000	\$ 2,200,000
13	Administrative & Office Systems Support Initiatives	State Bonds	\$ 1,250,000		\$ 1,250,000
14	Networking/Infrastructure Initiatives	State Bonds	\$ 1,508,000		\$ 1,508,000
15	Equine Teaching Facility	Equine Trust & Revolving Fund	\$ 325,000		\$ 325,000
		Agency Funds	\$ 395,000		\$ 395,000

**MOREHEAD STATE UNIVERSITY
1998-2000 CAPITAL BUDGET REQUEST
PROJECT SUMMARY**

Priority	Project Name	Funding Source	Requested 1998-1999	Requested 1999-2000	Requested Total
16	Americans with Disabilities Act Compliance - E&G	State Bonds	\$ 1,025,000	\$ 1,000,000	\$ 2,025,000
17	Americans with Disabilities Act Compliance - Auxiliary	Agency Bonds	\$ 1,100,000	\$ 1,075,000	\$ 2,175,000
18	Central Campus Reconstruction	State General Funds	\$ 650,000		\$ 650,000
19	Community & Economic Development Center and Hardwood Institute	State Bonds	\$ 12,000,000		\$ 12,000,000
20	Protect Investment in E&G Facilities	State Bonds	\$ 1,650,000	\$ 1,650,000	\$ 3,300,000
21	Plant Facilities Construction	State Bonds	\$ 2,000,000		\$ 2,000,000
22	Land Acquisitions Related to Campus Master Plan	State Bonds	\$ 1,337,000		\$ 1,337,000
23	Protect Investment in Auxiliary Facilities	Agency Bonds	\$ 1,210,000	\$ 1,210,000	\$ 2,420,000
24	Tour Bus	Agency Funds	\$ 330,000		\$ 330,000
25	Head Start Facility	Federal Funds	\$ 576,000		\$ 576,000
		Agency Funds	\$ 144,000		\$ 144,000
26	Renovation of Family Housing Complexes	Agency Bonds	\$ 4,000,000		\$ 4,000,000
	Total Requested		\$ 55,963,000	\$ 6,645,000	\$ 62,608,000

**1998-2000
CAPITAL CONSTRUCTION AND EQUIPMENT
BUDGET REQUEST
PROJECT DESCRIPTIONS**

Priority 1: BRECKINRIDGE HALL RENOVATION
Cost: \$14,000,000
Fund Source: State Bonds

Constructed in 1931 and expanded in 1965, Breckinridge Hall served as the University's K-12 Laboratory School until 1981. At that time the structure was converted into a classroom and faculty office building for the Department of Communications. In its present condition this instructional facility has many substandard classrooms, is only partially accessible to the physically disabled, and has significant HVAC safety, mechanical and electrical deficiencies. Because of the building's configuration, all of the Department of Communications' functions cannot be housed in the facility. With the renovation, the University's distance learning programs will be consolidated into Breckinridge Hall along with the journalism and speech programs. The renovated structure will provide state-of-the-art classrooms, laboratories and faculty offices.

A major part of the renovation will be the installation of distance-learning classrooms and studios. There is increasing demand for extended campus instruction to the University's service region. Distance-learning interactive systems will help meet these needs in a more efficient and cost-appropriate manner. The renovation project will provide both on-campus and off-campus students access to modern and quality facilities and equipment. This renovated facility will play a major role in the establishment of a virtual university.

Priority 2: INSTRUCTIONAL TECHNOLOGY INITIATIVES
Cost: \$1,702,000
Fund Source: State Bonds

This project includes pooled items related to instructional technology initiatives as listed below:

Spray Painting Robot	\$ 95,000
Physiological Instrumentation Lab	102,000
Microscopes & Mineralogy/Optical Mineralogy Lab	225,000
Computerized Turning Center	95,000
Materials Testing Equipment	100,000
Surveying Equipment	100,000
Art Multimedia Lab	100,000
Computerized Numerical Control Router	95,000

Computerized Spectrography for	
Material Identification	95,000
Organic Micro Scale Lab	100,000
Engineering Technology 2000 Equipment	200,000
Radiologic Technology Equipment	300,000
Scanning Electron Microscope	95,000

Priority 3: MICROCOMPUTER/LANs/PERIPHERALS-INSTRUCTIONAL
Cost: \$1,800,000
Fund Source: State Bonds

The Microcomputer/LANs/Peripherals-Instructional project includes the following equipment: desktop microcomputers, printers, LAN file servers, CD-ROM drivers, OCR and Image Scanners.

Priority 4: LIBRARY AUTOMATION AND INFORMATION SUPPORT INITIATIVES
Cost: \$900,000
Fund Source: State General Funds

This project contains pooled items related to library automation and information support initiatives as listed below:

Audiovisual & Multimedia Equipment	\$400,000
CD-ROM Tower Server	100,000
Documents/Publications Imaging	400,000

Priority 5: INSTRUCTIONAL AND SUPPORT EQUIPMENT
Cost: \$1,366,000
Fund Source: State Bonds

This project includes the following pooled equipment items:

Human Fitness Lab	\$100,000
Musical Instruments	551,000
Undergraduate Psychology Lab	121,000
Plastics Molding Equipment	100,000
Metal Lathes	100,000
ADN & BSN Campus Labs	175,000
Social Interaction Lab	124,000
X-Ray Diffractometer	95,000

Priority 6: DISTANCE LEARNING TECHNOLOGY INITIATIVES
Cost: \$2,725,000
Fund Source: State Bonds

This project contains pooled items/systems related to distance learning technology initiatives as listed below:

Interactive Distance Learning Equipment	\$600,000
Enhanced Classroom Technology at Extended Campus Centers	900,000
Multimedia Training & Development Center	400,000
Satellite Uplink Equipment	525,000
TV Production Studio	300,000

Priority 7: NUCLEAR MAGNETIC RESONANCE APPARATUS
Cost: \$210,000
Fund Source: State General Funds

The Nuclear Magnetic Resonance Apparatus is one of the two main instruments routinely used to characterize organic compounds. The main function of this instrument is to gather the carbon-13 nuclear magnetic resonance spectra that are described in detail in organic chemistry textbooks as a method of structure verification and determination for organic compounds.

Priority 8: LIFE SAFETY: DAM REPAIR/RESTORATION
Cost: \$800,000
Fund Source: State General Funds

The University-owned dam on Triplett Creek was constructed in 1935 to provide a water source for the University. During the life of the dam, there has been no major funding allocated for repairs or restoration and it is now in need of major repair or replacement. The Life Safety: Dam Repair/Restoration project is required in order for the University to continue to meet the needs of its students by avoiding a disruption of the University water supply system.

Priority 9: LIFE SAFETY: CLAYPOOL-YOUNG AIR QUALITY, HEALTH & SAFETY
Cost: \$400,000
Fund Source: State General Funds

The Claypool-Young Art Building was constructed in 1968 and does not meet current environmental or airborne toxin requirements. The air circulation and evacuation systems in the studio classrooms throughout the building are

inadequate. State-of-the-art air evacuation and circulation systems need to be installed in all art studio classrooms including photography, printmaking, 3D foundation, painting, drawing, sculpture, ceramics, art education, and color foundations.

Priority 10: LIFE SAFETY: ELEVATOR REPAIRS
Cost: \$850,000
Fund Source: State General Funds

State elevator inspectors and other certified technicians have indicated that cabling, door openers, controllers, and fixtures need to be replaced in the elevators at the following facilities: East Mignon Hall, Mignon Hall, Reed Hall, Adron Doran University Center, Camden-Carroll Library, Claypool-Young Art Building, West Mignon Hall, and Lloyd Cassity.

Priority 11: FIRE SAFETY: AUXILIARY FACILITIES
Cost: \$1,220,000
Fund Source: Agency Funds

The State Fire Marshal's Office has indicated that sprinkler systems need to be installed in the following student housing facilities: Alumni Tower, Cooper Hall, East Mignon Hall, Mignon Hall, Mignon Tower, Nunn Hall, Regents Hall, Waterfield Hall, West Mignon Hall, and Wilson Hall.

Priority 12: 1990 CLEAN AIR ACT AMENDMENT COMPLIANCE
Cost: \$2,200,000
Fund Source: State Bonds

This project will allow MoSU to comply with the requirements of Title VI of the 1990 Clean Air Act Amendment including the total phase out of CFC (chlorofluorocarbon) refrigerants. MSU has previously allocated University funding for recovery equipment, high efficiency purge units, and replacement of seven of the eighteen centrifugal chillers which use the prohibited refrigerants. In order to comply with the Amendment and provide air conditioned facilities, the eleven remaining chillers require retrofitting or replacement.

Priority 13: ADMINISTRATIVE & OFFICE SYSTEMS SUPPORT INITIATIVES
Cost: \$1,250,000
Fund Source: State Bonds

This project contains pooled items and systems related to administrative and office systems support initiatives as listed below:

Administrative Systems Enhancements	\$200,000
Interactive Voice Response Equipment	150,000
Microcomputer/LANs/Peripherals-Administrative	500,000
Printing Equipment	400,000

Priority 14: NETWORKING/INFRASTRUCTURE INITIATIVES
Cost: \$1,508,000
Fund Source: State Bonds

This project contains pooled items and systems related to networking and infrastructure initiatives as listed below:

Wireless Communications Network	\$180,000
Telephone System Expansion	400,000
Network Infrastructure Expansion	928,000

Priority 15: EQUINE TEACHING FACILITY
Cost: \$720,000
Fund Source: Equine Trust and Revolving Fund \$325,000
Agency Funds \$395,000

In 1992, the Kentucky General Assembly enacted House Bill 450 to establish the Higher Education Equine Trust and Revolving Fund. KRS 138.510 provides for funds to be used for the construction, expansion, or renovation of facilities or the purchase of equipment for equine programs at state universities. MSU proposes to construct a small equine instructional facility to supplement the existing equine facilities.

At the present time adequate classroom facilities are not available at the University Farm to support the equine program. The Equine Teaching Facility will include classrooms and a small riding area which will be more suited for small equine classes, workshops, or seminars. Additionally, it will provide more efficient space to support other equine activities that are currently held in the large arena at DAC.

Priority 16: AMERICANS WITH DISABILITIES ACT COMPLIANCE-E&G
Cost: \$2,025,000
Fund Source: State Bonds

Title II of the Americans with Disability Act (ADA) requires public entities to evaluate current services, policies, and priorities to assure accessibility. The ADA stipulates that public entities may not deny the benefits of its programs, activities, and services to individuals with disabilities because its facilities are inaccessible. The standard of "program accessibility" applies to all existing facilities. Compliance with the ADA will require changes in architectural barriers, elevators, fire alarm systems, signage, telecommunications and other areas. This request is for E&G facility modifications.

Priority 17: AMERICANS WITH DISABILITIES ACT COMPLIANCE-AUX
Cost: \$2,175,000
Fund Source: Agency Bonds

Title II of the Americans with Disability Act (ADA) requires public entities to evaluate current services, policies, and priorities to assure accessibility. The ADA stipulates that public entities may not deny the benefits of its programs, activities, and services to individuals with disabilities because its facilities are inaccessible. The standard of "program accessibility" applies to all existing facilities. Compliance with the ADA will require changes in architectural barriers, elevators, fire alarm systems, signage, telecommunications and other areas. This request is for auxiliary facility modifications.

Priority 18: CENTRAL CAMPUS RECONSTRUCTION
Cost: \$650,000
Fund Source: State General Funds

Four plazas on descending levels will be built in the center of campus to replace trees, benches and other landscaping destroyed by a severe windstorm in 1995. Two of the levels will include personalized paving stones to memorialize deceased faculty, staff and students. An amphitheater will also be constructed below the University Boulevard.

Priority 19: COMMUNITY & ECONOMIC DEVELOPMENT CENTER & HARDWOOD INSTITUTE
Cost: \$12,000,000
Fund Source: State Bonds

This new facility will serve as a tool for economic development and continuing education activities in the University's 22 county service region. Training will be

provided that emphasizes the latest available technology to assist in the operation and further development of both primary and secondary hardwood industries in Eastern Kentucky. A center for economic development activities and training for potential and current small business proprietors would be incorporated into this building to provide alternative means of instruction and training to multiple off-campus sites, including the University's three extended campus centers. Distance learning instruction could be utilized in basic education, undergraduate and graduate instruction.

Priority 20: PROTECT INVESTMENT IN E&G FACILITIES
Cost: \$3,300,000
Fund Source: State Bonds

Insufficient funds for protecting the state's investment in E&G Facilities has resulted in the need of significant mechanical and structural repairs to the majority of the University's academic and administrative facilities. A significant infusion of funds to correct the deficiencies in 20 facilities is required.

Priority 21: PLANT FACILITIES CONSTRUCTION
Cost: \$2,000,000
Fund Source: State Bonds

In accordance with the University's Campus Master Plan, the University plans to construct a warehouse/storage facility for material and equipment, and other plant service needs including a central receiving function. The Campus Master Plan recognizes the need for University-owned storage and warehousing facilities and a need to relocate the University's plant and motor pool functions from the central campus to a site adjacent to the University's central power plant.

Priority 22: LAND ACQUISITIONS RELATED TO CAMPUS MASTER PLAN
Cost: \$1,337,000
Fund Source: State Bonds

The Campus Master Plan outlines the need to purchase properties adjacent to the main campus. Additional land is needed for academic and service buildings and student housing. In addition, the Campus Master Plan describes areas for expanding parking development and vehicular movement changes. The University is essentially landlocked between the City of Morehead, the Daniel Boone Daniel National Forest, and private residential areas. In order to meet the physical plant needs of the University, additional land needs to be purchased primarily to the south and east of the main campus.

Priority 23: PROTECT INVESTMENT IN AUXILIARY FACILITIES
Cost: \$2,240,000
Fund Source: Agency Bonds

Insufficient funds for protecting the University's investment in auxiliary facilities has resulted in the need of major mechanical and structural repairs to the University's student housing facilities. A significant infusion of funds to correct the deficiencies in 12 facilities is required:

Priority 24: TOUR BUS
Cost: \$330,000
Fund Source: Agency Funds

The University's 1977 tour bus must be replaced. The bus will be used to transport students, faculty, and staff for academic and athletic purposes.

Priority 25: HEAD START FACILITY
Cost: \$720,000
Fund Source: Federal Funds \$576,000
Agency Funds \$144,000

This project involves renovating a family housing unit for the Head Start Program. MoSU is committed to providing a comprehensive facility to complement its quality Head Start Program which is the sole Head Start program serving the children of Rowan County. With the need to provide state-of-the-art technologies in Breckinridge Hall, the emphasis of this building will change from a standard classroom facility to a communications and distance learning facility. The Head Start Program, along with several other academic support programs, will be relocated from Breckinridge Hall to other campus facilities.

Priority 26: RENOVATION OF FAMILY HOUSING COMPLEXES
Cost: \$4,000,000
Fund Source: Agency Bonds

This project involves renovating the family housing complexes on the University's main campus. The renovation will include HVAC and electrical fixture replacement, appliances and floor covering replacements, exterior structural repair, plumbing replacement, and furniture.

**ADOPT RESOLUTION RELATING TO THE USE OF
THE MOREHEAD STATE UNIVERSITY HOUSING AND DINING SYSTEM
REPAIR AND MAINTENANCE RESERVE**

Background

Regulations imposed by the 1990 Clean Air Act Amendment require that the chillers in several campus buildings be replaced. The University has identified five buildings to continue the replacement process. Those chillers are located in Allie Young Hall, Cooper Hall, Mignon Hall, and Mignon Tower, all of which are structures within the Housing and Dining System, and in the Adron Doran University Center. The total scope of the project is estimated to be \$800,000. The chiller units in the remaining buildings will be replaced in the future as funds are available.

Approval was requested and has been granted from the state to initiate this project. The Finance and Administration Cabinet Department for Facilities Management will appoint an engineer for the project in the near future.

Funds in the amount of approximately \$250,000 remaining from various completed Life/Safety projects have been identified and will be used to replace the chiller in the Adron Doran University Center. Funds are not available to replace the chillers in the other four buildings either from normal budgetary resources or from the state. Therefore, a plan has been initiated to fund the estimated \$550,000 remaining cost of the projects from the Housing and Dining System Repair and Maintenance Reserve (Reserve).

The Reserve was created in the original trust indenture for the Housing and Dining System Revenue Bonds. The indenture provided that the University would transfer funds to this trust fund reserve until a permanent minimum balance of \$300,000 was accumulated, with the provision that the minimum balance to be maintained in the Reserve would increase by 5% of the principal of any bonds issued in the future. Since the original indenture, the University has issued Series J, K, L, and M bonds in the total principal amount of \$19,565,000, thus raising the Reserve minimum balance requirement to \$1,278,250. The Reserve is funded by annual transfers in the amount of \$63,913 from the revenues generated by the Housing and Dining System, plus the interest earned on the accumulated deposits. As of June 30, 1997, the Reserve had a balance of \$837,223.

The monies in the Reserve fund may be used for the purpose of paying unusual or extraordinary costs of maintenance of, or repairs and replacements to the structures comprising the Housing and Dining System. However, if the withdrawal of funds from the account causes the balance to fall below the permanent required minimum balance, or if the balance in the Reserve account is less than the minimum required balance prior to the withdrawal, the Board must adopt a resolution declaring that an emergency exists and that funds are not available from budgeted resources to complete the project, and further declare that the repairs/replacements are necessary to maintain the tenability and revenue producing capacity of the structures.

Monies in the Reserve account have been utilized for major repair projects to the Housing and Dining System facilities on two previous occasions. On May 13, 1988, the Board adopted a resolution permitting the University to withdraw funds to repair screen blocks in the Mignon residence hall complex. The cost of that project was \$226,760. On June 23, 1989, the Board adopted a resolution permitting the University to withdraw \$150,000 from the Reserve. These funds were used to correct fire safety code deficiencies in selected residence halls.

As has been the case with the two previous occasions when Reserve funds have been withdrawn for repair projects, the University will continue to make the annual transfers in the amount of \$63,913 until such time as the minimum balance of \$1,278,250 has been achieved. The \$63,913 is included in the University's budget for annual debt service for the Housing and Dining System Revenue Bonds.

Recommendation

That the Board adopt the attached Resolution Relating to the Repair and Maintenance Reserve of the Morehead State University Housing and Dining System Revenue Bonds Series A Through M.

**RESOLUTION RELATING TO THE
REPAIR AND MAINTENANCE RESERVE OF THE
MOREHEAD STATE UNIVERSITY
HOUSING AND DINING SYSTEM REVENUE BONDS
SERIES A THROUGH M
FOR REPAIRS TO ALLIE YOUNG HALL, COOPER HALL,
MIGNON HALL AND MIGNON TOWER**

Recitals

- A. The Board of Regents of Morehead State University ("the Board") has heretofore authorized and issued its "Morehead State University Housing and Dining System Revenue Bonds," Series A through I dated November 1, 1966, Series J dated February 1, 1968, Series K dated June 1, 1989, Series L dated May 1, 1990 and Series M dated October 1, 1991.
- B. Pursuant to Section 907 of the original Trust Indenture to Pikeville National Bank and Trust Company, now the Trust Company of Kentucky, Pikeville, Kentucky ("Trustee"), the Board created a special account upon the books of the Trustee designated "Morehead State University Housing and Dining System Repair and Maintenance Reserve" ("Repair and Maintenance Reserve"). Section 907, as modified by the Fourth Supplemental Trust Indenture dated October 1, 1991, required the Board to covenant and agree to transfer the sum of \$63,913 per year to the Repair and Maintenance Reserve until such time that a balance of \$1,278,250 is achieved. That balance shall constitute the permanent minimum balance to be maintained in the Repair and Maintenance Reserve.

NOW, THEREFORE, the Board of Regents of Morehead State University hereby resolves as follows:

1. Chillers in certain residence halls, known as Allie Young Hall, Cooper Hall, Mignon Hall and Mignon Tower within the System have deteriorated to the point of creating a health and safety hazard to occupants of the structures.
2. The Board has determined that this condition constitutes an emergency requiring the expenditure of monies to preserve the tenability and revenue producing capacity of the structures.
3. The Board has determined that withdrawals from the Repair and Maintenance Reserve, in amounts sufficient to defray the costs of replacement of the chillers in Allie Young Hall, Cooper Hall, Mignon Hall and Mignon Tower, are necessary by reason of unanticipated deficiencies in the available budgeted resources of the Board for such purposes.

4. The board has determined that such withdrawals from the Repair and Maintenance Reserve shall have the effect of further reducing the monies and investments held and accumulated therein below the required minimum balance of \$1,278,250, and hereby instructs the Treasurer to transfer to the Repair and Maintenance Reserve, the maximum amount which may be available for transfer at the close of each fiscal year, until the minimum balance shall have been achieved.
5. This resolution shall be in full force and effect from and after its adoption.
6. The Board hereby authorizes the Chairman and the Board's Secretary to execute this Resolution. The Secretary is further directed to deliver a copy of this resolution, certified as to its authenticity, to the Trustee of the Indenture which will serve as the request to the Trustee to approve the Treasurer of the Board of Regents to make the necessary withdrawals from the Repair and Maintenance Reserve for the purpose of replacement of the chillers in Allie Young Hall, Cooper Hall, Mignon Hall and Mignon Tower.

ADOPTED this 19th day of September, 1997.

Chairman, Board of Regents

ATTEST: _____
Secretary, Board of Regents

Summary of Housing Revenues and Expenditures Morehead State University

A primary factor in the decision to use the monies held in the Repair and Maintenance Fund for the correction of the chiller problems is whether funds were available for such purposes from budgeted resources. An analysis of the revenues generated and expenditures incurred by the Housing and Dining System reveals the following:

For the Fiscal Years Ended June 30

	<u>1998 (A)</u>	<u>1997</u>	<u>1996</u>	<u>1995</u>	<u>1994</u>
Revenues	\$5,347,100	\$5,294,484	\$5,182,851	\$5,265,644	\$5,349,319
Expenditures (B)	<u>5,820,409</u>	<u>6,116,243</u>	<u>6,025,558</u>	<u>5,815,497</u>	<u>5,597,272</u>
Excess of Expenditures Over Revenue	<u>\$473,309</u>	<u>\$821,759</u>	<u>\$842,707</u>	<u>\$549,853</u>	<u>\$247,953</u>

The Housing and Dining System of Morehead State University has not generated revenues in an amount sufficient to allow the allocation of funds for the project through the normal budgetary process.

- (A) Projections
- (B) Expenditures include annual debt service

RATIFY PERSONNEL ACTIONS

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, except supplemental actions which shall be reported in the Quarterly PAR Informational Report;
- 2) full-time and continuing part-time non-classified Executive, Administrative and Managerial and Professional Staff positions (including supplemental actions);
- 3) discipline;
- 4) leave of absences;
- 5) sabbaticals; and
- 6) retirements.

Part-time and temporary appointments are reported in the Quarterly PAR Informational Report.

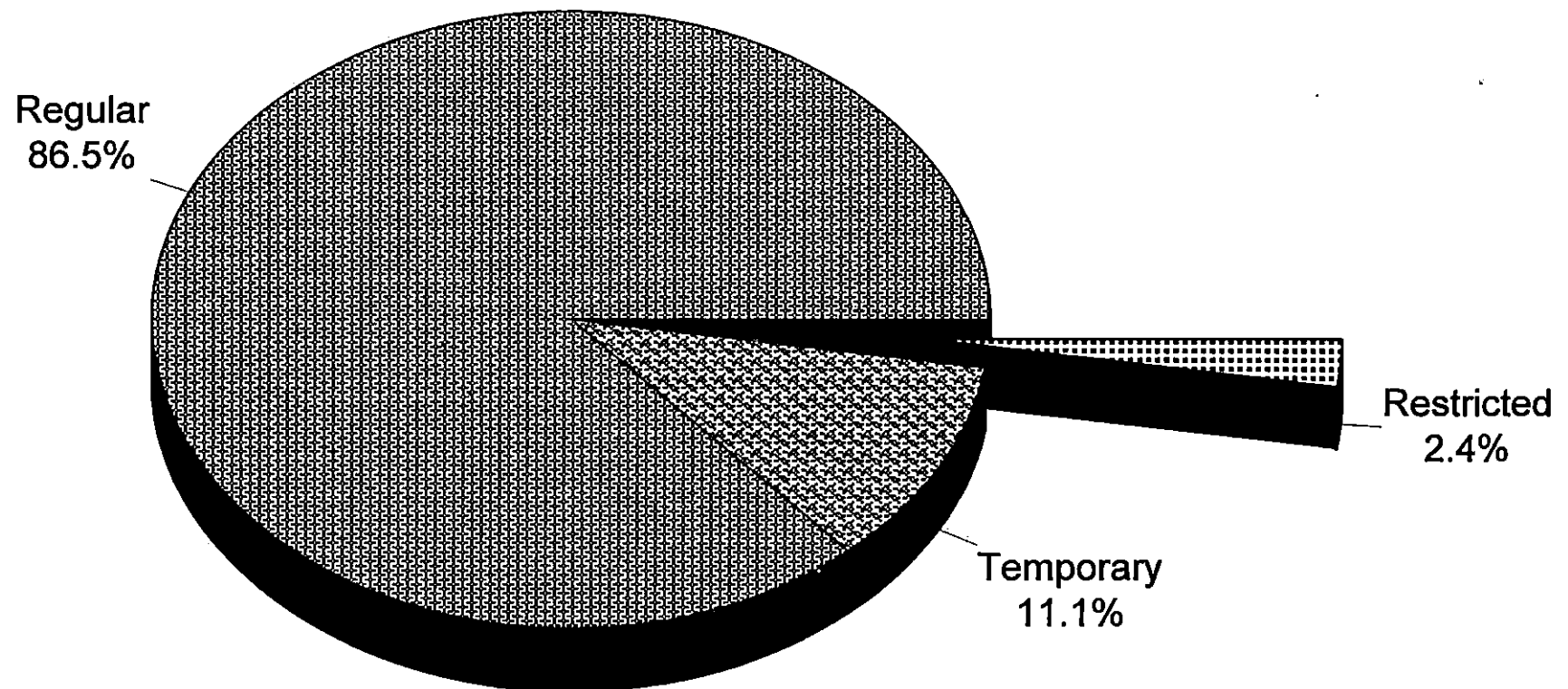
****Academic Affairs indicates that the salary adjustments for mathematics faculty were in response to a systematic error in the application of the Performance Based Salary Increase (PBSI) formula.**

Recommendation

That the Board ratify the Personnel Actions for the period May 19, 1997, through August 22, 1997.

PERSONNEL ACTION REQUEST

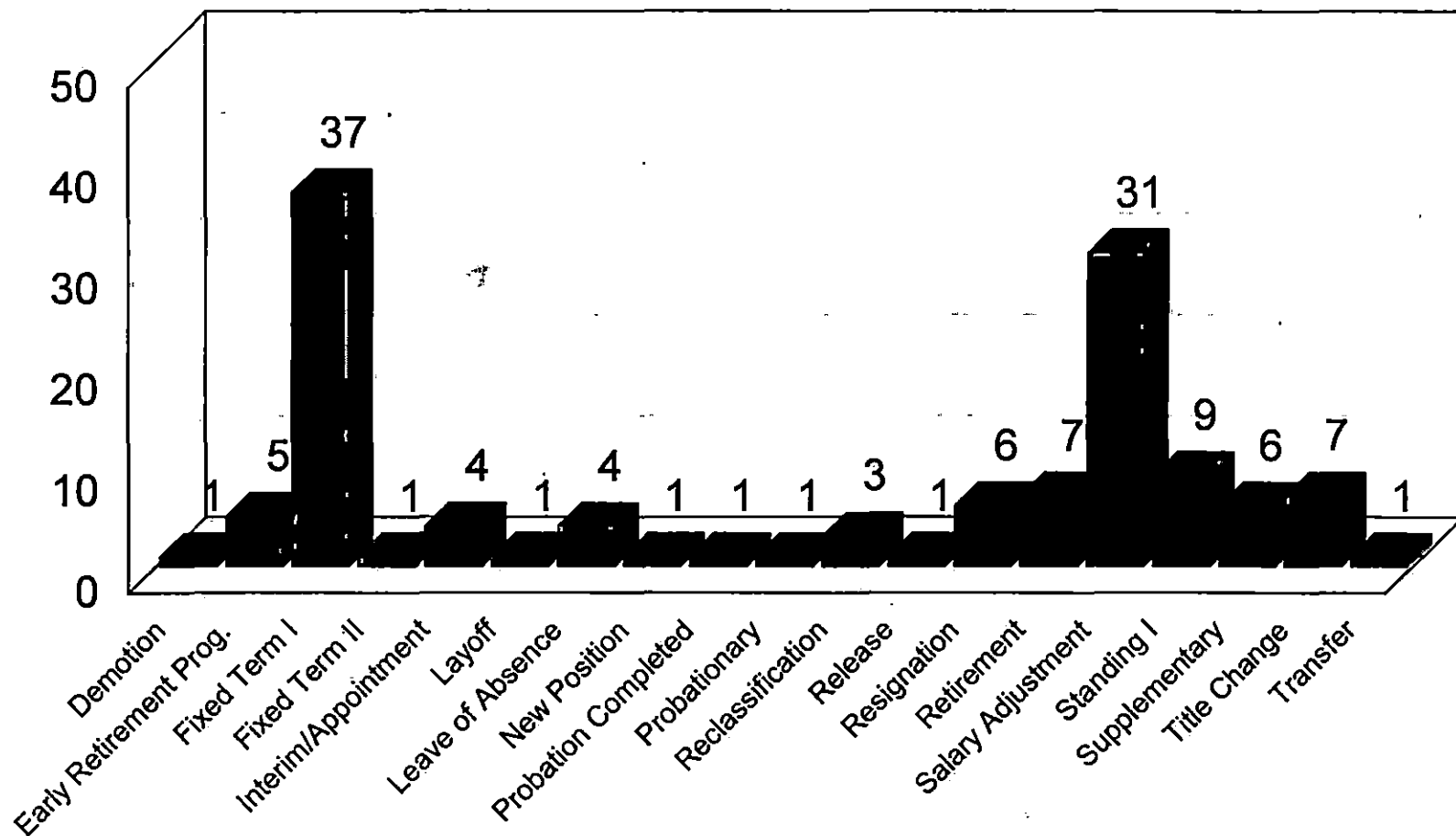
5/19/97 thru 8/22/97



Total Number of PARs = 126

ACTIONS FOR STANDING I & II POSITIONS

5/19/97 thru 8/22/97

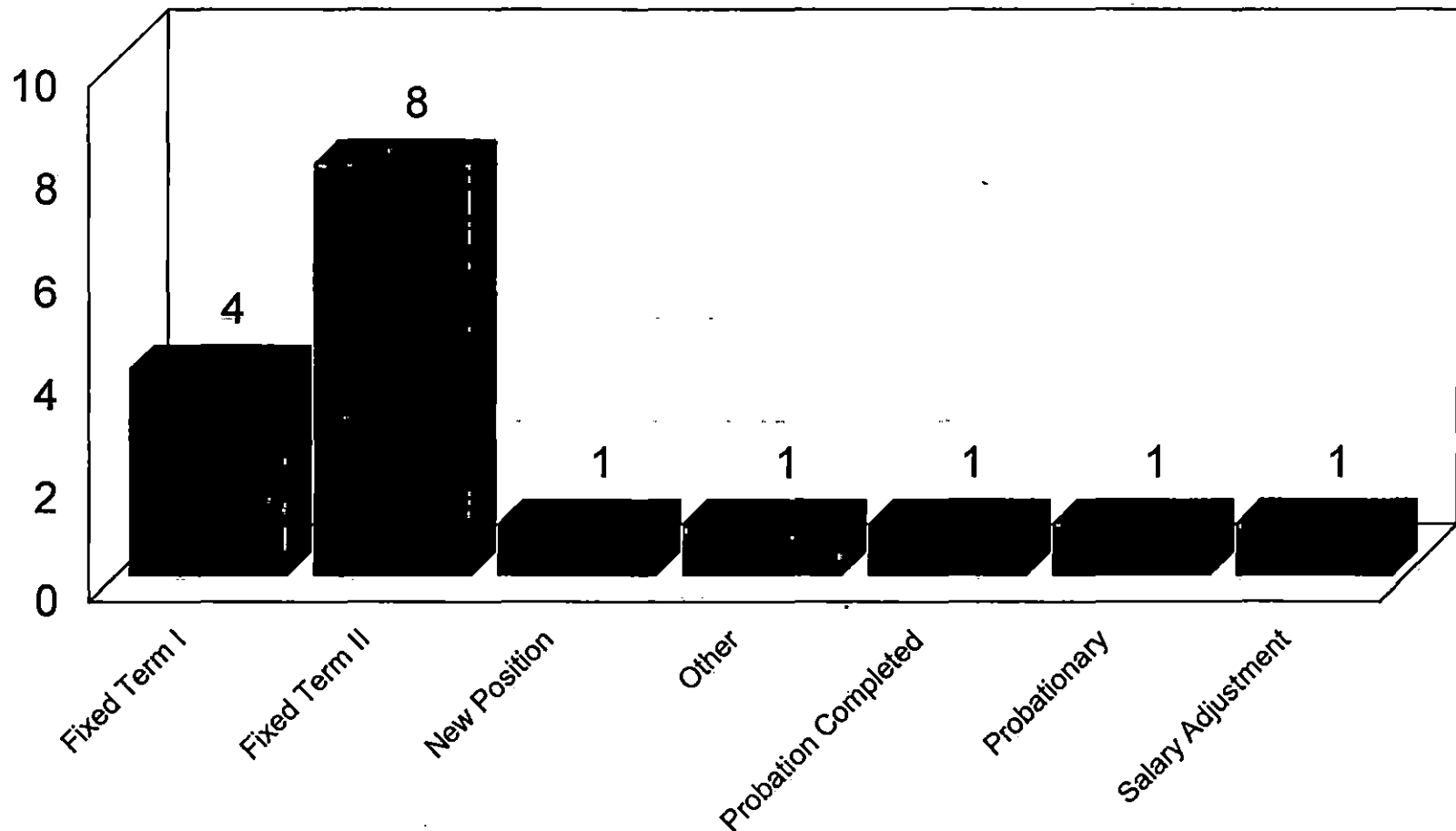


Total Number of PARs = 109

Total Number of Actions = 127

PAR ACTIONS FOR TERM APPOINTMENTS

5/19/97 thru 8/22/97

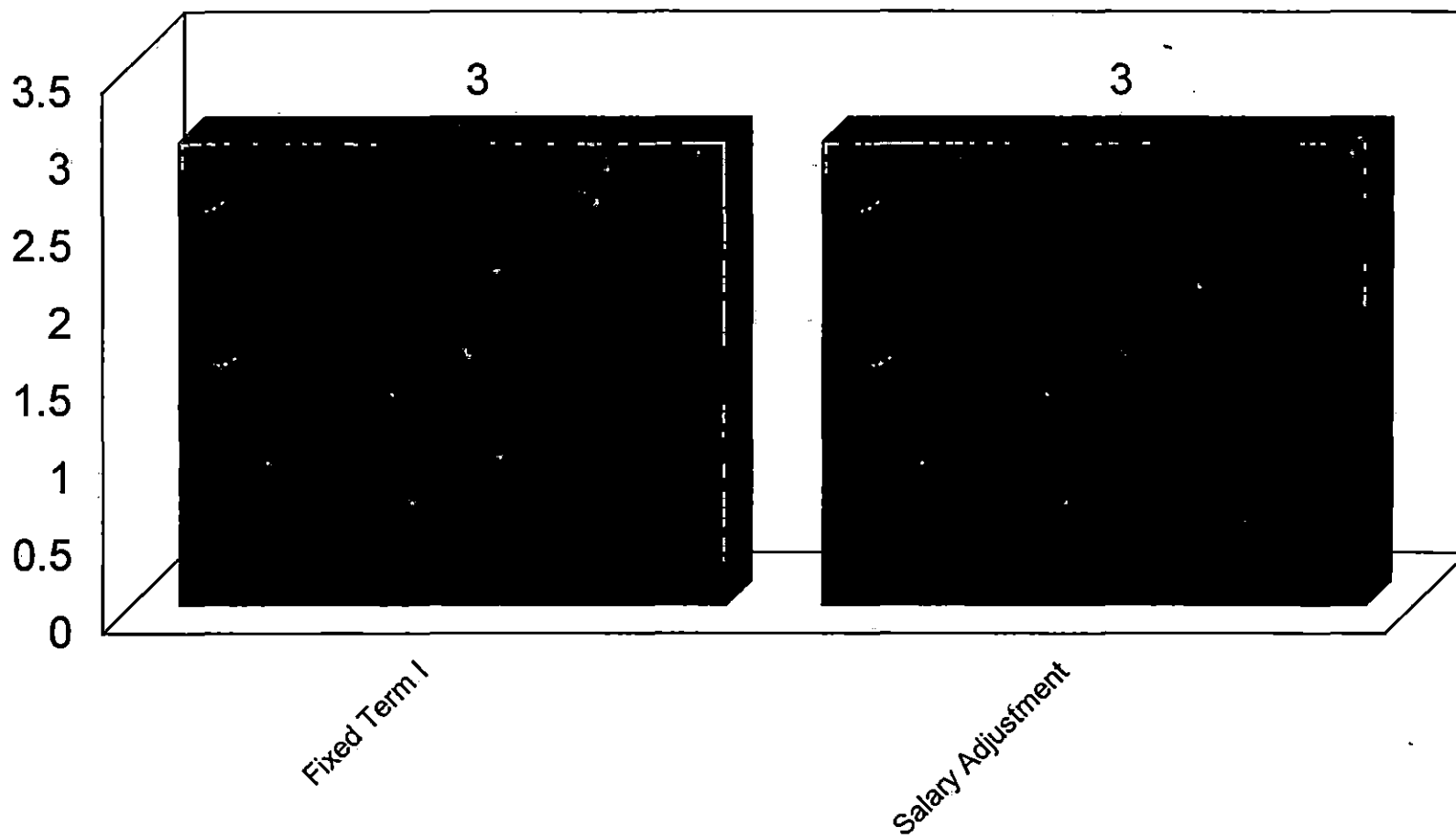


Total Number of PARs = 14

Total Number of Actions = 17

RESTRICTED ACTIONS FOR RESTRICTED APPOINTMENTS

5/19/97 thru 8/22/97



Total Number of PARs = 3

Total Number of Actions = 6

MOREHEAD STATE UNIVERSITY
STANDING I AND STANDING II POSITIONS SUMMARY
08/22/97

DEPARTMENT NAME	JULY 1 AUTHORIZED POSITIONS	CURRENT AUTHORIZED POSITIONS	+/- POSITION ADJUSTMENTS	CURRENT POSITION STRENGTH	% OF CURRENT STRENGTH
OFFICE OF THE PRESIDENT	3.20	3.20	0.00	3.20	100.00
DIVISION OF UNIVERSITY ADVANCEMENT	28.70	28.00	-0.70	28.00	100.00
DIVISION OF ADMINISTRATION AND FISCAL SERVICES	101.50	102.50	1.00	100.50	98.04
PHYSICAL PLANT	153.00	154.70	1.70	146.70	94.82
DIVISION OF STUDENT LIFE	99.20	100.20	1.00	96.70	96.50
DIVISION OF ACADEMIC AFFAIRS	18.50	18.50	0.00	16.50	89.18
GRADUATE AND EXTENDED CAMPUS PROGRAMS	18.00	19.00	1.00	19.00	100.00
CAUDILL COLLEGE OF HUMANITIES	136.75	136.75	0.00	132.75	97.07
COLLEGE OF BUSINESS	58.00	58.00	0.00	55.00	94.82
COLLEGE OF EDUCATION & BEHAVIORAL SCIENCE	114.42	114.42	0.00	109.42	95.63
COLLEGE OF SCIENCE AND TECHNOLOGY	142.02	142.02	0.00	135.02	95.07
ACADEMIC SUPPORT SERVICES	35.75	35.75	0.00	33.75	94.40
CAMDEN-CARROLL LIBRARY	42.00	42.00	0.00	40.00	95.23
	951.04	955.04	4.00	916.54	95.96

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

MOREHEAD STATE UNIVERSITY - DEFINITIONS OF THE DIFFERENT KINDS OF APPOINTMENTS

- Standing I** Appointment to full-time faculty, administrative, or staff (exempt or non-exempt) position. Employed through budgeted funds with benefits fully covered. The Budget Control Number (Roster ID) will be in the Personnel Roster or a position will be assigned a control number if the position is established after approval of the Personnel Roster. Regular status.* No ending date.
- Standing II** Appointment to part-time faculty, administrative or staff (exempt or non-exempt) position. Employed through budgeted funds with only legally mandated benefits. The Budget Control Number (Roster ID) will be in the Personnel Roster. Non-Regular status.** No ending date.
- Fixed Term I** Appointment to full-time faculty, administrative or staff (exempt or non-exempt) position for at least six calendar months but not to exceed one year. (May be employed through Soft Money funds***). Non-faculty appointments may be renewed from year to year. Early retirement appointments may be made up to four years. Regular status with benefits fully covered.* Terminable on specified ending date of appointment, or earlier, if for cause.
- Fixed Term II** Appointment to full-time (up to six calendar months) or part-time (up to one year) faculty, administrative or exempt position with appropriate benefits. May be employed through Soft Money*** or budgeted funds, with only legally mandated benefits. Non-Regular status.** Terminable on specified ending date of appointment, or earlier, if for cause.
- Supplementary** Supplementary appointment to original agreement. For example, Summer I & II 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 or overload pay. Not to be used for regular overtime pay. Regular status* with benefits fully covered. A supplemental appointment does not change an employee's base pay or employment status.

* Regular status denotes an appointment of a faculty, administrative, or staff member to a full-time position, with benefits fully covered, that will exist for at least six calendar months with the expectation of continuance.

** Non-Regular status denotes an appointment of a faculty, administrative, or staff member to a position that is less than full-time or is full-time for a period not to exceed six calendar months.

*** Soft Money is defined as nonrecurring funds from University or external funds, for example, Federal grants, contracts, etc.

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

DEMOTION

EARLY RETIREMENT PROGRAM

FIXED TERM I

FIXED TERM II

INTERIM/APPOINTMENT

LAYOFF

LEAVE OF ABSENCE

NEW POSITION

OTHER

PROBATIONARY

PROBATION COMPLETED

RECLASSIFICATION

RELEASE

RESIGNATION

RETIREMENT

SALARY ADJUSTMENT

STANDING I

TITLE CHANGE

TRANSFER

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
AHMADI, DORA CARDENAS Asst. Professor of Mathematics Mathematics 000576 \$36,597.00	\$36,630.00	Salary Adjustment (Correction in 1997/98 salary. From \$34,078 to \$36,630. \$2,552 incr.)	08/13/97	Roster ID # 002996
AHMADI, S. ALI Assistant Professor Economics Accounting & Economics 003107 \$38,000.00	\$38,000.00	Standing I	08/11/97	
ALCORN, JOHN M Assoc. Professor of Accounting Accounting & Economics 000345 \$49,760.00	\$49,760.00	Early Retirement Program	12/31/97	
ALCORN, JOHN M Assoc. Professor of Accounting Accounting & Economics 000345 \$49,760.00		Fixed Term I (Early Retirement under PAC-25. Salary to be determined each academic year)	01/12/98 - 12/31/01	
ALLISON, JOHN L. Instructor of English English, Foreign Lang. & Phil. 003075 \$33,702.00	\$22,500.00	Fixed Term I	08/13/97 - 05/16/98	
BECK, GENELL SUE Instructor of Mathematics Mathematics	\$12,000.00	Fixed Term II	08/11/97 - 12/20/97	Roster ID # 003196

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
CLEVENGER, BRIAN EDWARD Adjustment Counselor CDPCRC	\$26,145.00	Fixed Term I Salary Adjustment (From \$24,900 to \$26,145. \$1,245 incr.)	07/01/97 - 06/30/98	Restricted
COLE, WILLIAM DALTON Instructor of Sociology Sociology, Soc. Work, Crim.	\$25,000.00	Fixed Term I	08/11/97 - 05/16/98	Roster ID # 002996
CONLEY, TROY NEAL Instructor, Radiologic Tech. Nur. & All. Hlth.-Rad. Tech	\$12,000.00	Fixed Term II	08/18/97 - 12/19/97	Roster ID # 000313
COOLEY, PAUL DAVID Instructor of Mathematics Mathematics 002676 \$33,000.00	\$24,000.00	Fixed Term I	08/11/97 - 05/15/98	
CORNETT, D. DANIEL Director of Admissions Off. of Enrollment Management 000139 \$43,706.00	\$43,706.00	Reclassification Title Change Salary Adjustment (From Dir. of Recruitment to Dir. of Admissions. From \$35,374 to \$43,706. \$8,332 incr.)	07/01/97	
CYRUS, VIVIAN FLORA Asst. Professor of Mathematics Mathematics 003126 \$37,132.00	\$37,200.00	Salary Adjustment (Correction of 1997/98 salary. From \$34,497 to \$37,200. \$2,703 incr.)	08/13/97	Roster ID # 002996

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
DAULTON, MARIETTA Assistant Professor Education Leadership & Secondary Educ. 000378 \$36,500.00	\$36,500.00	Resignation	07/06/97	
DE BORD, WILLIAM JOSEPH Librarian II Est.Ky.Hlth.Science Inf.Net	\$33,567.00	Fixed Term I Salary Adjustment (From \$32,085 to \$33,567. \$1,482 incr.)	07/01/97 - 06/30/98	Restricted
DENHAM, MELISSA ANN Vet. Technician Internship Agricultural Sciences-Vet Tech 003218 \$12,240.00	\$12,240.00	Fixed Term I Salary Adjustment (From \$12,000 to \$12,240. \$240 incr.)	07/01/97 - 06/30/98	
DURDEN, JEFFERY LEE Offensive Coordinator Football 001141 \$37,694.00	\$37,694.00/annual	Fixed Term I Salary Adjustment Title Change (From Assistant Football Coach to Offensive Coord. From \$34,279 to \$37,694. \$3,415 incr.)	07/01/97 - 12/31/97	
DUVALL, ARDITH DALE Instructor of Education Leadership & Secondary Educ.	\$12,000.00	Fixed Term II	08/18/97 - 12/19/97	Roster ID # 000363
FIALA, E. STEPHANIE Instructor of Art Art 003174 \$35,286.00	\$24,500.00	Fixed Term I	08/13/97 - 05/16/98	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
FLORA, BEN V Professor of Mathematics Mathematics 000573 \$62,261.00	\$62,344.00	Salary Adjustment (Correction of 1997/98 salary. From \$59,411 to \$62,344. \$2,933 incr.)	08/13/97	Roster ID # 002996
FLUTY, JAMES A Dir. Accounting & Bud. Control Accounting & Budgetary Control 000026 \$56,442.00	\$56,442.00	Reclassification Salary Adjustment (From \$50,804 to \$56,442. \$5,638 incr.)	07/01/97	
FRANZINI, ROBERT J Professor of Art Art 000456 \$51,580.00	\$5,731.00	Interim Appointment (Interim Department Chair)	08/01/97 - 05/31/98	Roster ID # 001113
GIARMO, CHRISTINE M. Instructor of Psychology Psychology 003215 \$34,613.00	\$30,000.00	Fixed Term I	08/15/97 - 05/16/98	
GIFFORD, STEPHANIE GAY Instructor of Nursing Nursing & All. Health-ADN Prog 001065 \$33,000.00	\$30,450.00	Fixed Term I	08/13/97 - 05/16/98	
GILLIAM, JOHN WILLIAM Defensive Coordinator Football 002532 \$37,886.00	\$37,886.00	Fixed Term I Salary Adjustment Title Change (From Asst. Football Coach to Defensive Coord. From \$34,512 to \$37,886. \$3,374 incr.)	07/01/97 - 12/31/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
GILLIS, J. PATRICK Coord., Veterinary Tech. Agricultural Sciences-Vet Tech 000869 \$46,000.00	\$46,000.00	Standing I	08/11/97	
GILLIS, J. PATRICK Coord., Veterinary Tech. Agricultural Sciences-Vet Tech 000869 \$46,000.00	\$46,000.00	Resignation	08/18/97	
GLENDENING, CANDACE L. Instructor of Biology Biological & Environmental Sci 003090 \$21,420.00	\$21,741.00	Fixed Term I	08/13/97 - 05/15/98	Roster ID # 003192
GOLDEY, GREGORY T. Asst. Professor of Government Geog., Government & History	\$26,000.00	Fixed Term I	08/11/97 - 05/18/98	Roster ID # 002823
GOULD, ROBERT B. Professor of Geography Geog., Government & History 000605 \$53,124.00	\$53,124.00	Retirement	06/30/97	
GRAHAM III, JOHN Asst. Professor of Accounting Accounting & Economics 001221 \$61,479.00		Fixed Term I (Early Retirement under PAC-25. Salary to be determined each academic year)	08/11/98 - 05/15/02	
GRUBB, DEBORAH Assistant Professor Education Leadership & Secondary Educ. 000400 \$39,317.00	\$7,869.00	Interim Appointment (Interim Department Chair)	08/01/97 - 05/31/98	Roster ID # 003224 Roster ID # 000377

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
HALL, CHRISTINA A. Psycho-Social Evaluator CDPCRC	\$21,278.00	Fixed Term I Salary Adjustment (From \$20,265 to \$21,278. \$1,013 incr.)	07/01/97 - 06/30/98	Restricted
HAMILTON, SHIRLEY POTTER Director, Community Develop. Community Development 000170 \$47,000.00	\$47,000.00	Title Change Salary Adjustment (From Comm. Dev. & Cont. Ed. Dir. to Dir., Comm. Dev. From \$43,124 to \$47,000. \$3,876 incr.)	07/01/97	
HANES, JAY MICHAEL Assistant Professor of Art Art 003174 \$33,256.00	\$33,256.00	Resignation	07/22/97	
HARDESTY, CRAIG D. Instructor of Mathematics Mathematics 003042 \$23,400.00	\$24,000.00	Fixed Term I	08/11/97 - 05/18/98	Roster ID # 003196
HEAVIN, KAREN Instructor of Mathematics Mathematics 003106 \$24,000.00	\$24,000.00	Fixed Term I	08/11/97 - 05/16/98	
HENSON, JACK Asst. Prof. Business Education Information Sciences 002051 \$45,081.00	\$2,562.00	Interim Appointment (Interim Department Chair)	06/09/97 - 07/03/97	Summer School

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
HOWARD, HAROLD DEAN Maint. Technician II Building Maintenance 000708 \$9.44/hr.	\$9.44/hr.	Retirement	06/30/97	
HU, XIAOBO Asst. Professor of Government Geog., Government & History 002823 \$33,541.00	\$33,541.00	Leave of Absence	08/13/97 - 05/16/98	
HU, XIAOBO Asst. Professor of Government Geog., Government & History	\$7,000.00	Other (Research in Singapore)	08/13/97 - 12/13/97	Roster ID # 002823
JACKSON, BROADUS B Professor of History Geog., Government & History 000611 \$55,402.00	\$55,402.00	Retirement	05/31/98	
JAISINGH, LLOYD R. Professor of Mathematics Mathematics 000571 \$55,893.00	\$55,991.00	Salary Adjustment (Correction of 1997/98 salary. From \$52,528 to \$55,991. \$3,463 incr.)	08/13/97	Roster ID # 002996
JAYNE-READ, JILL JAYNE AFS Staff Assistant Off., VP Adm. & Fiscal Serv. 003172 \$24,993.00	\$24,993.00/annual	Fixed Term I Salary Adjustment Transfer (From Spec. Asst. to President to AFS Staff Asst. From \$47,715 to \$24,993. \$22,722 decr.)	07/01/97 - 12/31/97	

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Appointment Status Actions

05/19/97 - 08/22/97

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
LEROY-FRAZIER, JILL Instructor of English English, Foreign Lang. & Phil. 001433 \$22,067.00	\$22,176.00	Fixed Term I	08/13/97 - 05/15/98	Roster ID # 002639
LEWIS, ANCIL WARD Instructor of Management Management & Marketing 000320 \$35,000.00	\$35,000.00	Fixed Term I	08/01/97 - 05/31/98	
LIN, LIN-MIAO Psychology Teaching Fellow Psychology 000414 \$24,000.00	\$24,000.00	Fixed Term I	08/14/97 - 05/15/98	
LONG, DAWN MARIE Instructor of Mathematics Mathematics 003086 \$24,107.00	\$24,000.00	Fixed Term I	08/13/97 - 05/18/98	
LUCKEY, SUE Y Professor, Business Education Information Sciences 000335 \$14,646.00	\$14,646.00	Fixed Term I (Worked an additional semester under her Early Retirement Prog.)	01/14/98 - 05/16/98	
MAURIELLO, CAROL ANN Instructor of English English, Foreign Lang. & Phil. 002881 \$22,458.00	\$22,795.00	Fixed Term I	08/13/97 - 05/15/98	Roster ID # 000505

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
MCGHEE, CONNIE LOU Regional Monitoring Specialist Elem. Read. & Spec. Education	\$24,000.00	Probation Completed	01/28/97	Roster ID # 000385
MCGHEE, CONNIE LOU Regional Monitoring Specialist Elem. Read. & Spec. Education 003219 \$27,828.00	\$27,828.00	Fixed Term I Salary Adjustment (From \$24,000 to \$27,828. \$3,828 incr.)	07/01/97 - 06/30/98	
MESSER, GARY G Director, Risk Management Office of Support Services 000256 \$43,604.00	\$43,604.00	Retirement	05/31/97	
MITCHELSON, RONALD LEON Professor of Geography Geog., Government & History 003048 \$70,236.00	\$61,429.00	Salary Adjustment Title Change (From Dept. Chair to Prof. of Geography. From \$63,572 to \$61,429. \$2,143 decr.)	08/13/97	
MOORE, AMY SUE Operations Manager Off. of Information Technology 002859 \$22,431.00	\$22,431.00	Layoff	06/30/97	
MORELLA, CAROLE C. Dir., Res. Grants & Contracts Off., Research, Grants & Cont. 000135 \$62,658.00	\$62,658.00	Reclassification Salary Adjustment (From \$56,992 to \$62,658. \$5,666 incr.)	07/01/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
NEWSOME, NOLA FAYE Assistant Professor Education Elem. Read. & Spec. Education 003111 \$34,000.00	\$35,000.00 (\$1,000.00 incr.)	Salary Adjustment (Received Doctorate Degree)	08/13/97	Roster ID # 000385
NOLEN, GORDON Assoc. Professor Mathematics Mathematics 000581 \$51,085.00	\$51,153.00	Salary Adjustment (Correction of 1997/98 salary. From \$48,747 to \$51,153. \$2,406 incr.)	08/13/97	Roster ID # 002996
OSBORNE, MARY P Assoc. Professor of Marketing Management & Marketing 000324 \$56,107.00	\$6,234.00	Interim Appointment (Interim Department Chair)	08/01/97 - 05/31/98	Roster ID # 000322 Roster ID # 003110
PACK, TED M. Instructor of Mathematics Mathematics 000961 \$30,430.00	\$30,446.00	Salary Adjustment (Correction of 1997/98 salary. From \$29,014 to \$30,446. \$1,432 incr.)	08/13/97	Roster ID # 002996
PARRISH, LEAH JANET Instructor of CIS Information Sciences 003213 \$30,000.00	\$30,450.00	Fixed Term I	08/13/97 - 05/16/98	Roster ID # 003110
PEAKE, ALICE LUCINDA Instructor of Education Elem. Read. & Spec. Education 000367 \$32,000.00	\$24,000.00	Fixed Term I	08/18/97 - 05/15/98	
PHELPS, ANNE Assistant Professor of Biology Biological & Environmental Sci. 003090 \$31,036.00	\$31,036.00	Release	05/17/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
PHILLEY, MELISSA LOUISE Instructor of Biology Biological & Environmental Sci 003192 \$33,000.00	\$26,000.00	Fixed Term I	08/13/97 - 05/16/98	
PLANCK, LARRY JOE Dir., Physical Plant Office of Physical Plant 000698 \$61,615.00	\$65,000.00 (\$3,385.00 incr.)	Salary Adjustment (Reorganization/ Downsizing)	07/01/97	Opening Bud-Undist.
PRINDLE, ROMA Assistant Professor of Music Music 003057 \$33,437.00	\$34,437.00 (\$1,000.00 incr.)	Salary Adjustment (Received Doctorate Degree)	08/13/97	Roster ID # 002996
REVELAS, DAMON A. Asst. Prof. Hotel/Management Human Sciences 000490 \$38,104.00	\$38,104.00	Resignation	05/28/97	
ROGERS, GLENN C Professor of English English, Foreign Lang. & Phil. 000505 \$56,768.00	\$56,768.00	Retirement	08/01/97	
ROGERS, JUDY R. Assoc. VP for Academic Affairs Off. Academic Support Services 000218 \$76,527.00	\$76,527.00	Retirement	07/15/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
ROSS, RANDY K. Assoc. Professor Mathematics Mathematics 000572 \$39,028.00	\$39,080.00	Salary Adjustment (Correction of 1997/98 salary. From \$37,241 to \$39,080. \$1,839 incr.)	08/13/97	Roster ID # 002996
SAXON, JOYCE FAYE Asst. Professor of Mathematics Mathematics 000582 \$46,030.00	\$46,115.00	Salary Adjustment (Correction of 1997/98 salary. From \$43,116 to \$46,115. \$2,999 incr.)	08/13/97	Roster ID # 002996
SEELIG, JOHN MICHAEL Professor of Social Work Sociology, Soc. Work, Crim. 003071 \$24,483.00	\$24,483.00	Leave of Absence	08/01/97 - 05/15/98	
SEELIG, JOHN MICHAEL Professor of Social Work Sociology, Soc. Work, Crim. 000622 \$49,339.00	\$49,339.00	Leave of Absence	08/13/97 - 05/15/98	
SETH, DANIEL L. Assoc. Professor Mathematics Mathematics 002855 \$40,322.00	\$40,443.00	Salary Adjustment (Correction of 1997/98 salary. From \$38,064 to \$40,443. \$2,379 incr.)	08/13/97	Roster ID # 002996
SETSER, JOANNE D. Instructor of Education Leadership & Secondary Educ.	\$12,000.00	Fixed Term II	08/18/97 - 12/19/97	Roster ID # 000363

Appointment Status Actions

05/19/97 - 08/22/97

Name
Title
Department
Roster ID

Position Base Salary	Salary	Description	Effective Date	Fund Source
SEXTON, REBECCA G. Instructor of English English, Foreign Lang. & Phil. 000506 \$22,067.00	\$22,398.00	Fixed Term I	08/13/97 - 05/15/98	Roster ID # 002639
SIEWE, CHRISTINA W Instructor of CIS Information Sciences	\$15,000.00	Fixed Term II	08/13/97 - 12/20/97	Roster ID # 002996
SIEWE, YOUNASU J. Asst. Professor of HPER Health, P.E. & Recreation 002857 \$37,471.00	\$38,000.00	Standing I New Position	08/11/97	Roster ID # 002996
SMITH, KEVIN M. Assistant Basketball Coach Men's Basketball 002219 \$24,000.00	\$24,000.00	Probation Completed	02/22/97	
STANLEY, RODNEY BRYAN Assoc. Prof. Industrial Educ. Ind. Educ. & Technology 000259 \$40,454.00	\$41,454.00 (\$1,000.00 incr.)	Salary Adjustment (Received Doctorate Degree)	08/11/97	Operating Expenses
STEVENS, PETE Asst. Prof. Hotel/Management Human Sciences 000490 \$40,236.00	\$36,000.00	Standing I	08/18/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
SWARTZ, PATTI CAPEL Assistant Professor of English English, Foreign Lang. & Phil. 003212 \$22,468.00	\$22,795.00	Fixed Term I	08/13/97 - 05/15/98	Roster ID # 002639
TAYLOR, CAROLYN D Assoc. Prof. Human Sciences Human Sciences 000285 \$42,313.00	\$42,313.00	Early Retirement Program	12/31/97	
TAYLOR, CAROLYN D Assoc. Prof. Human Sciences Human Sciences 000285 \$42,313.00		Fixed Term I (Early Retirement under PAC-25. Salary to be determined each academic year)	01/20/98 - 12/31/01	
TIERNEY, LELANA GRAVES Program Consultant Elem. Read. & Spec. Education	\$30,972.00	Fixed Term I Salary Adjustment (From \$30,365 to \$30,972. \$607 incr.)	07/01/97 - 06/30/98	Restricted
VISHOMIRSKYTE, LORETA Assistant Professor of English English, Foreign Lang. & Phil. 003075 \$31,065.00	\$31,065.00	Resignation	05/16/97	
WEIKEL, WILLIAM JOSEPH Professor of Education Leadership & Secondary Educ. 000408 \$59,747.00	\$59,747.00	Salary Adjustment Title Change (From Dept. Chair to Prof. of Ed. From \$62,670 to \$59,747. \$2,923 decr.)	08/13/97	

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
WELCH, TERESA G. Librarian III Camden Carroll Library 000677 \$31,589.00	\$31,589.00	Resignation	07/31/97	
WHIDDEN, CHARLES JACKSON Professor of Physics Physical Sciences 000596 \$55,473.00	\$55,473.00	Early Retirement Program	12/31/97	
WHIDDEN, CHARLES JACKSON Professor of Physics Physical Sciences 000596 \$55,473.00		Fixed Term I (Early Retirement under PAC-25. Salary to be determined each academic year)	01/01/98 - 12/31/01	
WHIDDEN, CHARLES JACKSON Professor of Physics Physical Sciences 000596 \$55,473.00	\$16,265.00	Fixed Term I (Early Retirement under PAC-25)	01/01/98 - 05/30/98	Roster ID # 000590 Roster ID # 003101
WILLIS, MELINDA R. Assistant Professor Education Elem. Read. & Spec. Education 000220 \$31,980.00	\$32,980.00 (\$1,000.00 incr.)	Salary Adjustment (Received Doctorate Degree)	08/13/97	Roster ID # 000443
WILSON, LARRY ADRIAN Intra. & Recreation Asst. Dir. Intramurals 000436 \$26,615.00	\$16,000.00	Fixed Term I (Early Retirement under PG-43)	08/18/97 - 05/15/98	Roster ID # 002996

Appointment Status Actions

05/19/97 - 08/22/97

Name Title Department Roster ID Position Base Salary	Salary	Description	Effective Date	Fund Source
WILSON, LARRY ADRIAN Intra. & Recreation Asst. Dir. Intramurals 000436 \$26,615.00	\$32,900.00	Fixed Term I (Early Retirement under PG-43. Salary to be determined each academic year)	08/18/97 - 05/15/02	Roster ID # 002996
WINTER, KATHLEEN RUTH Instructor of English English, Foreign Lang. & Phil. 003211 \$22,000.00	\$22,500.00	Fixed Term I	08/13/97 - 05/16/98	Roster ID # 002639
WISE, GAIL Dir., Cont. Educ. & Conf. Serv Cont. Educ. & Confer. Services 000298 \$46,322.00	\$46,322.00	Title Change Salary Adjustment (From Asst. Dir. Cont. Ed. to Dir., Cont. Ed. & Conf. Serv. From \$40,453 to \$46,322. \$5,869 inc.)	07/01/97	
YANG, NENG CHIANG Inter. Stud. Admissions Coord. Off. of Enrollment Management	\$20,000.00	Fixed Term I Probation New Position	07/01/97 - 06/30/98	Other Wages

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

SUPPLEMENTARY

Total for this report = \$15,532.00

Teaching	\$1,200.00
Other	\$14,332.00

Supplemental Actions

05/19/97 - 08/22/97

Name Title Current Salary	Supplement	Description	Effective Date	Fund Source
----- Office of the President -----				
BOTTS-BUTLER, FRANCENE LAVERNE Director of Human Resources \$55,500.00	\$6,000.00	Affirmative Action Off.	07/01/97 - 06/30/98	Opening Bud-Undist.
----- Comm. Development & Cont. Educ -----				
GIFFORD, JAMES M Exec. Dir., Jesse Stuart Found \$50,841.00	\$300.00	Elderhostel Instructor	11/17/96 - 11/22/96	Temporary Wages
	\$300.00	Elderhostel Instructor	06/22/97 - 06/28/97	Operating Expenses
----- Off. Academic Support Services -----				
MCCORMICK, BEVERLY JOYCE Asst. V.P., Enroll. Management \$70,202.00	\$185.00	Grade lessons for corres.	04/01/96 - 06/30/96	Other Wages
	\$600.00	Teach 1.5 hrs.	08/19/96 - 12/13/96	Lecturer Acct.
	\$400.00	Revising corres. course	07/01/96 - 09/30/96	Other Wages
	\$168.00	Grade lessons for corres.	07/01/96 - 09/30/96	Other Wages
	\$228.00	Grade lessons for corres.	10/01/96 - 12/31/96	Other Wages
	\$42.00	Grade lessons for corres.	01/01/97 - 03/31/97	Other Wages
----- Licking Valley Extended Campus -----				
TOBIN, JONELL Dir., Licking Valley ECC \$60,000.00	\$600.00	Teach MSU 101	08/19/96 - 12/13/96	Roster ID # 001113
	\$5,520.00	Administrative duties	07/01/97 - 06/30/98	Restricted
----- Elem. Read. & Spec. Education -----				
MCGHEE, CONNIE LOU Regional Monitoring Specialist \$27,828.00	\$1,000.00	Consultant, Early Child.	04/15/96 - 08/15/96	Restricted
	\$380.00	Assessment tasks	02/10/97 - 02/28/97	Restricted
	\$400.00	Early Childhood Grant	06/02/97 - 08/01/97	Restricted
----- Sociology, Soc. Work, Crim. -----				
POTTER, ROBERTO HUGH Dir., Inst. Correct. Training \$44,477.00	\$1,274.00	Substance Abuse	05/01/97 - 05/30/97	Restricted

1996-97 SALARY REPORT

Background

The 1996-97 Salary Report shows the total University compensation earned by each exempt (salaried) employee who held an authorized position in 1996-97. The report includes all faculty and exempt staff who held a position authorized by the Board as presented in the 1996-97 Personnel Roster and all subsequent, applicable appointments during the fiscal year. Hourly employees are not included.

The report lists all employees by division in the budget unit in which they were employed in 1996-97. For those few employees that have joint appointments, their entire compensation is listed under their primary position. Further explanation of the information presented in each column of the report follows:

Roster ID No.

The personnel roster identification number for the authorized position in which the employee worked.

1997-98 Approved Base Salary

The 1997-98 base salary for each employee as reflected in the 1997-98 Personnel Roster and approved by the Board on June 13, 1997.

Appointment Date

Each employee's beginning date of employment with the University for the 1996-97 fiscal year. The appointment date for staff with continuing appointments was generally July 1, 1996. The appointment date for faculty with continuing appointments was generally August 12, 1996.

1996-97 Approved Base Salary

The 1996-97 base salary for each employee as reflected in the 1996-97 Personnel Roster approved by the Board on May 10, 1996. In the case of new employees, their base salary at the time of appointment is presented.

1996-97 Amended Base Salary

The amended base salary for each employee as of June 30, 1997.

1996-97 Total Supplemental Pay

The total supplemental pay earned by each employee in addition to their 1996-97 base salary. Supplemental pay may include compensation for summer school, over-the-road, educational bonuses, interim appointments, accrued vacation days (upon termination of employment), and other duties performed in addition to their regular appointments.

1996-97 Total Salary

Each employee's total salary earned from all University sources, restricted and unrestricted, during the 1996-97 fiscal year.

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of the President							
1159	RONALD G. EAGLIN President	\$145,000.00	7/1/96	\$135,790.00	\$135,790.00	\$0.00	\$135,789.94
4	BRENDA CAROL JOHNSON Assistant to the President	\$46,076.00	7/1/96	\$43,881.00	\$43,881.00	\$1,575.00	\$45,455.98
Off., VP Univ. Advancement							
177	KEITH R KAPPES V. P., University Advancement	\$85,000.00	7/1/96	\$79,040.00	\$79,040.00	\$0.00	\$79,039.92
169	JAMES M GIFFORD Exec. Dir., Jesse Stuart Found	\$50,841.00	7/1/96	\$47,961.00	\$47,961.00	\$600.00	\$48,561.00
178	LINDA SUE SIMPSON Administrative Assistant II	\$28,631.00	7/1/96	\$27,679.00	\$27,679.00	\$0.00	\$27,678.82
Off. Alum. Relations & Development							
149	WILLIAM HOWARD REDWINE Dir., Alumni Relations & Dev.	\$56,312.00	7/1/96	\$53,777.00	\$53,777.00	\$0.00	\$53,776.92
1252	JAMES R. CAUDILL Athletic Development Officer	\$38,640.00	7/1/96	\$37,216.00	\$37,216.00	\$0.00	\$37,215.96
3149	MELINDA CAROL HIGHLEY Development Officer	\$25,583.00	7/1/96	\$23,939.00	\$23,939.00	\$600.00	\$24,538.98
181	ROBERT F. HOWERTON Planned Giving Officer	\$44,269.00	7/1/96	\$43,049.00	\$43,049.00	\$0.00	\$43,048.98
1036	TAMI BETH JONES Coord., Alumni Act. & Licens.	\$30,932.00	7/1/96	\$29,375.00	\$29,375.00	\$0.00	\$29,374.92

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
545	ANGELA MULLINS Development and Promotion Dir.	\$27,848.00	7/1/96	\$23,322.00	\$27,000.00	\$0.00	\$25,118.58
2824	SHIRLEY MOBLEY PARKER Accountant II	\$33,472.00	7/1/96	\$30,604.00	\$30,604.00	\$0.00	\$30,603.96
Off. Institutional Relations							
1286	JUDITH O. YANCY Dir., Institutional Relations	\$49,898.00	7/1/96	\$47,423.00	\$47,423.00	\$0.00	\$47,422.96
185	TIMOTHY W. HOLBROOK Chief Photographer	\$24,264.00	7/1/96	\$23,322.00	\$23,322.00	\$0.00	\$23,322.00
180	PAULINE HOLBROOK YOUNG Media Relations Director	\$32,204.00	7/1/96	\$30,365.00	\$30,365.00	\$0.00	\$30,364.88
Off. Publications & Print. Services							
195	REBECCA LYNN BAILEY Publications Editor	\$30,972.00	7/1/96	\$30,365.00	\$30,365.00	\$0.00	\$30,364.88
196	LARRY DANIEL SHUTE Graphic Designer	\$26,061.00	7/1/96	\$24,682.00	\$24,682.00	\$0.00	\$24,681.80
188	CINDY J TRENT Printing Production Manager	\$25,984.00	7/1/96	\$24,500.00	\$24,500.00	\$0.00	\$24,499.80
Off. VP Adm. & Fiscal Services							
20	PORTER DAILEY V.P. Admin. & Fiscal Services	\$96,500.00	7/1/96	\$87,500.00	\$87,500.00	\$3,333.33	\$90,833.25

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
21	NELL B. BLAND Administrative Assistant II	\$33,151.00	7/1/96	\$31,139.00	\$31,139.00	\$0.00	\$31,138.92
Off., Budgets & Management Information							
1026	ANGELA S MARTIN Dir. of Budgets & Mgt. Inf.	\$56,700.00	7/1/96	\$52,464.00	\$52,464.00	\$600.00	\$53,064.00
1437	TERESA CATHERINE JOHNSON Asst. Dir. Budgets & Mgt. Inf.	\$31,828.00	7/1/96	\$24,708.00	\$30,365.00	\$0.00	\$27,282.46
1437	CHIH YIH LOO Asst. Dir. Budgets & Mgt. Inf.	\$0.00	7/1/96	\$34,450.00	\$34,450.00	\$4,986.87	\$16,779.37
Office of Fiscal Services							
24	MICHAEL RAY WALTERS Assoc. V.P., Fiscal Services	\$76,000.00	7/1/96	\$69,603.00	\$69,603.00	\$0.00	\$69,603.00
2246	LAWRENCE LEE CRUM Manager, Concessions & Vending	\$28,134.00	7/1/96	\$27,034.00	\$27,034.00	\$0.00	\$27,033.84
Accounting & Budgetary Control							
26	JAMES A FLUTY Dir. Accounting & Bud. Control	\$56,442.00	7/1/96	\$50,804.00	\$50,804.00	\$0.00	\$50,803.92
3189	DAWN L. COLBERT Perkins Loan Accountant	\$0.00	7/1/96	\$19,115.00	\$19,115.00	\$0.00	\$12,438.33
3189	SABRINA FAITH CROUCH Perkins Loan Accountant	\$19,497.00	7/8/96	\$8.00	\$19,115.00	\$0.00	\$16,566.01

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
848	FREDA D. DONALDSON Senior Accountant	\$32,666.00	7/1/96	\$31,165.00	\$31,165.00	\$0.00	\$31,164.90
3032	CAROL R. FORD Accountant I	\$25,324.00	7/1/96	\$21,235.00	\$24,235.00	\$400.00	\$22,396.50
137	SHARON ELIZABETH GOODING Grants Staff Accountant	\$0.00	7/1/96	\$19,720.00	\$19,720.00	\$669.82	\$5,220.58
28	B. HAROLD JUSTICE Student Accounts Counselor	\$22,618.00	7/1/96	\$21,942.00	\$21,942.00	\$0.00	\$21,941.92
29	VALERIE ANN OUSLEY Receivables Manager	\$33,142.00	7/1/96	\$29,644.00	\$29,644.00	\$600.00	\$30,243.96
137	KAREN JEAN PIERCE Grants Staff Accountant	\$19,497.00	9/30/96	\$19,115.00	\$19,115.00	\$0.00	\$14,409.70
30	STEVE F SCHAFER Senior Accountant	\$0.00	7/1/96	\$46,244.00	\$46,244.00	\$5,335.80	\$49,462.44
Payroll							
44	BEVERLY JO BREWER Director of Payroll	\$33,721.00	7/1/96	\$32,199.00	\$32,199.00	\$0.00	\$32,198.92
Office of Support Services							
39	CHARLOTTE M. DOWDY Director of Support Services	\$53,500.00	7/1/96	\$42,469.00	\$44,592.00	\$3,255.98	\$46,078.70
41	BONNIE LOU FANNIN Asst. Director of Purchasing	\$29,942.00	7/1/96	\$24,390.00	\$26,615.00	\$1,860.00	\$26,620.82
3017	SAUNDRA LOUISE NEWTON Buyer	\$20,857.00	7/1/96	\$19,944.00	\$19,944.00	\$0.00	\$18,848.82

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
40	CARLA ARMSTRONG RUCKER Senior Buyer	\$25,723.00	7/1/96	\$20,240.00	\$22,865.00	\$2,187.50	\$22,776.98
Office of Postal Services							
1365	MAUDA ELAINE PARISH Postmaster	\$18,941.00	7/1/96	\$18,239.00	\$18,239.00	\$0.00	\$18,239.00
Access Card Services							
1470	MARQUITA HAMM BEAR Mgr. Acc. Card Tech. & Postal	\$28,592.00	7/1/96	\$26,041.00	\$27,343.00	\$1,085.00	\$27,342.78
Office of Human Resources							
1846	FRANCENE LAVERNE BOTTS-BUTLER Director of Human Resources	\$55,500.00	7/1/96	\$53,040.00	\$53,040.00	\$0.00	\$53,040.00
1164	PHYLLIS J. DEHART Personnel Coordinator	\$24,874.00	7/1/96	\$23,628.00	\$23,628.00	\$1,058.00	\$24,685.76
2495	MICHELLE P. HARDIN Recruitment & Employ. Manager	\$29,950.00	7/1/96	\$28,328.00	\$28,328.00	\$0.00	\$28,327.78
3004	SUZANNE S. HOGGE Compen. & Benefits Manager	\$33,786.00	7/1/96	\$32,282.00	\$32,282.00	\$0.00	\$32,281.86
3156	WILLIAM J. RILEY Director of Special Projects	\$48,780.00	7/1/96	\$46,609.00	\$46,609.00	\$0.00	\$46,608.90

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Risk Management							
256	GARY G MESSER Director, Risk Management	\$0.00	7/1/96	\$43,604.00	\$43,604.00	\$5,009.19	\$47,075.70
Office of Internal Audits							
2807	BEVERLY M. HATFIELD Director of Internal Audits	\$43,500.00	7/1/96	\$39,780.00	\$39,780.00	\$0.00	\$39,780.00
3145	MELISSA ELAINE HICKS Auditor I	\$0.00	7/1/96	\$22,865.00	\$24,122.00	\$278.31	\$17,435.15
Folk Art Center							
3171	JILL JAYNE-READ Director of Folk Art Center	\$24,993.00	7/1/96	\$47,715.00	\$47,715.00	\$0.00	\$47,714.68
2813	RUTH ANN FRALEY Museum Shop/Volunteer Coord.	\$0.00	7/1/96	\$16,278.00	\$16,278.00	\$437.99	\$2,316.20
2979	ADRIAN SWAIN Artistic Director/Curator	\$32,361.00	7/1/96	\$31,726.00	\$31,726.00	\$0.00	\$31,725.98
2813	CHRISTINE A. THOMPSON Museum Store/Volunteer Coord.	\$15,672.00	10/14/96	\$15,365.00	\$15,365.00	\$0.00	\$11,070.65
Off. of Information Technology							
5	DWAYNE P. CABLE Asst. V.P., Infor. Technology	\$73,000.00	7/1/96	\$65,862.00	\$65,862.00	\$0.00	\$65,861.90

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
16	SUE MAYSE BANG Technical Support Coordinator	\$25,361.00	7/1/96	\$24,702.00	\$24,702.00	\$0.00	\$24,701.82
Office of Academic Computing							
1346	GARY L VAN METER Dir., Information Technology	\$59,623.00	7/1/96	\$56,211.00	\$56,211.00	\$0.00	\$56,211.00
3012	DAVID E. FRAZIER Sr. Acad. Computing Consult.	\$33,654.00	7/1/96	\$32,190.00	\$32,190.00	\$100.00	\$32,289.82
3009	DARRELL LEE SMITH Sr. Acad. Computing Consult.	\$33,123.00	7/1/96	\$31,502.00	\$31,502.00	\$250.00	\$31,751.86
834	DEBRA ANN WHITE Academic Comp. Consultant I	\$22,378.00	7/1/96	\$21,501.00	\$21,501.00	\$0.00	\$21,500.96
Office of User Services							
15	MATTIE BETH PATRICK Dir., Information Technology	\$61,285.00	7/1/96	\$54,335.00	\$57,052.00	\$0.00	\$55,846.70
3151	PHILIP HARTE BROWN Technology Consultant I	\$19,497.00	8/12/96	\$19,115.00	\$19,115.00	\$0.00	\$17,031.57
155	IVAN MICHAEL COLBERT Technology Consultant I	\$0.00	7/1/96	\$19,115.00	\$19,115.00	\$220.53	\$10,880.93
1523	ANDREA F. CORNETT Senior Programmer/Analyst	\$38,311.00	7/1/96	\$36,373.00	\$36,373.00	\$0.00	\$36,372.96
11	VICKIE LYNN DOLIN Programmer/Analyst II	\$34,397.00	7/1/96	\$32,801.00	\$32,801.00	\$300.00	\$33,100.82
12	CONNIE SUE GRIMES Data Base Analyst	\$28,981.00	7/1/96	\$27,620.00	\$27,620.00	\$0.00	\$27,619.80

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
466	JEFFREY DAVID HIGHLEY Technology Consultant I	\$21,302.00	7/1/96	\$19,879.00	\$19,879.00	\$0.00	\$19,878.82
3115	MICHAEL WAYNE HOGGE Technology Consultant II	\$29,470.00	7/1/96	\$27,961.00	\$27,961.00	\$0.00	\$27,960.92
3204	CARL SCOTT JOHNSON Technology Consultant I	\$19,497.00	12/2/96	\$19,115.00	\$19,115.00	\$150.00	\$11,300.35
1392	PHILIP D JOHNSON Technology Consultant I	\$19,887.00	7/1/96	\$19,115.00	\$19,497.00	\$0.00	\$19,395.44
3007	BRENT NEWTON JONES Sr. Microcomputer Consultant	\$37,877.00	7/1/96	\$36,391.00	\$36,391.00	\$2,400.00	\$38,790.90
158	JAMES D. MCROBERTS Technology Consultant I	\$21,355.00	7/1/96	\$20,625.00	\$20,625.00	\$0.00	\$20,624.76
1861	DOUG RAYMOND NAPIER Technology Consultant I	\$20,335.00	7/1/96	\$19,879.00	\$19,879.00	\$0.00	\$19,878.82
1172	RICHARD C. PATRICK Technology Consultant I	\$19,497.00	8/12/96	\$19,115.00	\$19,115.00	\$0.00	\$17,031.57
3114	STEPHEN DOUGLAS RICHMOND Senior Programmer/Analyst	\$38,481.00	7/1/96	\$36,411.00	\$36,411.00	\$0.00	\$36,411.00
17	TIMMY JOSEPH SLOAN Technology Consultant II	\$24,787.00	7/1/96	\$23,831.00	\$23,831.00	\$0.00	\$23,830.82
2803	ANNA MARIE SLONE Technology Consultant I	\$19,497.00	8/12/96	\$19,115.00	\$19,115.00	\$150.00	\$16,961.04
3011	EDWARD C. STATON Technology Consultant I	\$19,115.00	3/31/97	\$19,115.00	\$19,115.00	\$0.00	\$4,852.20
1408	SHERI L. WHITE Technology Training Coord.	\$24,898.00	7/1/96	\$22,373.00	\$23,492.00	\$300.00	\$23,295.56

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Technical Services							
3178	JAMES RONNIE ADKINS Video Systems Manager	\$36,634.00	7/1/96	\$35,597.00	\$35,597.00	\$0.00	\$35,596.86
Office of Telecommunications							
3018	MICHAEL WADE ELDRIDGE Network Manager	\$33,446.00	7/1/96	\$32,509.00	\$32,509.00	\$0.00	\$32,508.84
3203	ERIC ROTH JONES PBX Administrator	\$30,972.00	11/4/97	\$30,365.00	\$30,365.00	\$0.00	\$20,048.40
10	BARRY E. LYONS Network Manager	\$32,877.00	7/1/96	\$31,580.00	\$31,580.00	\$0.00	\$31,579.86
2859	AMY SUE MOORE Network Analyst	\$30,365.00	7/1/96	\$21,363.00	\$22,431.00	\$0.00	\$21,957.22
3205	ZOLTAN A. ORI Network Manager	\$30,972.00	7/1/96	\$19,115.00	\$30,365.00	\$0.00	\$25,735.20
Office of Computing Center							
168	LAWRENCE JAMES ESTEP Systems Programmer	\$24,306.00	7/1/96	\$23,035.00	\$23,035.00	\$0.00	\$23,034.96
13	DREW WILLIAM HENDERSON Systems Manager	\$36,702.00	7/1/96	\$34,784.00	\$34,784.00	\$0.00	\$34,783.92

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Physical Plant							
698	LARRY JOE PLANCK Dir., Physical Plant	\$65,000.00	7/1/96	\$58,924.00	\$58,924.00	\$0.00	\$58,923.96
1468	LARRY GENE CAUDILL Administrative Superintendent	\$49,414.00	7/1/96	\$46,215.00	\$46,215.00	\$0.00	\$46,215.00
701	HAROLD B. HAGGARD Construction Manager	\$33,177.00	7/1/96	\$31,950.00	\$31,950.00	\$0.00	\$31,949.84
Recycling Program							
3066	APRIL DIANE HAIGHT Recycling/Energy Conser. Coord	\$21,806.00	7/1/96	\$20,061.00	\$20,561.00	\$0.00	\$20,310.96
Power Plant							
746	ROGER LEE HILDERBRAND Manager of Heat. & Water Plant	\$36,156.00	7/1/96	\$33,761.00	\$33,761.00	\$0.00	\$33,761.00
Building Maintenance							
729	STEVE P. LEITZ Building Maint. Superintendent	\$36,970.00	7/1/96	\$35,970.00	\$35,970.00	\$0.00	\$35,970.00
3021	ORVILLE L. WADDELL Physical Facilities Coord.	\$29,027.00	7/1/96	\$26,939.00	\$26,939.00	\$0.00	\$26,938.86

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Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Building Services							
1652	MURRAY R. GREVIOUS Build. Services Superintendent	\$34,132.00	7/1/96	\$32,914.00	\$32,914.00	\$0.00	\$32,913.92
753	LANA BELLE FRALEY Asst.Bldg.Serv. Superintendent	\$20,771.00	7/1/96	\$19,973.00	\$19,973.00	\$0.00	\$19,972.94
812	DAVID LEROY JESSIE Asst.Bldg.Serv. Superintendent	\$20,459.00	7/1/96	\$19,663.00	\$19,663.00	\$4,050.00	\$23,712.76
Environmental Health & Safety							
3034	JOHN O'LEARY HAIGHT Envir. Health & Safety Coord.	\$0.00	7/1/96	\$35,000.00	\$35,000.00	\$2,961.42	\$13,057.17
3034	JEFFERY S. STEWART Envir. Health & Safety Coord.	\$30,000.00	4/21/97	\$30,000.00	\$30,000.00	\$0.00	\$5,923.02
University Store							
846	BILL W SHARP Dir., University Store	\$23,825.00	7/1/96	\$40,842.00	\$40,842.00	\$0.00	\$40,842.00
851	JACKIE RHEA GRIFFEY Supplies Manager	\$29,285.00	7/1/96	\$27,644.00	\$27,644.00	\$0.00	\$27,643.98
853	JOHN PHILLIP RAY Book Manager	\$24,229.00	7/1/96	\$23,322.00	\$23,322.00	\$0.00	\$23,322.00

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Golf Course							
1267	ROBERT CHRISTOPHER HAMILTON Manager, Golf Course	\$23,514.00	7/1/96	\$15,934.00	\$22,938.00	\$1,793.00	\$18,999.40
Off., VP Student Life							
48	DAVID MICHAEL MINCEY Vice Pres. for Student Life	\$85,000.00	7/1/96	\$79,040.00	\$79,040.00	\$0.00	\$79,040.00
543	MYRON LEE DOAN Dean of Students	\$49,437.00	7/1/96	\$46,965.00	\$46,965.00	\$0.00	\$46,965.00
51	JEANIE LEE SCRUGGS Administrative Assistant II	\$31,705.00	7/1/96	\$30,120.00	\$30,120.00	\$0.00	\$30,119.96
Office of Student Activities							
50	LARRY WAYNE STEPHENSON Director of Student Activities	\$55,390.00	7/1/96	\$52,760.00	\$52,760.00	\$0.00	\$52,759.98
3038	DAVID G. COX Greek Aff. & Stud. Org. Coord.	\$24,610.00	7/1/96	\$23,809.00	\$23,809.00	\$0.00	\$23,808.98
114	CLYDE I JAMES Univ. Center Services Manager	\$42,253.00	7/1/96	\$39,915.00	\$39,915.00	\$0.00	\$39,914.94
117	SUSETTE ELAINE REDWINE Univ. Ctr. Prg. & Spec. Coord.	\$35,135.00	7/1/96	\$33,540.00	\$33,540.00	\$1,000.00	\$34,540.00

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Office of Financial Aid							
922	TIMOTHY PAUL RHODES Dir., Financial Aid	\$60,146.00	7/1/96	\$57,398.00	\$57,398.00	\$0.00	\$57,397.92
2894	CAROL BECKER Assoc. Director, Financial Aid	\$38,938.00	7/1/96	\$37,011.00	\$37,011.00	\$0.00	\$37,011.00
127	DONNA JEAN KING Financial Aid Counselor	\$22,706.00	7/1/96	\$21,493.00	\$21,493.00	\$400.00	\$21,892.90
1310	JOSEPH R. PACE Financial Aid Counselor	\$19,594.00	7/1/96	\$7.05	\$19,115.00	\$0.00	\$15,234.18
3098	ANTHONY REE ROBERTS Financial Aid Counselor	\$20,672.00	7/1/96	\$19,879.00	\$19,879.00	\$1,000.00	\$20,878.82
56	RHONDA GAYE SWIM Financial Aid Counselor	\$23,141.00	7/1/96	\$21,792.00	\$21,792.00	\$0.00	\$21,791.90
2030	HELEN CATHERINE VANCE Financial Aid Counselor	\$21,039.00	7/1/96	\$20,179.00	\$20,179.00	\$0.00	\$20,178.86
Office of Student Development							
923	MADONNA BADGETT WEATHERS Director of Student Develop.	\$48,294.00	7/1/96	\$46,088.00	\$46,088.00	\$600.00	\$46,687.86
Office of Student Wellness							
2825	JUDITH KRUG Student Wellness Coordinator	\$31,417.00	7/1/96	\$28,924.00	\$28,924.00	\$0.00	\$28,923.96

REGIONAL ENROLLMENT - FALL 1996
September 12, 1996

CENTER	NUMBER OF CLASSES*	DUPLICATED HEADCOUNT	UNDUPLI. HEADCOUNT	FTE
Ashland Area	28+12=40	574	478	125
Big Sandy	48+13=61	1048	728	223
Licking Valley	30+6=36	659	424	117
Pikeville	6+8=14	206	196	52
Jackson	4+11=15	128	90	24
Whitesburg	5+1=6	51	51	13
Mt. Sterling	2+0=2	39	39	8
Maysville	11+1=12	61	57	15
Salyersville	0+3=3	8	6	2
Hi Hat	0+2=2	13	12	2
TOTAL REGIONAL	120+71=191	2787	2081	581

*Second number in equation indicates number of distance learning classes.

Enrollment Fall 1995

CENTER	NUMBER OF CLASSES	DUPLICATED HEADCOUNT	UNDUPLI. HEADCOUNT	FTE
Ashland Area	44	571	455	129
Big Sandy	44	849	622	186
Licking Valley	37	672	412	136
Pikeville	14	336	283	84
Jackson	7	103	70	19
Whitesburg	4	44	27	9
Mt. Sterling	4	66	62	13
Maysville	4	50	46	12
Olive Hill	1	23	23	4
TOTAL REGIONAL	159	2714	2000	592

**REGIONAL ENROLLMENT
FALL 1997**

CENTER	CLASSES ON SITE	DL SECTIONS	DUPLICATED HEADCOUNT	UNDUPLT. HEADCOUNT	FTE
Ashland Area	30	13	541	391	115
Big Sandy	56	13	1069	720	234
Licking Valley	33	2	563	351	99
Pikeville	9	10	225	199	57
Jackson	9	8	220	130	41
Salyersville		3	11	11	3
Whitesburg		3	24	24	6
Maysville		6	25	19	6
Mt. Sterling	2	8	66	61	14
Winchester	1	1	31	17	8
Louisa	2	2	28	28	6
Owingsville		2	8	8	2
Flemingsburg		1	3	3	
Grayson	1		14	14	3
Raceland		5	29	29	8
Vanceburg		3	9	9	2
TOTAL REGIONAL	143	* 80	2866	2014	604

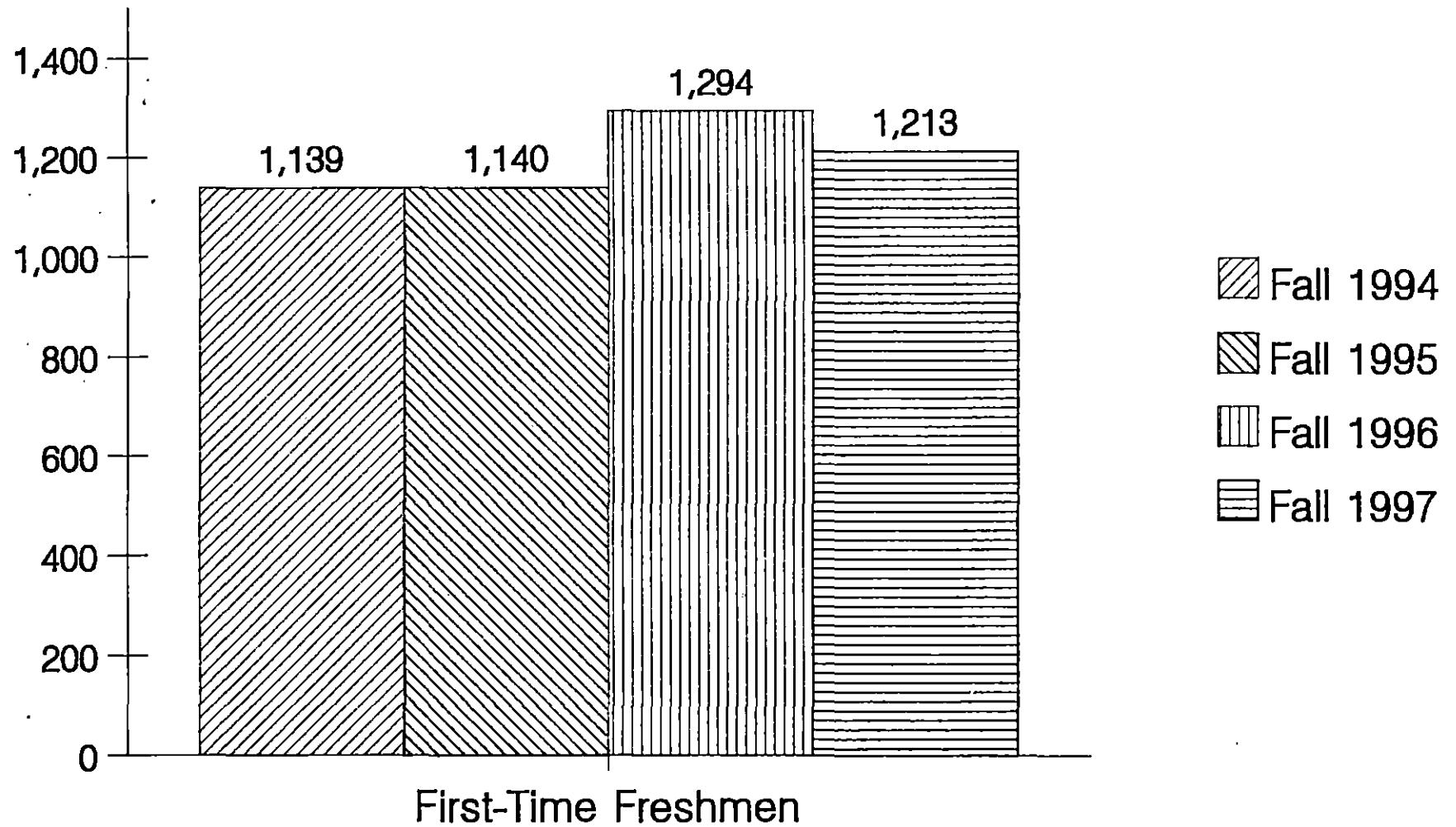
*Represents 80 sections of 26 Distance Learning classes.

**REGIONAL ENROLLMENT SUMMARY
FALL SEMESTERS 1995-1997**

SEMESTER	CLASSES ON SITE	DL SECTIONS	DUPLICATED HEADCOUNT	UNDUPLT. HEADCOUNT	FTE
Fall 1995	150	9*	2714	2000	592
Fall 1996	120	71*	2787	2081	581
Fall 1997	143	80*	2866	2014	604

*Fall 95 3 DL classes
Fall 96 20 DL classes
Fall 97 26 DL classes

First-Time Freshmen



Office of the Registrar
8-29-97

PRELIMINARY REPORT ON FALL ENROLLMENT, 1997

HEAD-COUNT ENROLLMENT

	Fall	% Change
1993	8,899	-2.9
1994	8,697	-2.3
1995	8,454	-2.7
1996	8,344	-1.3
1997	8,052	-3.5

FULL-TIME EQUIVALENCY

	Fall	% Change
1993	6,947	-2.6
1994	6675	-3.9
1995	6494	-2.7
1996	6452	-0.6
1997	6249	-3.1

CREDIT-HOUR PRODUCTION

	Fall	% Change
1993	108,339	-2.7
1994	103,958	-4.0
1995	101,205	-2.6
1996	100,588	-0.6
1997	97,360	-3.2



MOREHEAD, KENTUCKY 40351-1689

MEMORANDUM

TO: Faculty and Academic Staff

FROM: Michael R. Moore *mrm*
Executive Vice President for Academic Affairs

DATE: September 18, 1997

RE: Academic Affairs Reorganization

To insure the effective and efficient administration of the graduate and undergraduate programs, including those offered at the extended campus centers, and the academic services and other support programs, the following appointments are being made effective September 22, 1997:

- Dr. Marc Glasser will become the Associate Vice President for Academic Affairs and Dean of Graduate and Undergraduate Programs. In this capacity, Dr. Glasser will continue to be responsible for the administration of all graduate programs and will assume responsibility for all undergraduate programs, including the following: General Education, Honors, Women's Studies, Center for Critical Thinking, GED on KET, Correspondence, Testing Center, and any future academic programs.
- Dr. Dan Connell will become the Associate Dean for Academic Support and Extended Campus Programs, reporting to the Associate Vice President for Academic Affairs. In this capacity, Dr. Connell will continue to be responsible for the administration of all academic support programs and will assume responsibility for all extended campus and distance learning programs.

I appreciate the willingness of both Dr. Glasser and Dr. Connell to assume these additional responsibilities and have every confidence in the effectiveness of their administration. I also appreciate the patience of the academic staff and their consistent commitment to quality service during the reorganization of academic affairs. I believe this new structure, under the leadership of Dr. Glasser and Dr. Connell and with the support of the academic staff, will enable us to collaborate with the other units within the University and, thereby, serve our students and the citizens of eastern Kentucky even more effectively than in the past.

c: President Eaglin
Vice Presidents

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Minority Affairs							
226	JERRY GORE Minority Student Affairs Dir.	\$38,544.00	7/1/96	\$37,788.00	\$37,788.00	\$989.00	\$38,340.89
1181	PEGGY ANN OVERLY Minority Stud. Aff. Asst. Dir.	\$26,257.00	7/1/96	\$25,723.00	\$25,723.00	\$0.00	\$25,722.84
Off. Counseling & Health Services							
120	MARY JANE BLAIR Nurse, R.N.	\$26,314.00	7/1/96	\$23,993.00	\$24,928.00	\$0.00	\$24,927.96
221	VELMA LEE CAMPBELL Staff Psychologist	\$25,816.00	7/1/96	\$24,574.00	\$24,574.00	\$0.00	\$24,573.90
123	PEGGY ELLEN KIDD Nurse, R.N.	\$18,969.00	7/1/96	\$17,970.00	\$17,970.00	\$0.00	\$17,970.00
124	KENITHA S. KING Nurse, R.N.	\$26,440.00	7/1/96	\$24,741.00	\$24,741.00	\$0.00	\$24,740.82
3070	CLEMENT PINVOON LIEW Intern. Student Services Coord	\$29,203.00	7/1/96	\$27,682.00	\$27,682.00	\$0.00	\$27,681.96
Office of Public Safety							
100	RICHARD F. GREEN Manager of Public Safety	\$39,547.00	7/1/96	\$37,570.00	\$37,570.00	\$0.00	\$37,569.96
103	GARY LEE LANHAM Coord., Invest. & Spec. Prog.	\$32,440.00	7/1/96	\$14.09	\$30,773.00	\$0.00	\$31,127.95

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**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Off. of Director, Athletics							
631	STEVE ABSHER HAMILTON Director of Athletics	\$69,789.00	7/1/96	\$66,642.00	\$66,642.00	\$0.00	\$66,642.00
3088	JAMES WARREN WELLS Comp. Coord./Acad. Couns. Ath.	\$35,516.00	7/1/96	\$32,903.00	\$32,903.00	\$0.00	\$32,902.92
632	KATHLEEN R. WORTHINGTON Asst. Director of Athletics	\$36,683.00	7/1/96	\$35,700.00	\$35,700.00	\$0.00	\$35,699.82
Office of the Trainer							
649	RYAN LEE KLING Head Athletic Trainer	\$37,129.00	7/1/96	\$35,519.00	\$35,519.00	\$1,200.00	\$36,718.92
1042	JOHN DOROSARIO Asst. Athletic Trainer	\$25,722.00	7/1/96	\$23,247.00	\$23,247.00	\$800.00	\$24,046.86
Office of Sports Information							
182	RANDY L. STACY Sports Information Director	\$34,349.00	7/1/96	\$30,623.00	\$30,623.00	\$0.00	\$30,622.92
3195	TIMOTHY ALLEN LETCHER Sports Information Asst. Dir.	\$19,475.00	7/22/96	\$18,000.00	\$18,000.00	\$0.00	\$17,053.68
Baseball							
2826	JOHN H. JARNAGIN Head Baseball Coach	\$37,305.00	7/1/96	\$35,700.00	\$35,700.00	\$0.00	\$35,700.00

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Men's Basketball							
636	RICHARD WILLIAM FICK Head Basketball Coach	\$0.00	7/1/96	\$61,272.00	\$61,272.00	\$7,712.70	\$68,984.70
636	KYLE ROBERT MACY Head Men's Basketball Coach	\$65,000.00	4/1/97	\$65,000.00	\$65,000.00	\$0.00	\$15,000.00
2219	WAYNE T. BREEDEN Assistant Basketball Coach	\$40,000.00	4/1/97	\$40,000.00	\$40,000.00	\$1,848.66	\$11,079.42
2218	DARRIN M HORN Assistant Basketball Coach	\$24,000.00	4/28/97	\$24,000.00	\$24,000.00	\$0.00	\$3,712.80
2218	MARC D. JOFFE Assistant Basketball Coach	\$0.00	8/26/96	\$24,000.00	\$24,000.00	\$92.30	\$14,553.78
2219	KEVIN M. SMITH Assistant Basketball Coach	\$0.00	8/26/96	\$24,000.00	\$24,000.00	\$92.30	\$14,553.78
Football							
1135	D. MATT BALLARD Head Football Coach	\$62,404.00	7/1/96	\$55,486.00	\$55,486.00	\$0.00	\$55,486.08
2284	MILES BRANDON Assistant Football Coach	\$24,471.00	7/1/96	\$23,460.00	\$23,460.00	\$0.00	\$23,459.93
1141	JEFFERY LEE DURDEN Assistant Football Coach	\$37,694.00	7/1/96	\$34,279.00	\$34,279.00	\$0.00	\$34,278.92
2532	JOHN WILLIAM GILLIAM Assistant Football Coach	\$37,886.00	7/1/96	\$34,512.00	\$34,512.00	\$0.00	\$34,511.88
1137	PETER J. LEE Assistant Football Coach	\$0.00	7/1/96	\$33,246.00	\$33,246.00	\$2,301.48	\$18,924.45
1137	JAMES DAVID TROSPER Assistant Football Coach	\$27,246.00	2/3/97	\$27,246.00	\$27,246.00	\$0.00	\$10,858.90

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Men's Tennis							
1207	JOHN C NATHANSON Tennis Coach	\$5,031.00	7/1/96	\$4,932.00	\$4,932.00	\$0.00	\$4,931.94
Women's Basketball							
651	JANET MARIE GABRIEL Women's Basketball Coach	\$0.00	7/1/96	\$42,829.00	\$42,829.00	\$4,200.36	\$36,322.08
651	LAURA LEE LITTER Head Women's Basketball Coach	\$50,000.00	4/7/97	\$50,000.00	\$50,000.00	\$0.00	\$10,819.28
650	JAMES IRVING BLACK Asst. Women's Basketball Coach	\$28,800.00	4/14/97	\$28,800.00	\$28,800.00	\$0.00	\$6,809.35
3127	OSTRIA W.L. GATLIN Asst. Women's Basketball Coach	\$0.00	7/1/96	\$24,426.00	\$24,426.00	\$1,643.95	\$20,419.15
3127	CORBETT GRIGSBY Asst. Women's Basketball Coach	\$36,000.00	4/7/97	\$36,000.00	\$36,000.00	\$0.00	\$7,789.90
650	PATRICIA A. WILSON Asst. Women's Basketball Coach	\$0.00	7/1/96	\$27,046.00	\$27,046.00	\$3,120.60	\$23,405.07
Women's Softball							
654	JENNIFER LOUISE VANSICKLE Women's Softball Coach	\$27,415.00	7/1/96	\$26,144.00	\$26,144.00	\$0.00	\$26,143.78

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Women's Tennis							
652	ROBERT E MEADOWS Tennis Coach	\$4,398.00	11/4/96	\$2,764.00	\$2,764.00	\$0.00	\$2,763.90
Women's Volleyball							
1779	TRACY ELLEN BEVELHIMER Women's Volleyball Coach	\$28,747.00	7/1/96	\$27,941.00	\$27,941.00	\$0.00	\$27,940.90
Women's Soccer							
3194	JASON LEE FOWLER Soccer Coach	\$0.00	8/19/96	\$4,000.00	\$4,000.00	\$0.00	\$3,850.00
Cross Country							
1850	DANIEL KEVIN LINDSEY Men's & Women's Cross Country	\$12,056.00	7/1/96	\$11,820.00	\$11,820.00	\$0.00	\$11,820.00
Rifle							
3128	WALTER RYBKA Head Rifle Coach	\$3,378.00	7/1/96	\$3,312.00	\$3,312.00	\$0.00	\$3,312.00

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**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Student Housing							
924	KENNETH LEO WHITE Dir., Housing	\$43,957.00	7/1/96	\$41,759.00	\$41,759.00	\$0.00	\$41,758.92
3040	RANDALL WILLARD ARMSTRONG Residence Hall Director	\$16,330.00	7/1/96	\$15,972.00	\$15,972.00	\$0.00	\$15,971.80
67	SUSAN LORRAINE CASTLE Residence Hall Director	\$0.00	7/1/96	\$15,672.00	\$15,672.00	\$0.00	\$1,808.28
884	SHANNON A COLVIN Residence Hall Director	\$16,762.00	7/1/96	\$16,127.00	\$16,127.00	\$0.00	\$16,126.76
1099	CRAIG DAVIDSON DENNIS Residence Hall Area Coord.	\$22,413.00	7/1/96	\$21,414.00	\$21,414.00	\$2,200.00	\$23,613.86
72	LAVERNA JEAN FLANNERY Residence Hall Director	\$0.00	7/1/96	\$17,870.00	\$17,870.00	\$1,674.95	\$18,055.71
74	RUTH ANN HARNEY-HOWARD Residence Hall Area Coord.	\$26,174.00	7/1/96	\$24,124.00	\$24,124.00	\$0.00	\$24,123.96
80	BARBARA KAY LOWERY Residence Hall Director	\$16,710.00	7/1/96	\$15,818.00	\$15,818.00	\$600.00	\$16,417.88
67	JEFFREY FRANKLIN MAY Residence Hall Director	\$15,672.00	1/6/97	\$15,365.00	\$15,365.00	\$0.00	\$7,583.76
75	WILLIAM DENNIS MCKAY Residence Hall Area Coord.	\$26,267.00	7/1/96	\$23,649.00	\$23,649.00	\$600.00	\$24,248.82
73	LONNIE R. MORRIS Residence Hall Area Coord.	\$22,491.00	7/1/96	\$21,758.00	\$21,758.00	\$0.00	\$21,757.92
65	ERNEST DWAYNE MUSICK Residence Hall Director	\$16,817.00	7/1/96	\$15,913.00	\$15,913.00	\$1,600.00	\$17,512.96
2098	DALLAS FAY SAMMONS Asst. Dir., Housing	\$28,704.00	7/1/96	\$27,728.00	\$27,728.00	\$0.00	\$27,727.92
60	MARCIA DENISE SHROUT Residence Hall Area Coord.	\$20,028.00	7/1/96	\$19,115.00	\$19,115.00	\$1,500.00	\$20,614.94

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Off., Exec. VP Acad. Affairs							
2220	JOHN C PHILLEY Exec. V. P. Academic Affairs	\$35,000.00	7/1/96	\$95,000.00	\$95,000.00	\$10,961.40	\$105,961.24
203	DONNA S. MEADE Administrative Assistant II	\$33,443.00	7/1/96	\$31,589.00	\$31,589.00	\$0.00	\$31,588.96
Office of the Registrar							
204	GENE ARTHUR RANVIER Registrar	\$56,607.00	7/1/96	\$53,908.00	\$53,908.00	\$0.00	\$53,907.96
1056	MARCELLA C. JOLLEY Assistant Registrar	\$24,825.00	7/1/96	\$23,615.00	\$23,615.00	\$0.00	\$23,614.76
205	LORETTA BANKS LYKINS Associate Registrar	\$38,961.00	7/1/96	\$36,915.00	\$36,915.00	\$0.00	\$36,915.00
211	MARK LEE SCHAFER Data Coordination Specialist	\$23,878.00	7/1/96	\$22,959.00	\$22,959.00	\$0.00	\$22,958.78
208	BETTY LORAIN WASHINGTON Assistant Registrar	\$25,402.00	7/1/96	\$24,194.00	\$24,194.00	\$0.00	\$24,193.78
Off., Research, Grants & Contracts							
135	CAROLE C. MORELLA Dir., Res. Grants & Contracts	\$62,658.00	7/1/96	\$56,992.00	\$56,992.00	\$0.00	\$56,991.96
1020	ROGER DALE BARKER Grants Administrator	\$39,026.00	7/1/96	\$36,720.00	\$36,720.00	\$0.00	\$36,719.80
3105	TERESIA MARIE MCARTHUR Contracts Administrator	\$0.00	7/1/96	\$31,772.00	\$31,772.00	\$882.42	\$32,654.42

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Off., Grad. & Ext. Campus Programs							
212	MARC D GLASSER Dean, Grad. & Ext. Camp. Prog.	\$76,913.00	7/1/96	\$73,104.00	\$73,104.00	\$0.00	\$73,104.00
1791	DIXIE L BLANKENBECKLER Regional Campus Coord.	\$26,741.00	7/1/96	\$25,170.00	\$25,170.00	\$0.00	\$25,169.82
305	BETTY R. COWSERT Graduate Admissions Officer	\$20,665.00	7/1/96	\$19,905.00	\$19,905.00	\$0.00	\$19,904.82
214	CONNIE LYNN KIBBEY Graduate Programs Coordinator	\$32,169.00	7/1/96	\$30,779.00	\$30,779.00	\$0.00	\$30,778.80
Ashland Extended Campus Center							
2221	H. JACK WEBB Dir., Ashland ECC	\$32,000.00	7/1/96	\$31,000.00	\$31,000.00	\$0.00	\$30,999.80
2907	DEBRA LYNN SLONE Academic/Stud. Services Coord.	\$32,546.00	7/1/96	\$31,908.00	\$31,908.00	\$0.00	\$31,907.98
Licking Valley Extended Campus Ctr.							
2274	JONELL TOBIN Dir., Licking Valley ECC	\$60,000.00	7/1/96	\$55,000.00	\$55,000.00	\$5,688.00	\$60,687.88
Big Sandy Extended Campus Center							
2908	MARGARET LEWIS Dir., Big Sandy ECC	\$64,292.00	7/1/96	\$60,693.00	\$60,693.00	\$0.00	\$60,692.84

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Distance Education							
159	AUTUMN GRUBB Director of Distance Learning	\$41,978.00	7/1/96	\$40,000.00	\$40,000.00	\$0.00	\$39,999.96
156	TIM YOUNG Tele. & Video Prod. Manager	\$30,838.00	7/1/96	\$28,338.00	\$28,338.00	\$395.00	\$28,732.92
Off. Dean, Caudill Coll. Humanities							
229	LEMUEL BERRY Dean, Caudill College of Hum.	\$89,029.00	7/1/96	\$84,994.00	\$84,994.00	\$2,500.00	\$87,494.00
Art							
1113	THOMAS STERNAL Dept. Chair, Art	\$0.00	8/12/96	\$61,861.00	\$61,861.00	\$3,195.00	\$3,195.00
454	DAVID JOHN BARTLETT Professor of Art	\$49,628.00	8/12/96	\$46,059.00	\$46,059.00	\$0.00	\$46,059.00
452	BILL R BOOTH Professor of Art	\$29,800.00	8/12/96	\$57,417.00	\$57,417.00	\$13,173.48	\$70,590.32
455	DIXON FERRELL Assoc. Professor of Art	\$44,132.00	8/12/96	\$42,515.00	\$42,515.00	\$0.00	\$42,514.94
456	ROBERT J FRANZINI Professor of Art	\$51,580.00	8/12/96	\$48,865.00	\$48,865.00	\$16,935.20	\$65,800.16
3153	DEENO A. GOLDING Assistant Professor of Art	\$34,201.00	8/12/96	\$32,948.00	\$32,948.00	\$2,965.32	\$35,913.18
3174	JAY MICHAEL HANES Assistant Professor of Art	\$35,286.00	8/12/96	\$33,256.00	\$33,256.00	\$7,335.36	\$40,591.18

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
457	RYAN ABNEY HOWARD Professor of Art	\$0.00	8/12/96	\$53,280.00	\$53,280.00	\$0.00	\$53,280.00
3143	ELIZABETH MESA-GAIDO Assistant Professor of Art	\$37,864.00	8/12/96	\$17,486.00	\$17,486.00	\$0.00	\$17,485.78
3137	GARY CRAIG MESA-GAIDO Assistant Professor of Art	\$36,988.00	8/12/96	\$17,073.00	\$17,073.00	\$200.00	\$17,272.90
459	JOE D SARTOR Assoc. Professor of Art	\$22,357.00	8/12/96	\$21,538.00	\$21,538.00	\$0.00	\$21,537.96
460	STEPHEN JOHN TIRONE Assoc. Professor of Art	\$42,511.00	8/12/96	\$40,954.00	\$40,954.00	\$4,914.48	\$45,868.38
2240	DON B YOUNG Assistant Professor of Art	\$8,520.00	8/12/96	\$21,257.00	\$21,257.00	\$0.00	\$21,257.00
Communications							
3099	JANET R. KENNEY Dept. Chair, Communications	\$57,692.00	8/12/96	\$55,326.00	\$55,326.00	\$10,247.00	\$65,572.92
471	LAWRENCE S. ALBERT Assoc. Professor of Speech	\$49,168.00	8/12/96	\$42,098.00	\$42,098.00	\$7,301.88	\$49,399.80
465	JOAN LANCASTER ATKINS Asst. Professor of Journalism	\$34,462.00	8/12/96	\$31,245.00	\$31,245.00	\$4,274.70	\$35,519.70
464	MICHAEL J BIEL Professor of Radio/Television	\$50,450.00	8/12/96	\$48,745.00	\$48,745.00	\$0.00	\$48,744.96
468	DAVID R COLLINS Asst. Professor Radio-TV	\$35,945.00	8/12/96	\$34,730.00	\$34,730.00	\$0.00	\$34,729.92
78	TIMOTHY LANCE CREEKMORE Mass Communication/Lab Super.	\$27,069.00	7/1/96	\$25,811.00	\$25,811.00	\$3,333.34	\$29,144.32
470	LARRY NELSON DALES Asst. Professor of Journalism	\$0.00	8/12/96	\$19,333.00	\$19,333.00	\$0.00	\$19,332.96

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467	E. NOEL EARL Asst. Professor of Speech	\$35,847.00	8/12/96	\$33,032.00	\$33,032.00	\$3,341.22	\$36,373.14
482	SHIRLEY H. GISH Professor of Speech	\$46,212.00	8/12/96	\$43,805.00	\$43,805.00	\$0.00	\$43,804.92
480	CHARLES TONY GLOVER Instructor of Speech	\$0.00	8/12/96	\$27,000.00	\$27,000.00	\$0.00	\$27,000.00
472	DALE DENTON GREER Asst. Professor Radio-TV	\$35,557.00	8/12/96	\$34,356.00	\$34,356.00	\$0.00	\$34,356.00
473	KYUNG K HAMILTON Theatre Costumer	\$16,245.00	7/1/96	\$15,440.00	\$15,440.00	\$4,800.00	\$20,239.92
2988	SERJIT KAUR KASIOR Assoc. Professor of Journalism	\$43,234.00	8/12/96	\$40,982.00	\$40,982.00	\$2,355.72	\$43,337.64
479	GARY B. LAFLEUR Asst. Professor of Speech	\$38,975.00	8/12/96	\$35,049.00	\$35,049.00	\$0.00	\$35,048.86
477	WILLIAM JOSEPH LAYNE Assoc. Professor of Theatre	\$47,521.00	8/12/96	\$41,254.00	\$41,254.00	\$0.00	\$41,253.93
481	CALVIN O. LINDELL Asst. Professor of Speech	\$34,864.00	8/12/96	\$33,048.00	\$33,048.00	\$6,036.44	\$39,084.26
475	TRAVIS PRESTON LOCKHART Professor of Theatre	\$49,416.00	8/12/96	\$46,841.00	\$46,841.00	\$0.00	\$46,840.92
474	MARK E. MALLET Asst. Professor of Theatre	\$32,084.00	8/14/96	\$31,000.00	\$31,000.00	\$790.00	\$31,789.96
469	JOHN VINCENT MODAFF Assoc. Professor of Speech	\$39,535.00	8/12/96	\$36,758.00	\$36,758.00	\$8,406.84	\$45,164.76
483	DEBORAH LEE PLUM Asst. Professor of Journalism	\$33,209.00	8/12/96	\$32,087.00	\$32,087.00	\$2,400.00	\$34,486.92
3092	KENNETH S. SEXTON Asst. Professor of Journalism	\$34,341.00	8/12/96	\$30,841.00	\$31,841.00	\$0.00	\$31,046.16
463	LISA DAWN SHEMWELL Speech Team Coach	\$30,600.00	7/1/96	\$30,000.00	\$30,000.00	\$0.00	\$29,999.84

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1343	CATHY LYNN THOMAS Asst. Professor of Speech	\$35,687.00	8/12/96	\$32,549.00	\$32,549.00	\$4,115.46	\$36,664.38
462	JACK E WILSON Professor of Speech	\$57,007.00	8/12/96	\$55,081.00	\$55,081.00	\$3,304.86	\$58,385.82
484	THOMAS L YANCY Asst. Professor Radio-TV	\$38,531.00	8/12/96	\$36,746.00	\$36,746.00	\$2,204.76	\$38,950.68
English, Foreign Lang. & Philosophy							
2820	MARK GEORGE MINOR Dept. Chair, Eng. For. Lang.	\$64,409.00	8/12/96	\$60,787.00	\$60,787.00	\$6,314.59	\$67,101.55
491	ROSEMARIE A. BATTAGLIA Assistant Professor of English	\$31,318.00	8/12/96	\$31,318.00	\$31,318.00	\$0.00	\$31,317.96
3190	SUSANNE BOUNDS Instructor of English	\$22,795.00	8/12/96	\$22,458.00	\$22,458.00	\$0.00	\$22,458.00
489	GLENNA EVANS CAMPBELL Assoc. Professor of English	\$23,017.00	8/12/96	\$44,528.00	\$44,528.00	\$10,521.96	\$55,049.88
1350	VICENTE CANO Professor of Romance Languages	\$49,351.00	8/12/96	\$46,882.00	\$46,882.00	\$0.00	\$46,881.96
2854	C. GLEN COLBURN Assistant Professor of English	\$36,405.00	8/12/96	\$31,733.00	\$31,733.00	\$1,824.42	\$33,557.34
2639	JANICE B. DANIEL Assistant Professor of English	\$0.00	8/12/96	\$23,812.00	\$23,812.00	\$7,007.71	\$30,819.71
3154	SCOTT A. DAVISON Asst. Professor of Philosophy	\$35,155.00	8/12/96	\$33,396.00	\$33,396.00	\$3,673.56	\$37,069.52
493	G. RONALD DOBLER Professor of English	\$7,257.00	8/12/96	\$21,057.00	\$21,057.00	\$790.00	\$21,846.98
500	GEORGE E EKLUND Assoc. Professor of English	\$38,053.00	8/12/96	\$34,249.00	\$34,249.00	\$2,650.00	\$36,898.96

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2629	CLAIRE A. FOLEY Assistant Professor of English	\$33,083.00	8/14/96	\$32,000.00	\$32,000.00	\$939.97	\$32,939.73
198	EUGENE B. HASTINGS Assoc. Prof. Romance Languages	\$40,470.00	8/12/96	\$35,276.00	\$35,276.00	\$0.00	\$35,276.00
496	FRANCES L HELPHINSTINE Professor of English	\$59,424.00	8/12/96	\$56,450.00	\$56,450.00	\$2,716.50	\$59,166.42
486	TERRY LYNN IRONS Assistant Professor of English	\$33,219.00	8/12/96	\$30,607.00	\$30,607.00	\$8,782.08	\$39,389.04
497	JOYCE B. LEMASTER Assoc. Professor of English	\$49,718.00	8/12/96	\$48,091.00	\$48,091.00	\$6,970.92	\$55,061.88
1433	JILL LEROY-FRAZIER Instructor of English	\$22,176.00	8/19/96	\$21,848.00	\$21,848.00	\$0.00	\$21,848.00
540	GEORGE M LUCKEY, JR. Professor of Philosophy	\$63,995.00	8/12/96	\$60,792.00	\$60,792.00	\$7,295.04	\$68,087.04
1345	JENNINGS R. MACE Assoc. Professor of English	\$39,868.00	8/12/96	\$37,873.00	\$37,873.00	\$7,575.00	\$45,447.96
538	FRANKLIN M MANGRUM Professor of Philosophy	\$28,959.00	8/12/96	\$28,531.00	\$28,531.00	\$0.00	\$28,530.96
2881	CAROL ANN MAURIELLO Instructor of English	\$22,795.00	8/12/96	\$22,458.00	\$22,458.00	\$0.00	\$22,458.00
499	GEORGE ALPHA MAYS Assistant Professor of English	\$36,427.00	8/12/96	\$35,889.00	\$35,889.00	\$2,528.34	\$38,417.18
2853	KATHRYN CRUSIE MINCEY Assistant Professor of English	\$33,287.00	8/12/96	\$31,622.00	\$31,622.00	\$282.30	\$31,904.28
498	RONALD D. MORRISON Assoc. Professor of English	\$39,862.00	8/12/96	\$37,867.00	\$37,867.00	\$2,717.97	\$40,584.93
2821	SARAH R. MORRISON Assoc. Professor of English	\$36,793.00	8/12/96	\$33,654.00	\$33,654.00	\$0.00	\$33,654.00
2822	L. LAYNE NEEPER Assistant Professor of English	\$34,189.00	8/12/96	\$30,809.00	\$30,809.00	\$939.97	\$31,748.89

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501	MARY JO NETHERTON Assoc. Professor of French	\$52,332.00	8/12/96	\$49,713.00	\$49,713.00	\$600.00	\$50,312.78
539	WENDELL O'BRIEN Asst. Professor of Philosophy	\$37,002.00	8/12/96	\$31,581.00	\$31,581.00	\$200.00	\$31,780.90
504	BETTY J. PETERS Assistant Professor of English	\$34,646.00	8/12/96	\$34,646.00	\$34,646.00	\$4,157.52	\$38,803.52
503	NANCY L. PETERSON Assistant Professor of English	\$35,959.00	8/12/96	\$32,491.00	\$32,491.00	\$5,446.09	\$37,937.05
505	GLENN C ROGERS Professor of English	\$59,759.00	8/12/96	\$56,768.00	\$56,768.00	\$7,694.46	\$64,462.38
507	ROBERT D. ROYAR Assistant Professor of English	\$37,484.00	8/12/96	\$34,889.00	\$34,889.00	\$5,483.34	\$40,372.22
495	JOHN R. SECOR Assoc. Prof. Romance Languages	\$39,118.00	8/12/96	\$35,973.00	\$35,973.00	\$270.00	\$36,243.00
506	REBECCA G. SEXTON Instructor of English	\$22,398.00	8/12/96	\$22,067.00	\$22,067.00	\$0.00	\$22,067.00
508	LYNNE TAETZSCH Assistant Professor of English	\$35,155.00	8/12/96	\$33,396.00	\$33,396.00	\$650.00	\$34,045.96
3075	LORETA VISHOMIRSKYTE Assistant Professor of English	\$0.00	8/12/96	\$31,065.00	\$31,065.00	\$0.00	\$31,065.00
2879	JACK WEIR Professor of Philosophy	\$47,414.00	8/12/96	\$44,322.00	\$44,322.00	\$0.00	\$44,322.00
Geog., Government & History							
3048	RONALD LEON MITCHELSON Dept. Chair, Geo., Gov. & Hist	\$61,429.00	8/12/96	\$63,572.00	\$63,572.00	\$19,204.50	\$82,776.32
616	LINDSEY R BACK Professor of Government	\$59,337.00	8/12/96	\$56,270.00	\$56,270.00	\$6,462.72	\$62,732.64

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2814	YVONNE HONEYCUTT BALDWIN Asst. Professor of History	\$36,334.00	8/12/96	\$33,738.00	\$33,738.00	\$3,930.29	\$37,668.15
3167	ROLAND LOUIS BURNS Professor of Geography	\$27,975.00	8/12/96	\$27,035.00	\$27,035.00	\$662.00	\$27,696.80
2856	RIC CARIC Assoc. Professor of Government	\$37,956.00	8/12/96	\$35,045.00	\$35,045.00	\$0.00	\$35,044.92
3191	ANDREW CURTIS Asst. Professor of Geography	\$34,237.00	8/12/96	\$31,750.00	\$31,750.00	\$5,344.94	\$37,094.84
612	SUSAN EACKER Asst. Professor of History	\$32,595.00	8/14/96	\$31,500.00	\$31,500.00	\$939.97	\$32,439.97
609	JOHN P. ERNST Asst. Professor of History	\$33,975.00	8/12/96	\$31,500.00	\$31,500.00	\$2,030.01	\$33,529.79
607	DONALD F FLATT Professor of History	\$31,791.00	8/12/96	\$60,295.00	\$60,295.00	\$16,660.36	\$76,955.14
605	ROBERT B GOULD Professor of Geography	\$0.00	8/12/96	\$54,186.00	\$54,186.00	\$6,502.32	\$60,688.32
617	WILLIAM CRAWFORD GREEN Professor of Government	\$49,945.00	8/12/96	\$47,364.00	\$47,364.00	\$1,879.94	\$49,243.94
614	JOHN HENNEN Asst. Professor of History	\$33,218.00	8/14/96	\$31,500.00	\$31,500.00	\$1,879.94	\$33,379.76
608	STEPHEN HERZOG Asst. Professor of Government	\$36,216.00	8/14/96	\$35,000.00	\$35,000.00	\$2,100.00	\$37,099.80
2823	XIAOBO HU Asst. Professor of Government	\$36,369.00	8/12/96	\$33,541.00	\$33,541.00	\$0.00	\$33,540.93
611	BROADUS B JACKSON Professor of History	\$56,233.00	8/12/96	\$55,402.00	\$55,402.00	\$11,781.11	\$67,183.07
3150	FRAGANO S. J. LEDGISTER Asst. Professor of Government	\$32,403.00	8/12/96	\$32,403.00	\$32,403.00	\$3,888.36	\$36,291.36
2869	CHARLES MACKAY Asst. Professor of History	\$34,706.00	8/12/96	\$32,912.00	\$32,912.00	\$3,780.00	\$36,692.00

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615	MARILYN A. MOTE-YALE Asst. Professor of Government	\$38,479.00	8/12/96	\$33,645.00	\$33,645.00	\$2,056.14	\$35,701.14
618	DIANNA D. MURPHY Asst. Professor of Government	\$35,525.00	1/15/97	\$35,000.00	\$35,000.00	\$0.00	\$17,500.00
602	TIMOTHY C. PITTS Asst. Professor of Geography	\$37,126.00	8/12/96	\$33,541.00	\$33,541.00	\$5,749.86	\$39,290.64
618	KAY A. SCHAFER Assoc. Professor of Government	\$0.00	8/12/96	\$42,983.00	\$42,983.00	\$617.09	\$22,108.56
613	ALANA CAIN SCOTT Asst. Professor of History	\$33,218.00	8/12/96	\$31,500.00	\$31,500.00	\$1,890.00	\$33,389.82
Music							
520	CHRISTOPHER S. GALLAHER Dept. Chair, Music	\$66,518.00	8/12/96	\$64,022.00	\$64,022.00	\$9,241.14	\$73,263.06
510	MICHAEL D. ACORD Assistant Professor of Music	\$32,844.00	8/12/96	\$31,271.00	\$31,271.00	\$3,251.68	\$34,522.60
525	STACY ANN BAKER Assistant Professor of Music	\$31,465.00	8/14/96	\$31,000.00	\$31,000.00	\$0.00	\$31,000.00
513	JAMES R BEANE Assoc. Professor of Music	\$55,169.00	8/12/96	\$52,527.00	\$52,527.00	\$0.00	\$52,526.76
514	HAROLD LEO BLAIR Assoc. Professor of Music	\$45,019.00	8/12/96	\$42,863.00	\$42,863.00	\$0.00	\$42,862.92
515	SUANNE H BLAIR Assistant Professor of Music	\$20,299.00	8/12/96	\$19,657.00	\$19,657.00	\$600.00	\$20,256.96
516	JAMES W BRAGG Assoc. Professor of Music	\$0.00	8/12/96	\$42,113.00	\$42,113.00	\$0.00	\$42,112.92
532	JON WESLEY BURGESS Assoc. Professor of Music	\$40,639.00	8/12/96	\$38,693.00	\$38,693.00	\$200.00	\$38,892.92

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519	SUSAN D. CREASAP Assistant Director of Bands	\$33,495.00	8/12/96	\$33,000.00	\$33,000.00	\$0.00	\$33,000.00
518	RUSSELL JAY FLIPPIN Assoc. Professor of Music	\$48,700.00	8/12/96	\$45,647.00	\$45,647.00	\$0.00	\$45,646.92
524	ANDREW R. GLENDENING Assistant Professor of Music	\$37,578.00	8/12/96	\$33,154.00	\$33,154.00	\$1,000.00	\$34,153.90
535	L. CURTIS HAMMOND Assistant Professor of Music	\$31,655.00	8/12/96	\$29,425.00	\$29,425.00	\$600.00	\$30,024.98
523	LARRY W KEENAN Professor of Music	\$57,252.00	8/12/96	\$54,510.00	\$54,510.00	\$0.00	\$54,510.00
512	RICKY R. LITTLE Assistant Professor of Music	\$35,290.00	8/12/96	\$33,600.00	\$33,600.00	\$0.00	\$33,599.80
1283	RICHARD B. MILES Director of Bands	\$70,565.00	8/12/96	\$62,656.00	\$62,656.00	\$0.00	\$62,655.84
528	EUGENE C NORDEN Assistant Professor of Music	\$40,052.00	8/12/96	\$40,052.00	\$40,052.00	\$2,002.34	\$42,054.26
529	FRANK ALAN ODDIS Assoc. Professor of Music	\$41,388.00	8/12/96	\$40,138.00	\$41,388.00	\$2,465.48	\$43,853.48
3057	ROMA PRINDLE Assistant Professor of Music	\$34,437.00	8/12/96	\$31,835.00	\$31,835.00	\$939.97	\$32,774.89
530	ROBERT D PRITCHARD Assoc. Professor of Music	\$44,974.00	8/12/96	\$42,820.00	\$42,820.00	\$0.00	\$42,819.96
531	RAYMOND PERRY ROSS Assistant Professor of Music	\$34,630.00	8/12/96	\$34,630.00	\$34,630.00	\$0.00	\$34,629.96
522	KENNETH SIPLEY Assistant Professor of Music	\$30,496.00	8/12/96	\$30,496.00	\$30,496.00	\$2,026.60	\$32,522.56
533	PAUL TAYLOR Assoc. Professor of Music	\$37,645.00	8/12/96	\$35,842.00	\$35,842.00	\$0.00	\$35,841.78
511	GORDON TOWELL Assistant Professor of Music	\$32,139.00	8/12/96	\$30,600.00	\$30,600.00	\$200.00	\$30,799.92

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2468	FRED W. TREMPER Keyboard Technician	\$32,820.00	7/1/96	\$31,673.00	\$31,673.00	\$0.00	\$31,672.94
527	SHARON TRENT Assistant Professor of Music	\$0.00	8/19/96	\$29,000.00	\$29,000.00	\$0.00	\$29,000.00
860	JOHN VITON Assoc. Professor of Music	\$38,736.00	8/12/96	\$36,881.00	\$36,881.00	\$0.00	\$36,880.92
WMKY							
541	LARRY JOE NETHERTON General Manager of WMKY	\$19,233.00	7/1/96	\$49,324.00	\$33,910.00	\$5,450.08	\$39,359.94
547	DAVID BLANKENSHIP Engin. & Operat. Dir., WMKY	\$29,256.00	9/9/96	\$28,682.00	\$28,682.00	\$1,100.00	\$24,376.27
3033	JANEAN MICHELLE FREEMAN Assistant Music Director	\$22,331.00	7/1/96	\$21,329.00	\$21,329.00	\$0.00	\$21,328.84
542	PAUL WILSON HITCHCOCK Music and Production Director	\$27,824.00	7/1/96	\$24,062.00	\$24,062.00	\$0.00	\$24,061.96
549	THOMAS E LEWIS Director of News Programming	\$0.00	7/1/96	\$21,051.00	\$21,051.00	\$3,389.28	\$22,576.80
544	CHARLES K. MRAZ Asst. Dir. News Programming	\$26,259.00	7/1/96	\$24,953.00	\$24,953.00	\$200.00	\$25,152.98
Off. Dean, College of Business							
3130	MICHAEL R. CARRELL Dean, College of Business	\$95,296.00	7/1/96	\$90,866.00	\$90,866.00	\$0.00	\$90,865.92

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Accounting & Economics							
351	GREEN RUSSELL MILLER Dept. Chair, Accounting & Econ	\$64,388.00	8/12/96	\$61,527.00	\$61,527.00	\$10,819.50	\$72,346.50
3107	S. ALI AHMADI Assistant Professor Economics	\$38,000.00	8/12/96	\$30,855.00	\$30,855.00	\$5,587.80	\$36,442.80
356	ROBERT LEWIS ALBERT Asst. Professor of Finance	\$55,435.00	8/12/96	\$51,601.00	\$51,601.00	\$8,376.62	\$59,977.52
345	JOHN M ALCORN Assoc. Professor of Accounting	\$52,541.00	8/12/96	\$49,760.00	\$49,760.00	\$9,111.84	\$58,871.76
348	ROLAND BUCK Professor of Economics	\$52,533.00	8/12/96	\$50,735.00	\$50,735.00	\$1,044.00	\$51,779.00
355	ROSEMARY CARLSON Professor of Finance	\$66,203.00	8/12/96	\$61,799.00	\$61,799.00	\$8,728.38	\$70,527.30
344	THOMAS A. CREAHAN Assistant Professor Economics	\$41,936.00	8/14/96	\$40,500.00	\$40,500.00	\$2,633.97	\$43,133.91
349	TERRY GLEN ELLIOTT Asst. Professor of Accounting	\$46,649.00	8/12/96	\$45,052.00	\$45,052.00	\$4,087.00	\$49,138.96
2096	MARCUS D. GADDIS Asst. Professor of Accounting	\$46,595.00	8/12/96	\$45,000.00	\$45,000.00	\$0.00	\$45,000.00
1221	JOHN GRAHAM III Asst. Professor of Accounting	\$61,479.00	8/12/96	\$60,570.00	\$60,570.00	\$10,831.32	\$71,401.18
346	ISHAPPA S. HULLUR Assoc. Professor of Finance	\$45,429.00	8/12/96	\$43,874.00	\$43,874.00	\$0.00	\$43,874.00
353	JOHN W OSBORNE Asst. Professor of Accounting	\$45,619.00	8/12/96	\$44,057.00	\$44,057.00	\$662.00	\$44,718.92
3197	JANET MARLENE RATLIFF Economic Educ. Prog. Director	\$28,560.00	7/1/96	\$28,000.00	\$28,000.00	\$13,075.14	\$41,075.06
2815	SHARON TUTTLE WALTERS Asst. Professor of Accounting	\$42,099.00	8/12/96	\$39,871.00	\$39,871.00	\$9,945.10	\$49,816.06

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354	L. K. WILLIAMS Professor of Accounting	\$75,568.00	8/12/96	\$70,668.00	\$70,668.00	\$18,569.20	\$89,237.20
350	MESGHENA YASIN Assoc. Professor of Economics	\$45,736.00	8/12/96	\$43,315.00	\$43,315.00	\$7,897.85	\$51,212.81
Information Sciences							
334	MARVIN ALBIN Dept. Chair, Information Scie.	\$0.00	8/12/96	\$64,810.00	\$64,810.00	\$9,920.52	\$13,205.78
340	MANSOOR AMINILARI Assistant Professor of CIS	\$39,368.00	8/12/96	\$39,368.00	\$39,368.00	\$0.00	\$39,367.92
332	BONNIE HAY BAILEY Instructor of CIS	\$36,463.00	8/12/96	\$33,740.00	\$33,740.00	\$9,154.80	\$42,894.72
336	RAY D. BERNARDI Professor, Business Education	\$28,317.00	8/12/96	\$53,882.00	\$53,882.00	\$3,232.92	\$57,114.84
3080	DONNA R. EVERETT Asst. Prof. Business Education	\$44,145.00	8/14/96	\$42,000.00	\$42,000.00	\$1,905.00	\$43,904.88
2051	JACK HENSON Asst. Prof. Business Education	\$45,081.00	8/12/96	\$42,708.00	\$42,708.00	\$14,025.10	\$56,733.10
1393	CHARLES H HICKS Professor of Education	\$30,154.00	8/12/96	\$58,380.00	\$58,380.00	\$8,505.60	\$66,885.60
341	HILARY O. IWU Assoc. Prof. Business Educ.	\$47,740.00	8/12/96	\$46,214.00	\$46,214.00	\$5,274.26	\$51,488.18
3147	GROVER S. KEARNS Assistant Professor of CIS	\$53,554.00	8/12/96	\$50,000.00	\$50,000.00	\$0.00	\$50,000.00
335	SUE Y LUCKEY Professor, Business Education	\$14,646.00	8/12/96	\$27,868.00	\$27,868.00	\$0.00	\$27,867.96
338	HELEN A NORTHCUTT Asst. Prof. Business Education	\$0.00	8/12/96	\$19,874.00	\$19,874.00	\$0.00	\$19,873.92

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339	GAIL CROSTHWAITE OUSLEY Asst. Prof. Business Education	\$0.00	8/12/96	\$9,890.00	\$9,890.00	\$0.00	\$9,890.00
334	LEAH JANET PARRISH Instructor of CIS	\$30,450.00	8/19/96	\$30,000.00	\$30,000.00	\$4,748.00	\$34,748.00
2816	DEBORAH BLOXOM TESCH Assistant Professor of CIS	\$51,777.00	8/12/96	\$49,261.00	\$49,261.00	\$8,658.54	\$57,919.54
3108	ROBERT CRAIG TESCH Associate Professor of CIS	\$54,014.00	8/12/96	\$51,389.00	\$51,389.00	\$2,312.51	\$53,701.51
Management & Marketing							
3109	DAVID LEN BARBER Asst. Professor Real Estate	\$0.00	8/12/96	\$34,211.00	\$34,211.00	\$0.00	\$34,210.80
329	RODGER D. CARLSON Professor of Marketing	\$0.00	8/12/96	\$55,427.00	\$55,427.00	\$7,182.80	\$62,609.72
321	C DALE CAUDILL Asst. Professor of Management	\$32,632.00	8/12/96	\$31,504.00	\$31,504.00	\$0.00	\$31,503.96
904	MICHAEL NEIL HARFORD Professor of Management	\$56,918.00	8/12/96	\$53,922.00	\$53,922.00	\$22,631.63	\$76,553.63
323	ELIZABETH A. HOGE Asst. Professor of Management	\$49,200.00	8/14/96	\$47,500.00	\$47,500.00	\$4,299.50	\$51,799.48
3110	SHERYL J. KAE Asst. Professor of Management	\$0.00	8/12/96	\$50,733.00	\$50,733.00	\$4,459.30	\$55,192.06
320	ANCIL WARD LEWIS Instructor of Management	\$35,000.00	8/19/96	\$25,000.00	\$25,000.00	\$2,000.00	\$27,000.00
1178	ROBERT LEE LORENTZ Assoc. Professor of Marketing	\$54,795.00	8/12/96	\$50,962.00	\$50,962.00	\$7,615.44	\$58,577.44
324	MARY P OSBORNE Assoc. Professor of Marketing	\$56,107.00	8/12/96	\$52,204.00	\$52,204.00	\$0.00	\$52,203.96

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325	JACK W.R. PETERS Assoc. Professor of Management	\$47,573.00	8/12/96	\$45,929.00	\$45,929.00	\$6,173.48	\$52,102.48
326	BILL B PIERCE Professor of Marketing	\$32,283.00	8/12/96	\$30,555.00	\$30,555.00	\$0.00	\$30,555.00
1177	STACY M. VOLLMERS Asst. Professor of Marketing	\$50,236.00	8/14/96	\$48,500.00	\$48,500.00	\$0.00	\$48,499.88
Small Business Develop. Center							
173	WILSON C. GRIER Dir., SBDC	\$50,670.00	7/1/96	\$47,575.00	\$47,575.00	\$2,573.50	\$50,148.46
Comm. Development & Cont. Educ							
170	SHIRLEY POTTER HAMILTON Dir., Comm. Dev. & Cont. Educ.	\$47,000.00	7/1/96	\$43,124.00	\$43,124.00	\$2,500.00	\$45,623.92
1796	JAN GWYNETTE HIGGINBOTHAM Conference Services Director	\$0.00	7/1/96	\$32,269.00	\$32,269.00	\$0.00	\$25,318.24
298	GAIL WISE Asst. Director Continuing Educ	\$46,322.00	7/1/96	\$40,453.00	\$40,453.00	\$0.00	\$40,452.96
3164	GEORGIA SAMMONS GRIGSBY Administrative/Marketing Asst.	\$22,535.00	7/1/96	\$20,223.00	\$20,223.00	\$6,251.50	\$26,474.30
1796	REBECCA LEE MCGINNIS Conference Services Coord.	\$23,374.00	7/1/96	\$15,818.00	\$22,865.00	\$0.00	\$16,748.42

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Off. Dean, Educ. & Behav. Sciences							
368	HAROLD HARTY Dean, Coll. Educ. & Beh. Scie.	\$90,667.00	7/1/96	\$86,712.00	\$86,712.00	\$100.00	\$86,811.82
Clearinghouse School Services							
3121	ROSEMARIE HARDS GOLD Dir., Clear. Sch. Serv. & Cert	\$51,017.00	7/1/96	\$48,960.00	\$48,960.00	\$900.00	\$49,859.82
Elem. Read. & Spec. Education							
3056	CATHY L. BARLOW Dept. Chair, Elem. Read. & Spc	\$65,700.00	8/12/96	\$62,361.00	\$62,361.00	\$14,791.59	\$77,152.59
366	DIANE COX Assistant Professor Education	\$38,049.00	8/12/96	\$36,299.00	\$36,299.00	\$135.00	\$36,433.92
365	KENT E FREELAND Professor of Education	\$59,683.00	8/12/96	\$56,218.00	\$56,218.00	\$13,240.20	\$69,458.18
370	CAROL ANN GEORGES Assistant Professor Education	\$20,278.00	8/12/96	\$19,657.00	\$19,657.00	\$0.00	\$19,657.00
384	DANIEL P GRACE Assistant Professor Education	\$38,822.00	8/12/96	\$35,128.00	\$35,128.00	\$8,408.16	\$43,535.98
372	COLLETA Y GRINDSTAFF Assistant Professor Education	\$42,195.00	8/12/96	\$40,254.00	\$40,254.00	\$4,692.48	\$44,946.48
448	KAREN OREILLY HAMMONS Assistant Professor Education	\$39,985.00	8/12/96	\$37,426.00	\$37,426.00	\$5,435.56	\$42,861.52
374	KATHARINE D HERZOG Assoc. Professor of Education	\$22,942.00	8/12/96	\$43,774.00	\$21,887.00	\$1,569.00	\$45,343.00

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3131	JAMES A. KNOLL Assoc. Professor of Education	\$39,513.00	8/12/96	\$36,975.00	\$36,975.00	\$4,437.00	\$41,411.86
1168	KAREN MAE LAFFERTY Assistant Professor Education	\$36,352.00	8/12/96	\$34,680.00	\$34,680.00	\$5,917.00	\$40,596.84
1030	PAUL RALPH MCGHEE Professor of Education	\$58,891.00	8/12/96	\$56,182.00	\$56,182.00	\$12,450.52	\$68,632.48
2483	TIMOTHY E. MILLER Assoc. Professor of Education	\$45,844.00	8/12/96	\$44,439.00	\$44,439.00	\$16,472.03	\$60,911.03
289	ADELE F. MORIARTY Assistant Professor Education	\$33,543.00	8/12/96	\$32,000.00	\$32,000.00	\$4,250.00	\$36,249.92
3111	NOLA FAYE NEWSOME Assistant Professor Education	\$35,000.00	8/12/96	\$32,436.00	\$32,436.00	\$0.00	\$32,435.78
1253	BARBARA EDITH NIEMEYER Assoc. Professor of Education	\$44,607.00	8/12/96	\$42,556.00	\$42,556.00	\$13,221.16	\$55,777.12
373	PHYLLIS B. OAKES Assoc. Professor of Education	\$39,336.00	8/12/96	\$37,527.00	\$37,527.00	\$15,835.32	\$53,362.32
2892	SUNDAY CHRISTIAN OBI Assistant Professor Education	\$36,536.00	8/12/96	\$34,855.00	\$34,855.00	\$6,849.60	\$41,704.56
381	ALICE LUCINDA PEAKE Instructor of Education	\$24,000.00	8/19/96	\$24,000.00	\$24,000.00	\$1,850.00	\$25,850.00
2893	DAVID B. PETERSON Assistant Professor Education	\$39,173.00	8/12/96	\$35,463.00	\$35,463.00	\$5,065.56	\$40,528.56
379	MARY ANNE POLLOCK Assoc. Professor of Education	\$42,231.00	8/12/96	\$40,289.00	\$40,289.00	\$6,581.98	\$46,870.90
446	DREAMA D. PRICE Assistant Professor Education	\$38,706.00	8/12/96	\$36,926.00	\$36,926.00	\$2,238.90	\$39,164.88
381	DIANE L RIS Professor of Education	\$0.00	8/12/96	\$53,348.00	\$53,348.00	\$200.00	\$200.00
382	LAYLA BAYATTI SABIE Professor of Education	\$26,892.00	8/12/96	\$51,311.00	\$51,311.00	\$7,937.32	\$59,248.24

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2195	EDNA O. SCHACK Assoc. Professor of Education	\$24,198.00	8/12/96	\$23,085.00	\$23,085.00	\$0.00	\$23,085.00
444	MARKHAM B. SCHACK Professor of Education	\$28,449.00	8/12/96	\$27,141.00	\$27,141.00	\$0.00	\$27,141.00
3138	SUE VENCILL Advising Assistant	\$20,669.00	7/1/96	\$19,497.00	\$19,497.00	\$600.00	\$20,096.88
220	MELINDA R. WILLIS Assistant Professor Education	\$32,980.00	8/14/96	\$44,689.00	\$31,000.00	\$0.00	\$30,999.96
2486	WAYNE WILLIS Professor of Education	\$46,843.00	8/12/96	\$33,762.00	\$44,689.00	\$8,236.68	\$52,925.64
269	ALICE L. YOUNG Assistant Professor Education	\$35,389.00	8/12/96	\$32,500.00	\$33,762.00	\$2,475.72	\$36,237.72
Leadership & Secondary Education							
408	WILLIAM JOSEPH WEIKEL Dept. Chair, Lead & Sec. Educ	\$59,747.00	8/12/96	\$62,670.00	\$62,670.00	\$21,807.31	\$84,477.31
377	ANDREW L. CAREY Assistant Professor Education	\$0.00	8/12/96	\$35,086.00	\$35,086.00	\$5,165.00	\$22,708.00
395	RICHARD W. DANIEL Professor of Education	\$57,414.00	8/12/96	\$55,461.00	\$55,461.00	\$15,289.60	\$70,750.60
378	MARIETTA DAULTON Assistant Professor Education	\$39,278.00	8/12/96	\$36,500.00	\$36,500.00	\$7,690.24	\$44,190.16
3077	THOMAS DIAMANTES Assistant Professor Education	\$38,985.00	8/12/96	\$36,464.00	\$36,464.00	\$9,816.55	\$46,280.51
2157	DANIEL FASKO Professor of Education	\$46,579.00	8/12/96	\$43,418.00	\$43,418.00	\$5,507.22	\$48,925.14
369	JERRY RUDOLPH FRANKLIN Assistant Professor Education	\$22,158.00	8/12/96	\$42,808.00	\$21,404.00	\$0.00	\$21,403.92

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400	DEBORAH BURKICH GRUBB Assistant Professor Education	\$39,317.00	8/12/96	\$36,537.00	\$36,537.00	\$10,568.41	\$47,105.17
371	SHARON P. HUDSON Assistant Professor Education	\$36,279.00	8/12/96	\$33,659.00	\$33,659.00	\$2,979.00	\$36,638.00
396	LESIA C. LENNEX Assistant Professor Education	\$34,449.00	8/12/96	\$32,640.00	\$32,640.00	\$4,655.00	\$37,294.88
399	HARRY C. MAYHEW Assoc. Professor of Education	\$22,481.00	8/12/96	\$22,149.00	\$22,149.00	\$0.00	\$22,148.88
363	AVIS MEENAN Assistant Professor Education	\$0.00	8/14/96	\$33,500.00	\$33,500.00	\$1,812.00	\$35,311.96
402	DEAN WALLACE OWEN Professor of Education	\$53,243.00	8/12/96	\$50,447.00	\$50,447.00	\$9,039.64	\$59,486.56
394	N. HAROLD ROSE Professor of Education	\$33,191.00	8/12/96	\$31,448.00	\$31,448.00	\$662.00	\$32,109.92
407	RICHARD G. SHEPARD Assoc. Professor of Education	\$0.00	8/12/96	\$38,224.00	\$38,224.00	\$2,166.18	\$21,278.18
2485	WANDA L. STALEY Assistant Professor Education	\$41,075.00	8/12/96	\$36,308.00	\$36,308.00	\$10,817.22	\$47,125.14
405	DAN S THOMAS Professor of Education	\$27,205.00	8/12/96	\$26,803.00	\$26,803.00	\$790.00	\$27,593.00
3064	RANDALL L. WELLS Professor of Education	\$28,727.00	8/12/96	\$27,623.00	\$28,727.00	\$0.00	\$28,174.44
2484	MARIUM THOMAS WILLIAMS Assoc. Professor of Education	\$21,696.00	8/12/96	\$41,113.00	\$41,113.00	\$14,713.24	\$55,826.20
389	STEPHEN S YOUNG Professor of Education	\$53,719.00	8/12/96	\$51,892.00	\$51,892.00	\$6,227.04	\$58,119.00

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Student Teaching/Clinical							
362	SHIRLEY S BLAIR Assoc. Professor of Education	\$54,849.00	8/12/96	\$52,579.00	\$52,579.00	\$3,562.89	\$56,141.85
397	RALPH EDWARD SHOAF Coord., Field Exp./Teach. Adm.	\$27,147.00	7/1/96	\$26,615.00	\$26,615.00	\$9,743.40	\$36,358.30
Health, P.E. & Recreation							
3102	JACK C. SHELTMIRE Dept. Chair, HPER	\$63,105.00	8/12/96	\$59,804.00	\$59,804.00	\$11,507.07	\$71,310.97
422	PALMER RAY ADKINS Asst. Professor of HPER	\$37,383.00	8/12/96	\$37,383.00	\$37,383.00	\$2,242.98	\$39,625.98
2857	MICHAEL DAVID BALLARD Asst. Professor of HPER	\$34,414.00	8/12/96	\$34,414.00	\$34,414.00	\$7,222.68	\$41,636.64
429	DAYNA S BROWN Assoc. Professor of HPER	\$42,210.00	8/12/96	\$38,783.00	\$38,783.00	\$4,188.30	\$42,971.20
423	LARADEAN K. BROWN Asst. Professor of HPER	\$42,633.00	8/12/96	\$40,511.00	\$40,511.00	\$0.00	\$40,510.92
424	W. MICHAEL BROWN Assoc. Professor of HPER	\$26,587.00	8/12/96	\$50,527.00	\$50,527.00	\$8,965.80	\$59,492.76
425	REX CHANEY Assoc. Professor of HPER	\$6,955.00	8/12/96	\$51,264.00	\$51,264.00	\$10,906.62	\$62,170.56
1222	J. BUFORD CRAGER Assistant Professor Education	\$62,887.00	8/12/96	\$60,837.00	\$60,837.00	\$2,357.48	\$63,194.48
426	LYNNE ELIZABETH FITZGERALD Assoc. Professor of HPER	\$48,302.00	8/12/96	\$42,097.00	\$42,097.00	\$2,900.64	\$44,997.60
421	ROBERT W. GRUENINGER Professor of HPER	\$55,047.00	8/12/96	\$52,307.00	\$52,307.00	\$3,050.78	\$55,357.70

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432	TERESA PENNINGTON HARDMAN Asst. Professor of HPER	\$35,173.00	8/12/96	\$33,423.00	\$33,423.00	\$4,524.00	\$37,947.00
428	MONICA A. MAGNER Assoc. Professor of HPER	\$39,268.00	8/12/96	\$36,838.00	\$36,838.00	\$3,857.04	\$40,694.88
430	REGINALD F. OVERTON Asst. Professor of HPER	\$32,044.00	8/12/96	\$31,000.00	\$31,000.00	\$1,920.00	\$32,919.98
433	MOHAMMED SABIE Professor of HPER	\$29,676.00	8/12/96	\$57,418.00	\$57,418.00	\$8,624.16	\$66,042.12
434	HARRY FRANCIS SWEENEY Assoc. Professor of HPER	\$23,083.00	8/12/96	\$46,167.00	\$46,167.00	\$10,971.48	\$57,138.48
Psychology							
411	GEORGE S TAPP Dept. Chair, Psychology	\$31,691.00	8/12/96	\$67,085.00	\$67,085.00	\$22,045.70	\$89,130.62
418	LYNN HALLER AUGSBACH Asst. Professor of Psychology	\$41,423.00	8/12/96	\$36,866.00	\$36,866.00	\$4,423.92	\$41,289.92
3132	CHRISTI CARTER BRUENING Asst. Professor of Psychology	\$34,613.00	8/12/96	\$33,000.00	\$33,000.00	\$2,640.00	\$35,640.00
412	L. BRADLEY CLOUGH Professor of Psychology	\$28,029.00	8/12/96	\$54,323.00	\$54,323.00	\$6,518.76	\$60,841.68
2097	JAMES E. GOTSICK Professor of Psychology	\$31,705.00	8/12/96	\$60,456.00	\$60,456.00	\$17,202.60	\$77,658.60
415	BRUCE A MATTINGLY Professor of Psychology	\$60,169.00	8/12/96	\$56,645.00	\$56,645.00	\$20,065.44	\$76,710.44
416	CHARLES H MORGAN Professor of Psychology	\$51,806.00	8/12/96	\$49,392.00	\$49,392.00	\$12,255.06	\$61,647.00
2817	DAVID R. OLSON Assoc. Professor of Psychology	\$39,692.00	8/12/96	\$37,842.00	\$37,842.00	\$6,169.45	\$44,011.45

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417	FRANCIS H OSBORNE Professor of Psychology	\$30,964.00	8/12/96	\$59,042.00	\$59,042.00	\$14,303.84	\$73,345.76
1130	RENEE N. SARIS Asst. Professor of Psychology	\$0.00	8/12/96	\$30,000.00	\$30,000.00	\$0.00	\$30,000.00
Sociology, Soc. Work, Crim.							
626	DAVID R RUDY Dept. Chair, Socio., Soc. Work	\$70,071.00	8/12/96	\$65,140.00	\$65,140.00	\$11,817.54	\$76,957.42
3176	PAUL J. BECKER Asst. Professor of Sociology	\$33,759.00	8/14/96	\$31,000.00	\$32,000.00	\$3,840.00	\$35,339.97
624	EDWARD F. BRESCHER Asst. Professor of Sociology	\$34,020.00	8/12/96	\$32,146.00	\$32,146.00	\$0.00	\$32,145.96
620	ROBERT A BYLUND Professor of Sociology	\$55,305.00	8/12/96	\$52,424.00	\$52,424.00	\$4,249.95	\$56,673.87
2609	MARY B. CARNEY Asst. Prof. of Social Work	\$0.00	8/12/96	\$35,201.00	\$35,201.00	\$0.00	\$35,200.88
2818	CONSTANCE L. HARDESTY Asst. Professor of Sociology	\$40,804.00	8/12/96	\$36,782.00	\$36,782.00	\$3,420.72	\$40,202.64
628	NANCY LYNNE HOGAN Asst. Professor of Sociology	\$0.00	8/14/96	\$31,000.00	\$32,000.00	\$3,840.00	\$35,839.76
734	REBECCA S. KATZ Asst. Professor of Sociology	\$33,782.00	8/12/96	\$32,640.00	\$32,640.00	\$3,840.00	\$36,479.88
623	TED A MARSHALL Professor of Social Work	\$54,944.00	8/12/96	\$52,081.00	\$52,081.00	\$3,584.86	\$55,665.82
3113	CAROLE JARVIS OLSON Instructor of Social Work	\$0.00	8/12/96	\$26,982.00	\$26,982.00	\$300.00	\$27,282.00
627	EDWARD B. REEVES Professor of Sociology	\$50,308.00	8/12/96	\$46,971.00	\$46,971.00	\$8,317.44	\$55,288.44

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2194	SUSANNE MOSTELLER ROLLAND Asst. Prof. of Social Work	\$35,028.00	8/12/96	\$33,361.00	\$33,361.00	\$0.00	\$33,360.86
629	STUART SCHARF Asst. Prof. of Social Work	\$34,003.00	8/14/96	\$33,500.00	\$33,500.00	\$0.00	\$33,499.92
622	JOHN MICHAEL SEELIG Professor of Social Work	\$49,859.00	8/12/96	\$48,173.00	\$48,173.00	\$23,797.00	\$71,969.92
2819	JUDITH A. STAFFORD Assoc. Professor Social Work	\$49,222.00	8/12/96	\$46,657.00	\$46,657.00	\$4,055.50	\$50,712.46
1224	ERIC W. SWANK Instructor of Sociology	\$32,200.00	8/12/96	\$29,000.00	\$29,000.00	\$0.00	\$29,000.00
3091	SUZANNE E. TALLICHET Asst. Professor of Sociology	\$36,877.00	8/12/96	\$33,766.00	\$33,766.00	\$50.00	\$33,815.96
1225	ALBAN LEWIS WHEELER Professor of Sociology	\$65,727.00	8/12/96	\$63,505.00	\$63,505.00	\$14,953.56	\$78,458.52
Correct. Research & Training							
2986	ROBERTO HUGH POTTER Dir., Inst. Correct. Training	\$44,477.00	7/15/96	\$42,160.00	\$42,160.00	\$1,274.37	\$42,353.06
University Wellness Center							
420	JANE KELLY BROWN Wellness Coordinator	\$23,322.00	7/15/96	\$22,865.00	\$22,865.00	\$800.00	\$22,902.59

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Intramurals							
436	LARRY ADRIAN WILSON Intra. & Recreation Asst. Dir.	\$32,900.00	7/1/96	\$32,900.00	\$32,900.00	\$11,196.90	\$44,096.82
Swimming Pool							
786	JACQUELINE E UECKER Pool Coordinator	\$23,283.00	7/1/96	\$19,902.00	\$19,902.00	\$3,156.67	\$23,058.63
Off. Dean Coll. Science & Tech							
450	GERALD L DEMOSS Dean, Science & Technology	\$91,111.00	7/1/96	\$86,246.00	\$86,246.00	\$0.00	\$86,245.92
302	PRISCILLA GOTSICK Auto. & Micro. Lab. Coord.	\$27,967.00	7/1/96	\$25,193.00	\$25,193.00	\$500.00	\$25,693.00
569	RITA B. WRIGHT Water Testing Lab. Manager	\$40,173.00	7/1/96	\$38,404.00	\$38,404.00	\$10,438.00	\$48,841.82
Agricultural Sciences-Agriculture							
3100	ROBERT LANE COWSERT Dept. Chair, Agri. Sciences	\$64,538.00	8/12/96	\$58,598.00	\$58,598.00	\$9,350.00	\$67,948.00
309	DONALD LYN APPLGATE Assoc. Prof. Veterinary Tech.	\$49,947.00	8/12/96	\$48,168.00	\$48,168.00	\$0.00	\$48,168.00
242	DEBBY ANN JOHNSON Assoc. Professor Agriculture	\$43,161.00	8/12/96	\$41,625.00	\$41,625.00	\$0.00	\$22,947.10

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237	MICHAEL D. MCDERMOTT Asst. Professor of Agriculture	\$34,474.00	8/12/96	\$32,559.00	\$32,559.00	\$4,950.00	\$37,508.90
235	TAMARA G MCMILLAN Instructor of Horsemanship	\$0.00	8/12/96	\$28,625.00	\$29,125.00	\$1,549.59	\$30,424.58
1211	C. BRENT ROGERS Assoc. Professor Agriculture	\$41,484.00	8/12/96	\$40,007.00	\$40,007.00	\$2,400.42	\$42,407.34
244	JUDITH G WILLARD Assoc. Professor Agriculture	\$50,484.00	8/12/96	\$46,498.00	\$46,498.00	\$5,485.08	\$51,983.04
234	ROBERT H. WOLFE Assoc. Professor Agriculture	\$51,080.00	8/12/96	\$48,241.00	\$48,241.00	\$5,690.64	\$53,931.60
Agricultural Sciences-Farm							
247	EDWARD THOMAS LUNDERGAN Farm Manager	\$35,744.00	7/1/96	\$33,160.00	\$33,160.00	\$0.00	\$33,159.88
Agricultural Sciences-Vet Tech							
869	CARROLL LEE TYNER Coord., Veterinary Tech.	\$0.00	8/12/96	\$51,787.00	\$51,787.00	\$9,267.86	\$12,720.27
311	VIVIAN BARNES Asst. Prof. Veterinary Tech.	\$31,095.00	8/12/96	\$29,988.00	\$29,988.00	\$1,542.00	\$31,529.88
310	BARBARA I LEWIS Asst. Prof. Veterinary Tech.	\$30,734.00	8/12/96	\$29,639.00	\$29,639.00	\$3,351.34	\$32,990.30
1166	SCOTT WILLIAM RUNDELL Assoc. Prof. Veterinary Tech.	\$45,707.00	8/12/96	\$42,346.00	\$42,346.00	\$13,889.00	\$56,234.94

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Equine Breeding Program							
238	GENE DAVID CARSWELL Equine Manager	\$0.00	7/1/96	\$27,819.00	\$27,819.00	\$2,244.01	\$24,713.17
Ind. Educ. & Technology							
266	WILLIAM R. GRISE Asst. Prof. Ind. Educ. & Tech.	\$38,471.00	8/12/96	\$37,087.00	\$37,087.00	\$2,225.22	\$39,312.18
258	ROBERT THOMAS HAYES Assoc. Prof. Industrial Educ.	\$45,255.00	8/12/96	\$42,873.00	\$42,873.00	\$12,375.76	\$55,248.76
260	DENNIS KARWATKA Professor of Industrial Educ.	\$53,442.00	8/12/96	\$50,433.00	\$50,433.00	\$0.00	\$50,433.00
262	WAYNE ANTHONY MORELLA Professor of Industrial Educ.	\$49,179.00	8/12/96	\$44,034.00	\$44,034.00	\$4,175.93	\$48,209.93
264	EDWARD G NASS Assoc. Prof. Industrial Educ.	\$45,182.00	8/12/96	\$43,556.00	\$43,556.00	\$3,886.12	\$47,442.04
307	WILLIAM CHARLES PATRICK Assoc. Prof. Industrial Educ.	\$50,154.00	8/12/96	\$46,508.00	\$46,508.00	\$5,795.96	\$52,303.88
1248	JAMES E. SMALLWOOD Assoc. Prof. Industrial Educ.	\$47,769.00	8/12/96	\$45,079.00	\$45,079.00	\$5,409.48	\$50,488.44
1249	RONALD DALE SPANGLER Assoc. Prof. Industrial Educ.	\$41,999.00	8/12/96	\$40,488.00	\$40,488.00	\$600.00	\$41,087.98
259	RODNEY BRYAN STANLEY Assoc. Prof. Industrial Educ.	\$41,454.00	8/12/96	\$38,998.00	\$38,998.00	\$2,293.98	\$41,291.94
268	RONALD F. TUCKER Professor of Industrial Educ.	\$56,459.00	8/12/96	\$54,427.00	\$54,427.00	\$8,108.58	\$62,535.42
272	JOHN S VANHOOSE Asst. Prof. Ind. Educ. & Tech.	\$0.00	8/12/96	\$19,822.00	\$19,822.00	\$0.00	\$19,821.96

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1282	AHMAD ZARGARI Asst. Prof. Ind. Educ. & Tech.	\$41,482.00	8/12/96	\$37,853.00	\$37,853.00	\$939.97	\$38,792.85
Nursing & All. Health-BSN Program							
3063	BETTY M PORTER Dept. Chair, Nursing	\$64,835.00	8/12/96	\$57,998.00	\$57,998.00	\$7,719.88	\$65,717.80
1057	ALTA S. BLAIR Assoc. Professor of Nursing	\$39,868.00	8/12/96	\$39,279.00	\$39,279.00	\$0.00	\$39,279.00
292	JANICE T BRUMAGEN Assoc. Professor of Nursing	\$22,929.00	8/12/96	\$45,181.00	\$45,181.00	\$0.00	\$45,180.96
976	DONNA JEAN CORLEY Asst. Professor of Nursing	\$37,125.00	8/12/96	\$34,131.00	\$34,131.00	\$6,399.64	\$40,530.64
291	YAN DUAN Asst. Professor of Nursing	\$32,480.00	1/31/97	\$32,000.00	\$32,000.00	\$0.00	\$15,999.90
2889	STEPHANIE GAY GIFFORD Instructor of Nursing	\$30,450.00	8/12/96	\$30,000.00	\$30,000.00	\$0.00	\$30,000.00
297	DENISE ANN GOLDY Asst. Professor of Nursing	\$37,876.00	8/12/96	\$35,312.00	\$35,312.00	\$6,223.00	\$41,534.90
899	PEGGY H. GRAY BSN Campus Laboratory Coord.	\$31,792.00	7/1/96	\$30,007.00	\$30,007.00	\$500.00	\$30,506.86
300	PAMELLA DHANMATTIE JAISINGH Student Services Officer	\$20,404.00	7/1/96	\$19,497.00	\$19,497.00	\$0.00	\$19,496.88
1780	FREDA L. KILBURN Professor of Nursing	\$53,774.00	8/12/96	\$52,979.00	\$52,979.00	\$0.00	\$52,978.92
304	LINDA E MCNABB Asst. Professor of Nursing	\$32,345.00	8/12/96	\$32,345.00	\$32,345.00	\$0.00	\$32,344.78
1772	PAULINE RAMEY Assoc. Professor of Nursing	\$23,931.00	8/12/96	\$23,577.00	\$23,577.00	\$0.00	\$23,577.00

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2864	MARSHIA CLAY WHITE Asst. Professor of Nursing	\$35,909.00	8/12/96	\$35,378.00	\$35,378.00	\$0.00	\$35,377.92
3030	BRENDA KAYE WILBURN Asst. Professor of Nursing	\$34,342.00	8/12/96	\$33,342.00	\$33,342.00	\$0.00	\$33,341.88
Nur. & All. Hlth.-Rad. Tech							
313	RAE P. SMITH Asst. Prof. Radiologic Tech.	\$0.00	8/12/96	\$34,359.00	\$34,359.00	\$0.00	\$23,170.30
2841	MARCIA JANA COOPER Asst. Prof. Radiologic Tech.	\$36,181.00	8/12/96	\$32,836.00	\$32,836.00	\$7,780.32	\$40,616.20
314	JACKLYNN KAY DARLING Assoc. Prof. Radiologic Tech.	\$40,962.00	8/12/96	\$37,175.00	\$37,175.00	\$15,082.60	\$52,257.40
315	BARBARA LEAH DEHNER Assoc. Prof. Radiologic Tech.	\$39,929.00	8/12/96	\$36,237.00	\$36,237.00	\$3,500.00	\$39,737.00
2891	CYNTHIA YOUNG GIBBS Assoc. Prof. Radiologic Tech.	\$38,793.00	8/12/96	\$34,934.00	\$34,934.00	\$8,280.34	\$43,214.20
Nursing & All. Health-ADN Program							
2890	JANET J GROSS Professor of Nursing	\$55,503.00	8/12/96	\$54,683.00	\$54,683.00	\$0.00	\$54,682.92
1263	MATTIE ELIZABETH BURTON Asst. Professor of Nursing	\$33,495.00	8/14/96	\$33,000.00	\$33,000.00	\$3,300.00	\$36,300.00
2888	CHERYL JEAN CLEVENGER Asst. Professor of Nursing	\$37,876.00	8/12/96	\$35,312.00	\$35,312.00	\$5,790.00	\$41,101.90
1065	BARBARA JEAN HIGNITE Asst. Professor of Nursing	\$0.00	8/12/96	\$33,000.00	\$33,000.00	\$0.00	\$16,500.00

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2980	RUTH GAIL HUFFMAN ADN Campus Laboratory Coord.	\$16,627.00	7/1/96	\$16,041.00	\$16,041.00	\$0.00	\$16,040.94
3029	LUCILLE MAYS Asst. Professor of Nursing	\$36,431.00	8/12/96	\$34,907.00	\$34,907.00	\$0.00	\$34,906.82
3112	SHELBY SHIRES Asst. Professor of Nursing	\$40,423.00	8/12/96	\$36,686.00	\$36,686.00	\$0.00	\$36,685.92
Human Sciences							
1786	MARILYN Y. SAMPLEY Dept. Chair, Human Sciences	\$65,491.00	8/12/96	\$62,093.00	\$62,093.00	\$6,562.00	\$68,654.92
279	JANE COOK ELLINGTON Assoc. Prof. Human Sciences	\$38,939.00	8/12/96	\$38,364.00	\$38,364.00	\$0.00	\$38,364.00
551	CAROLYN S FLATT PDI Director	\$19,864.00	8/12/96	\$18,812.00	\$18,812.00	\$0.00	\$18,811.78
280	NANCY K GRAHAM Dir., Inst. Foods Lab	\$35,815.00	8/12/96	\$33,918.00	\$33,918.00	\$847.95	\$34,765.73
286	MICHELLE B. KUNZ Asst. Prof. Human Sciences	\$37,880.00	8/12/96	\$35,874.00	\$35,874.00	\$1,500.00	\$37,374.00
278	BRENDA M. MALINAUSKAS Asst. Prof. Nutrition/Diet.	\$36,241.00	8/14/96	\$35,000.00	\$35,000.00	\$2,100.00	\$37,099.90
490	DAMON A. REVELAS Asst. Prof. Hotel/Management	\$0.00	8/12/96	\$38,104.00	\$38,104.00	\$0.00	\$38,103.78
285	CAROLYN D TAYLOR Assoc. Prof. Human Sciences	\$44,680.00	8/12/96	\$42,313.00	\$42,313.00	\$1,150.00	\$43,462.96

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Biological & Environmental Sciences							
558	JOE E. WINSTEAD Dept. Chair, Biology	\$61,147.00	8/12/96	\$65,000.00	\$65,000.00	\$600.00	\$65,599.92
556	DAVID MILTON BRUMAGEN Professor of Biology	\$26,544.00	8/12/96	\$26,544.00	\$26,544.00	\$0.00	\$26,544.00
557	FRED M BUSROE Assoc. Professor of Biology	\$25,028.00	8/12/96	\$23,872.00	\$23,872.00	\$662.00	\$24,533.90
559	GEOFFREY W. GEARNER Assoc. Professor of Biology	\$40,723.00	8/12/96	\$37,536.00	\$37,536.00	\$0.00	\$37,536.00
3192	CANDACE L. GLENDENING Instructor of Biology	\$21,741.00	8/12/96	\$21,420.00	\$21,420.00	\$2,289.50	\$23,709.50
555	JERRY F HOWELL JR Professor of Biology	\$0.00	8/12/96	\$51,669.00	\$51,669.00	\$263.00	\$26,097.44
562	DAVID T MAGRANE Professor of Biology	\$59,768.00	8/12/96	\$56,178.00	\$56,178.00	\$11,662.80	\$67,840.80
1174	MALINDA BEA MCMURRY Animal Care Technician	\$29,352.00	7/1/96	\$28,313.00	\$28,313.00	\$0.00	\$28,312.96
563	LESLIE E MEADE Professor of Biology	\$50,174.00	8/12/96	\$48,632.00	\$48,632.00	\$192.00	\$48,823.96
3193	HARRY CHARLES MOELLER Instructor of Biology	\$0.00	8/12/96	\$24,480.00	\$24,480.00	\$0.00	\$24,480.00
564	TED PASS, II Professor of Biology	\$65,096.00	8/12/96	\$61,260.00	\$61,260.00	\$27,945.12	\$89,205.12
3090	ANNE PHELPS Assistant Professor of Biology	\$0.00	8/12/96	\$31,036.00	\$31,036.00	\$315.00	\$31,350.94
561	BRIAN C. REEDER Assoc. Professor of Biology	\$48,689.00	8/12/96	\$41,795.00	\$41,795.00	\$11,436.24	\$53,231.24
565	ALLEN CLAY RISK Assistant Professor of Biology	\$34,598.00	8/12/96	\$33,000.00	\$33,000.00	\$0.00	\$33,000.00

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566	DAVID J SAXON Professor of Biology	\$63,948.00	8/12/96	\$60,166.00	\$60,166.00	\$13,285.00	\$73,450.96
567	HOWARD L SETSER Professor of Biology	\$28,575.00	8/12/96	\$27,255.00	\$27,255.00	\$0.00	\$27,255.00
1013	CRAIG TUERK Assistant Professor of Biology	\$37,474.00	8/12/96	\$34,436.00	\$34,436.00	\$5,681.42	\$40,117.34
2867	TERESA GAIL VINCENT Instructor of Biology	\$0.00	8/12/96	\$25,976.00	\$25,976.00	\$0.00	\$25,976.00
Mathematics							
575	C. RODGER HAMMONS Dept. Chair, Mathematics	\$70,995.00	8/12/96	\$67,915.00	\$67,915.00	\$8,467.19	\$76,382.19
576	DORA CARDENAS AHMADI Asst. Professor of Mathematics	\$36,630.00	8/12/96	\$34,078.00	\$34,078.00	\$2,700.00	\$36,777.96
580	JOHN PATRICK BOARDMAN Asst. Professor of Mathematics	\$0.00	8/12/96	\$34,497.00	\$34,497.00	\$0.00	\$34,496.80
3042	STEPHEN MICHAEL CYRUS Instructor of Mathematics	\$0.00	8/12/96	\$23,400.00	\$23,400.00	\$0.00	\$23,400.00
3126	VIVIAN FLORA CYRUS Asst. Professor of Mathematics	\$37,200.00	8/12/96	\$34,497.00	\$34,497.00	\$7,989.64	\$42,486.44
573	BEN V FLORA Professor of Mathematics	\$62,344.00	8/12/96	\$59,411.00	\$59,411.00	\$8,821.25	\$68,232.03
574	JOHNNIE G FRYMAN Assoc. Professor Mathematics	\$23,971.00	8/12/96	\$23,617.00	\$23,617.00	\$1,022.00	\$24,639.00
571	LLOYD R. JAISINGH Professor of Mathematics	\$55,991.00	8/12/96	\$52,528.00	\$52,528.00	\$490.00	\$53,017.96
570	GLENN EARL JOHNSTON Professor of Mathematics	\$0.00	8/12/96	\$28,104.00	\$28,104.00	\$662.00	\$28,766.00

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578	THOMAS J. KLEIN Asst. Professor of Mathematics	\$40,293.00	8/12/96	\$34,824.00	\$34,824.00	\$10,980.56	\$45,804.56
3165	DOUGLAS A. LAPP Asst. Professor of Mathematics	\$34,678.00	8/12/96	\$33,046.00	\$33,046.00	\$0.00	\$33,046.00
577	ROBERT J LINDAHL Professor of Mathematics	\$32,512.00	8/12/96	\$61,964.00	\$61,964.00	\$18,098.32	\$80,062.32
3086	DAWN MARIE LONG Instructor of Mathematics	\$24,000.00	8/12/96	\$23,643.00	\$23,643.00	\$2,160.00	\$25,803.00
3196	JENNIFER MANGUM Instructor of Mathematics	\$0.00	8/12/96	\$23,300.00	\$23,300.00	\$0.00	\$23,300.00
579	JAMES DARWIN MANN Assoc. Professor Mathematics	\$22,861.00	8/12/96	\$22,523.00	\$22,523.00	\$0.00	\$22,522.92
2676	ANDREW D. MARTIN Asst. Professor of Mathematics	\$0.00	8/12/96	\$35,584.00	\$35,584.00	\$0.00	\$35,583.96
3106	SUSAN SWIE LIE MARTIN Instructor of Mathematics	\$0.00	8/12/96	\$24,168.00	\$24,168.00	\$0.00	\$24,168.00
581	GORDON NOLEN Assoc. Professor Mathematics	\$51,153.00	8/12/96	\$48,747.00	\$48,747.00	\$11,445.48	\$60,192.48
961	TED M. PACK Instructor of Mathematics	\$30,446.00	8/12/96	\$29,014.00	\$29,014.00	\$7,305.08	\$36,319.04
572	RANDY K. ROSS Assoc. Professor Mathematics	\$39,080.00	8/12/96	\$37,241.00	\$37,241.00	\$7,516.92	\$44,757.84
582	JOYCE FAYE SAXON Asst. Professor of Mathematics	\$46,115.00	8/12/96	\$43,116.00	\$43,116.00	\$12,008.96	\$55,124.96
2855	DANIEL L. SETH Assoc. Professor Mathematics	\$40,443.00	8/12/96	\$38,064.00	\$38,064.00	\$0.00	\$38,064.00

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Physical Sciences							
2635	MICHAEL R. ADAMS Assoc. Professor of Chemistry	\$38,693.00	8/12/96	\$35,330.00	\$35,330.00	\$0.00	\$35,329.84
2870	DANIEL ALBERT ADSMOND Assistant Professor Chemistry	\$36,968.00	8/12/96	\$31,792.00	\$31,792.00	\$0.00	\$31,791.76
172	ZEXIA K. BARNES Assoc. Professor of Chemistry	\$40,758.00	8/12/96	\$38,284.00	\$38,717.00	\$0.00	\$38,716.92
3003	ROBERT DAVID BORAM Assoc. Professor of Science	\$38,208.00	8/12/96	\$34,633.00	\$34,633.00	\$6,645.66	\$41,278.62
585	RUSSELL M BRENGELMAN Professor of Physics	\$29,007.00	8/12/96	\$56,114.00	\$56,114.00	\$4,489.12	\$60,603.12
595	HAROLD WADE CAIN Assoc. Professor of Chemistry	\$42,346.00	8/12/96	\$40,960.00	\$40,960.00	\$3,276.80	\$44,236.68
230	RITA KAY CALHOUN Phy. Sciences Lab Supervisor	\$28,961.00	7/1/96	\$28,049.00	\$28,049.00	\$0.00	\$28,049.00
587	DAVID R CUTTS Professor of Physics	\$56,652.00	8/12/96	\$54,797.00	\$54,797.00	\$0.00	\$54,796.92
588	MAURICE E. ESHAM Professor of Science	\$23,672.00	8/12/96	\$23,672.00	\$23,672.00	\$1,078.00	\$24,749.92
590	RONALD L FIEL Professor of Science	\$60,479.00	8/12/96	\$57,450.00	\$57,450.00	\$1,410.00	\$58,860.00
591	HERBERT C HEDGECOCK Assistant Professor Chemistry	\$40,706.00	8/12/96	\$39,372.00	\$39,372.00	\$0.00	\$39,372.00
592	RICHARD L HUNT Assoc. Professor of Chemistry	\$53,278.00	8/12/96	\$50,610.00	\$50,610.00	\$0.00	\$50,610.00
593	DAVID K HYLBERT Professor of Geoscience	\$27,163.00	8/12/96	\$27,163.00	\$27,163.00	\$0.00	\$27,162.98
584	BENJAMIN KEVIN MALPHRUS Assoc. Professor of Science	\$41,042.00	8/12/96	\$37,210.00	\$37,210.00	\$29,440.02	\$66,649.92

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
586	CHARLES E MASON Asst. Professor of Geoscience	\$38,118.00	8/12/96	\$36,209.00	\$36,209.00	\$3,041.56	\$39,250.46
136	C. VICTOR RAMEY Assoc. Professor of Science	\$24,713.00	8/12/96	\$47,072.00	\$47,072.00	\$10,561.54	\$57,633.46
594	STEVEN K. REID Asst. Professor of Geoscience	\$38,390.00	8/12/96	\$32,668.00	\$32,668.00	\$0.00	\$32,667.96
596	CHARLES JACKSON WHIDDEN Professor of Physics	\$58,555.00	8/12/96	\$55,473.00	\$55,473.00	\$17,012.18	\$72,485.00
3173	JOAN M. WHITWORTH Asst. Professor of Science	\$35,880.00	8/12/96	\$34,083.00	\$34,083.00	\$8,359.96	\$42,442.84
Off. Academic Support Services							
218	JUDY R. ROGERS Assoc. VP for Academic Affairs	\$80,568.00	7/1/96	\$76,527.00	\$76,527.00	\$0.00	\$76,527.00
2994	WANDA LEE LITTLETON Undergraduate Supp.Serv.Coord.	\$23,228.00	7/1/96	\$22,422.00	\$22,422.00	\$0.00	\$22,421.88
Off., Inst. Plan., Res. & Eff.							
14	JEANNE S. OSBORNE Dir., Ins. Plan., Res. & Eff.	\$49,000.00	7/1/96	\$45,000.00	\$45,000.00	\$1,400.00	\$46,400.00
3166	ALAN ROMANS BALDWIN Account. & Perf. Fund. Coord.	\$41,000.00	7/1/96	\$36,895.00	\$36,895.00	\$0.00	\$36,894.96

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**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Off. of Enrollment Management							
3170	BEVERLY JOYCE MCCORMICK Asst. V.P., Enroll. Management	\$70,202.00	7/1/96	\$49,954.00	\$67,954.00	\$9,756.26	\$70,510.19
1025	SANDRA LEE BARKER Asst. Dir. Admiss. & Recruit.	\$24,070.00	7/1/96	\$21,843.00	\$22,935.00	\$1,400.00	\$24,334.86
139	D. DANIEL CORNETT Director of Recruitment	\$43,706.00	7/1/96	\$35,374.00	\$35,374.00	\$0.00	\$35,373.96
3200	ANGELA DELOIS FOSTER Admissions Counselor	\$0.00	7/1/96	\$7.35	\$19,115.00	\$385.92	\$17,293.05
3199	SHELLIE ANNE JONES Admissions Counselor	\$20,281.00	7/1/96	\$8.09	\$19,615.00	\$0.00	\$18,667.72
140	CHANDO ROBERT MAPOMA Admissions Counselor	\$0.00	7/1/96	\$19,990.00	\$19,990.00	\$375.00	\$2,040.83
142	ALENE E MCGUIRE Asst. Dir. Admiss. Operations	\$31,600.00	7/1/96	\$26,038.00	\$26,038.00	\$0.00	\$26,037.96
3078	LORA HARDWICK PACE Coordinator of Retention	\$27,213.00	7/1/96	\$26,615.00	\$26,615.00	\$1,400.00	\$28,014.90
2897	MICHELLE DEANNE PATRICK Asst. Dir., Telecommunications	\$23,812.00	7/1/96	\$22,865.00	\$22,865.00	\$1,000.00	\$23,864.92
2896	MICHAEL E. PENNINGTON Adm. Couns./Coord. Early Est.	\$23,940.00	7/1/96	\$22,865.00	\$22,865.00	\$1,900.00	\$24,764.92
3019	ERICA PHELPS Minority Retention Specialist	\$0.00	7/1/96	\$23,540.00	\$23,540.00	\$544.36	\$11,408.92
3019	WILLIAM SALAZAR Minority Retention Specialist	\$25,000.00	6/2/97	\$25,000.00	\$25,000.00	\$500.00	\$2,583.33
49	JACQUELYN HARBOR SCOTT Non-Trad. & Commuter Coord.	\$30,560.00	7/1/96	\$28,281.00	\$28,281.00	\$1,000.00	\$29,281.00
3119	ERNESTINE MILDRED WINFIELD Coordinator, MTEP	\$32,084.00	7/1/96	\$30,991.00	\$30,991.00	\$1,600.00	\$32,590.96

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
140	GLENDARENE WOODS Admissions Counselor	\$19,497.00	9/23/96	\$19,115.00	\$19,115.00	\$0.00	\$14,115.66
Academic Services Center							
942	DANIEL J. CONNELL Dir., Academic Support Serv.	\$58,073.00	7/1/96	\$53,718.00	\$53,718.00	\$5,234.14	\$58,952.14
105	SANDRA SUE ADKINS General Studies Advisor	\$29,203.00	7/1/96	\$27,657.00	\$27,657.00	\$0.00	\$27,657.00
225	PAULA BETH DAILEY Coord., Center Academic Advis.	\$34,491.00	7/1/96	\$33,000.00	\$33,000.00	\$0.00	\$33,000.00
2833	G. ALVIN MADDEN-GRIDER Learning Specialist	\$24,691.00	7/1/96	\$23,773.00	\$23,773.00	\$1,000.00	\$24,772.96
2832	DEBRA SUE REED Disability Advisor/Counselor	\$32,885.00	7/1/96	\$31,250.00	\$31,250.00	\$3,400.00	\$34,649.92
2499	DEBORAH ELLEN ROSS Provisional Studies Coord.	\$29,261.00	7/1/96	\$28,193.00	\$28,193.00	\$3,400.00	\$31,592.92
224	BELVA LYNN SAMMONS Coordinator, Special Services	\$32,519.00	7/1/96	\$30,988.00	\$30,988.00	\$825.00	\$31,812.96
Career Planning & Placement							
150	KATHLEEN CAREY Career Plan. & Place. Coord.	\$0.00	7/8/96	\$26,615.00	\$26,615.00	\$0.00	\$12,283.20

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
Office of Testing							
222	PATTY V. ELDRIDGE Testing Coordinator	\$38,371.00	7/1/96	\$35,907.00	\$35,907.00	\$1,090.00	\$36,996.78
Camden Carroll Library							
656	LARRY X. BESANT Dir. of Library/Inst. Media	\$70,320.00	7/1/96	\$67,404.00	\$67,404.00	\$0.00	\$67,404.00
679	GARY L. AUSTIN Librarian I	\$27,234.00	10/28/96	\$26,700.00	\$26,700.00	\$0.00	\$18,210.74
665	ALBERT H. EVANS Librarian III	\$33,492.00	7/1/96	\$32,498.00	\$32,498.00	\$0.00	\$32,497.92
670	GARY LEE FLANAGAN Automation Coordinator	\$36,190.00	7/1/96	\$34,592.00	\$34,592.00	\$0.00	\$34,591.92
667	JUANITA JUSTICE HALL Librarian IV	\$40,216.00	7/1/96	\$39,022.00	\$39,022.00	\$0.00	\$39,021.96
658	CLARA BARTON KEYES Librarian IV	\$44,652.00	7/1/96	\$42,053.00	\$42,053.00	\$500.00	\$42,552.92
663	JULIA C LEWIS Librarian I	\$27,984.00	7/1/96	\$26,748.00	\$26,748.00	\$1,500.00	\$28,247.76
672	LINDA L. LOWE Librarian II	\$32,170.00	7/1/96	\$31,215.00	\$31,215.00	\$0.00	\$31,214.82
673	ALTON H MALONE Librarian III	\$36,689.00	7/1/96	\$35,600.00	\$35,600.00	\$0.00	\$35,599.92
674	CATHERINE A. MOONEY Librarian I	\$0.00	7/1/96	\$26,713.00	\$26,713.00	\$462.33	\$20,394.31
660	CAROL ANGELL NUTTER Librarian IV	\$45,592.00	7/1/96	\$42,938.00	\$42,938.00	\$0.00	\$42,937.92

**MOREHEAD STATE UNIVERSITY
1996/97 SALARY REPORT**

Roster ID.No	Name Title	1997/98 Approved Base Salary	1996/97 Appt. Date	1996/97 Approved Base Salary	1996/97 Amended Base Salary	1996/97 Supplemental Pay	1996/97 Total Salary
680	ELSIE T PRITCHARD Librarian IV	\$47,329.00	7/1/96	\$44,574.00	\$44,574.00	\$0.00	\$44,574.00
677	TERESA G. WELCH Librarian III	\$33,541.00	7/1/96	\$31,589.00	\$31,589.00	\$400.00	\$31,988.92
162	KENNETH NEAL WHEELER Audio Visual Services Coord.	\$28,214.00	7/1/96	\$27,641.00	\$27,641.00	\$800.00	\$28,440.92
681	HELEN SANDRA WILLIAMS Librarian IV	\$45,960.00	7/1/96	\$43,285.00	\$43,285.00	\$2,400.00	\$45,684.96
682	BETTY JEAN WILSON Librarian IV	\$45,649.00	7/1/96	\$42,992.00	\$42,992.00	\$0.00	\$42,991.92
	GRAND TOTALS	\$21,980,786.00		\$23,516,990.58	\$23,642,085.50	\$1,786,122.93	\$24,433,662.29

**REPORT ON INTERIM POLICIES RELATED TO
KRS 164.020(32) TUITION WAIVER**

Background:

Attached are the interim policies related to the new statewide tuition waiver program enacted by the Kentucky General Assembly this summer during the Extraordinary Session related to higher education. The interim policies have been distributed to the campus community and are under review.

A summary of the policies as they relate to MSU employees and eligible dependents is provided in the memorandum outlining the key provisions of the tuition waiver program.

Attachment



MEMORANDUM

MOREHEAD, KENTUCKY 40351-1689

TO: University Council

FROM: Porter Dailey *PD*

DATE: August 29, 1997

SUBJECT: Faculty and Staff Tuition Waiver Program

House Bill 1, enacted by the Kentucky General Assembly this summer during the Extraordinary Session related to higher education, resulted in the provision for a statewide faculty and staff tuition waiver program. The Council on Postsecondary Education (CPE) was given responsibility for developing the statewide policy and implementation strategies. On August 8, the Council's Acting President issued an interim policy. The new CPE interim policy was developed with institutional input and is generally straight forward.

The new statutory waiver program is more liberal than our existing tuition waiver program. President Eaglin therefore will rescind our current tuition waiver policy - PG 26 - and we will replace it with Interim University Administrative Regulations (UAR) in order to implement. In regard to MSU regular, full-time faculty and staff, the new state policy will be our policy. We will also continue to maintain in our new internal policy the provision for the University to grant up to 12 credit hours per year to a spouse or an eligible dependent of a full-time University employee.

Please review and comment on the attached Interim Administrative Regulation Related to the Faculty and Staff Tuition Waiver Program for MSU Employees. This Interim UAR will address MSU employees enrolling for MSU classes, the spouse/dependent waiver policy will contain a brief section advising MSU employees on the procedure for taking courses at other public postsecondary institutions.

A second policy, also attached and titled Interim Administrative Regulation Related to the State Tuition Waiver Policy outlines the provision for other public postsecondary education employees to enroll at MSU.

KEY PROVISIONS OF STATEWIDE POLICY

1. A regular full-time employee of a public postsecondary educational institution may, with prior administrative approval of the course offering institution, enroll for a maximum of 6 credit hours per academic term at any public postsecondary institution.
2. The institution shall waive the tuition up to a maximum of 6 credit hours per term.
3. A regular full-time employee is therefore eligible for the waiver of tuition for a maximum of 18 hours per year - Fall, Spring and Summer terms (for the purpose of this policy, all summer sessions constitute a single term).

KEY PROVISIONS OF MSU EMPLOYEE/DEPENDENT ELIGIBLE POLICY

1. MSU will continue to grant, under certain conditions, tuition waivers up to a maximum of 12 hours per year to eligible dependents and spouses of regular, full-time University employees.
2. An eligible spouse or dependent will be permitted a waiver of a maximum of 6 hours per term but only if the MSU employee does not claim that tuition waiver at MSU for that term.
3. If an employee enrolls after an eligible spouse or dependent has claimed the waiver for that term, the spouse or dependent will be billed for the previously waived tuition expense.

Please review the Interim UARs. They contain the detail related to the administration of both policy provisions. It is very important that you share this information with your faculty and staff to insure their awareness and understanding of the new program and its educational benefits.

The Chairs of the Senate and Congress are responsible for having the policy reviewed through their processes. Please return all comments to the Office of Human Resources no later than October 1. If you have questions regarding the policies you may contact Francene Botts-Butler, Mike Walters or me.

C: President Eaglin

Attachments

**INTERIM UNIVERSITY ADMINISTRATIVE REGULATION
RELATED TO THE FACULTY AND STAFF TUITION WAIVER PROGRAM
FOR MSU EMPLOYEES**

- TITLE:** Morehead State University Faculty and Staff Tuition Waiver Program
- PURPOSE:**
- To promote the professional development of regular full-time Morehead State University faculty and staff in accordance with the provisions of KRS 164.020(32).
 - To allow retired faculty and academic administrators re-employed by the University under PAc 25, and retired staff members re-employed by the University under PG-43, to have tuition waived subject to the limitations contained in PAc 25 and PG-43.
 - To allow an eligible spouse or dependent(s) of a regular full-time Morehead State University faculty or staff member to have the tuition waived subject to the provisions and limitations contained herein.
 - To allow employees of the United States Army assigned to the Department of Military Science and employees of the Kentucky Department of Education Region 7 Service Center to have tuition waived subject to the provisions and limitations contained herein.
- PROCEDURAL REFERENCE:** KRS 164.020(32) and the policy for implementation of that statute issued by the Council on Postsecondary Education.
- ELIGIBILITY:**
- A Morehead State University regular full-time faculty or staff member.
 - A retired faculty or academic administrator re-employed by the University under the provisions of PAc 25 or retired staff member re-employed by the University under the provisions of PG 43.
 - An eligible dependent of a regular full-time Morehead State University faculty or staff member. An eligible dependent is defined as a spouse, or an unmarried son or daughter, unmarried step-son or step-daughter less than 24 years of age by December 31 of the year in which the term for which the waiver is requested falls.
 - A regular, full-time employee of the United States Army assigned to the

Department of Military Science at Morehead State University and a regular, full-time employee of the Kentucky Department of Education Region 7 Service Center whose assigned work site is located on the campus of Morehead State University.

To receive benefits under this policy, the employee or dependent shall be required to maintain a minimum of a 2.0 GPA at Morehead State University and must otherwise be in good standing with this University.

TUITION WAIVERS:

A regular, full-time faculty or staff member of Morehead State University may take up to a maximum of six credit hours each academic term (fall and spring semester and summer I and/or II sessions) not to exceed a total of eighteen hours per academic year. The tuition charges for the credit hours taken shall be waived by the University. Unused credit hours for any semester or term may not be carried forward to future terms.

A retired MSU faculty or academic administrator re-employed by the University under the provisions of PAc 25, and retired MSU staff members re-employed by the University under the provisions of PG-43, will have access to the University's tuition waiver program, non-transferable and proportional to their contracts, up to a maximum of six (6) credit hours per academic year (fall and spring semesters only). Unused credit hours for any semester or term may not be carried forward to future terms.

A regular, full-time employee of the United States Army who is assigned to the Department of Military Science at Morehead State University and a regular, full-time employee of the Kentucky Department of Education, Region 7 Service Center whose work site is on the campus of Morehead State University may take up to a maximum of six (6) credit hours per term not to exceed twelve (12) credit hours per academic year. The tuition charges for the credit hours taken shall be waived by Morehead State University. Unused credit hours for any semester or term may not be carried forward to future terms. Unused credit hours for any semester or term are non-transferrable to a dependent of these employees.

The waiver is for tuition only. The waiver does not cover any mandatory fees or other course costs (books, special course fees, private lessons, tutoring, drop/add fees, course materials, etc.). The waiver also does not apply to non-credit continuing or community education courses, courses offered through overseas programs, correspondence course and audited courses.

A request for tuition waiver will be made on a Faculty and Staff Tuition Waiver Form and must be approved by the employee's supervisor and

appropriate vice president. The form shall be presented to the Office of Financial Aid no later than the following dates:

Continuing Regular Full-Time Employees

Fall Semesters	July 15
Spring Semesters	December 15
Summer Terms	May 15

Individuals Employed After the Above Dates

Individuals who commence regular, full-time employment at MSU after the applicable dates above, but before the first day of classes for the term, must submit the form prior to the close of Business Days for that term.

Waiver forms submitted after the above dates shall not be approved and the tuition waiver will not be granted for that term.

Tuition waivers will be credited to the employee's/student's account and shall be included as a resource for the determination of eligibility for any other types of financial aid.

**COURSES
DURING
WORK HOURS:**

Permission may be granted by the employee's supervisor upon written request to take a maximum of one course per term during assigned work hours. If permission is granted to take a class during working hours, the employee's work schedule will be adjusted to make up the work time missed while in class.

**ADDITIONAL
COURSES:**

Additional courses beyond the maximum of six credit hours per academic term may be taken outside normal working hours and at the faculty or staff member's own expense.

**SPOUSE AND/OR
DEPENDENT BENEFIT:**

In the event a regular, full-time MSU faculty or staff member waives his/her entitlement to use all or a portion of the six (6) credit hours per academic term at Morehead State University, or if the full-time faculty or staff member chooses to exercise the entitlement under KRS 164.020(32) at another public postsecondary educational institution, the University shall grant a tuition waiver of up to six (6) credit hours per term to an eligible dependent, not to exceed twelve (12) credit hours per academic year.

If an eligible dependent of an MSU employee is granted a tuition waiver for six (6) credit hours in any academic term, the employee will not be entitled to a tuition waiver for classes at MSU during the same term.

In the event the MSU employee subsequently enrolls at MSU and claims the entitled six (6) credit hours (or portion thereof), the dependent will be assessed the appropriate tuition charge. The maximum credit hours for which an employee can obtain a tuition waiver if an eligible dependent utilizes his/her maximum twelve (12) hour benefit is six (6) per academic year.

**OTHER PROGRAM
PROVISIONS:**

No refund of credit (benefit) will be given to the MSU faculty or staff member or eligible dependent for courses that are dropped.

This policy confers a financial benefit to regular, full-time employees and is not intended to guarantee access to or preferential treatment for any academic course or program.

MSU is not required to offer a course during an academic term unless there is a sufficient number of tuition-paying students taking the course. MSU reserves the right to restrict enrollment in a course if space is not available.

Any tax liability incurred through participation in this program is the responsibility of the employee.

**ENROLLMENT AT
OTHER POST-
SECONDARY
INSTITUTION:**

A regular, full-time MSU employee desiring to enroll at another public postsecondary educational institution shall have his/her employment verified by the MSU Office of Human Resources. The MSU employee shall contact the institution in which he/she intends to enroll for further information regarding enrollment.

FRAUDULENT USE:

Any employee who knowingly submits and causes to be processed a fraudulent request for a tuition waiver shall be subject to disciplinary measures as provided in the Morehead State University Personnel Policies.

INTERIM ADMINISTRATIVE REGULATION RELATED TO THE STATE TUITION POLICY

TITLE:	Policy and Procedures Related to the State Tuition Policy
PURPOSE:	To provide policy and procedures for the state Faculty and Staff Tuition Waiver program for non-Morehead State University employees. The policy and procedures for Morehead State University employees are contained in Administrative Regulation Related to the Faculty and Staff Tuition Waiver Program for MSU employees.
PROCEDURAL REFERENCE:	KRS 164.020(32) and the policy for implementation of that statute issued by the Council on Postsecondary Education.
SCOPE:	This UAR applies to all individuals who are not employed at Morehead State University and who wish to take advantage of the tuition waiver provided by KRS 164.020(32).
POLICY:	The policy for determining eligibility and governing the use of the tuition waiver program shall be the attached Faculty and Staff Tuition Waiver Program Policy of the Council on Postsecondary Education.
PROCEDURES:	<p>Prior administrative approval must be obtained from Morehead State University to take advantage of the waiver. To obtain administrative approval from Morehead State University for participation in the tuition waiver program, the individual must complete the following:</p> <ol style="list-style-type: none">1. The individual must apply for and be accepted as a student at Morehead State University.2. Acceptance to the specific program of study must be achieved if applicable.3. A class schedule must be approved and registered for the applicable term in accordance with the class schedules and business guide in effect for that term.4. The individual must obtain a Faculty and Staff Waiver Program for Employees of Public Postsecondary Institutions form from the Office of

Financial Aid. The form must be completed and returned to the Office of Financial Aid by the following dates:

Fall semesters	July 15
Spring Semesters	December 15
Summer Terms	May 15

Forms will not be accepted after the applicable dates and administrative approval for enrollment under the terms of the tuition waiver program will not be granted.

**APPLICABILITY OF
OTHER POLICIES:**

Individuals participating in this program shall be subject to all other academic and fiscal policies pertaining to students of Morehead State University.

**MSU EMPLOYEE
ENROLLMENT AT
OTHER POST-
SECONDARY
INSTITUTION:**

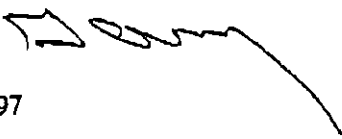
A regular, full-time MSU employee desiring to enroll at another public postsecondary educational institution shall have his/her employment verified by the MSU Office of Human Resources. The MSU employee shall contact the institution in which he/she intends to enroll for further information regarding enrollment.



Gary S. Cox
Acting President

MEMORANDUM

TO: University Presidents
Ben Carr.
Delmus Murrell

FROM: Gary S. Cox 

DATE: August 8, 1997

SUBJ: Faculty and Staff Tuition Waiver Program

Attached is a copy of the interim policy on the Faculty and Staff Tuition Waiver Program enacted by HB 1. At its meeting on July 22, the Council authorized me to develop and implement an interim policy that could be released in time to be of use for the fall semester. We subsequently circulated a draft document to your institutions for review and comment; the attached interim policy reflects many of those suggestions.

The interim policy is effective beginning today. It will be in effect at least for the fall semester. I anticipate Council action on a permanent policy in the next several months.

In addition to transmitting the interim policy, the purpose of this memo is to highlight the major changes that were made to the original draft.

- 1) At the request of the Workforce Development Cabinet, we added a statement to the definition of "employee" (Section A.4.) clarifying that until July 1, 1998, only employees of the postsecondary technical institutions and the postsecondary faculty of the area centers are eligible to participate in the program. This was necessary because at this point it is not known which of the personnel currently working in the regional Kentucky Tech offices and in the central office of the Department of Technical Education will be transferred to the Kentucky Community and Technical College System.
- 2) We added a statement making it clear that all courses offered for college credit are eligible under this policy, unless they fall into the exclusions that are permitted. (Section B.4)
- 3) We added a statement (Section B. 6.) related to the possible tax consequences associated with participating in the program. Note that we are requiring the course-offering institution to report to the employing institution all employees participating in the program and that we are holding the employing institution responsible for any necessary withholding and reporting. We also make it clear that payment of any tax obligation is the responsibility of the employee.

1024 CAPITAL CENTER DRIVE / SUITE 320 / FRANKFORT, KY 40601-8204/
502-573-1553 / FAX 502-573-1535 / INTERNET I.D. cpe@mail.state.ky.us /
Web Site <http://www.cpe.state.ky.us>

AN EQUAL OPPORTUNITY EMPLOYER M/F/D

University Presidents, Ben Carr, Delmus Murrell
Page 2
August 8, 1997

- 4) We changed the item related to taking classes during normal working hours to leave the issue for the employee and the employing institution to work out. (Section B. 8.)
- 5) We clarified that courses are to be offered on a space-available basis. (Section B.9.)
- 6) We added a statement requiring the employing institution to provide certification of employment for each academic term that an employee wishes to participate in the program. (Section C. 1.)
- 7) We inserted a new statement clarifying that if an employee ceases employment prior to classes beginning the waiver is cancelled. (Section C.2.)
- 8) We reworded and rearranged the statements related to admissions requirements and grades. They are now under a single listing and we have included a minimum GPA of 2.0. (Section C.4.)
- 9) At the request of several of the institutions, we eliminated the item related to a professional development plan. You will note that we have added some language to the Statement of Purpose expressing what we believe to be the intent of the program, namely, to enhance the professional development opportunities of the employees and faculty of the public postsecondary institutions. The requirement for an individual professional development plan, however, has been removed.

In addition, several questions have been raised about whether a standard, CPE-issued form would be helpful in certifying and registering employees. At this point, I am not inclined to develop a standard form, but I am open to that possibility if we find it would expedite and simplify the process.

Finally, I need your immediate assistance in making your faculty and employees aware of the policy. I will be spreading the word as best I can from Frankfort, but you are in a better position to communicate directly with the employees of your institution. We have discussed developing a brochure — perhaps in a Q & A format — that could be distributed, but that would not be ready prior to the fall semester. We are, of course, adding the policy to our website immediately. To remind you, our web address is <http://www.cpe.state.ky.us>.

Thank you for your cooperation.

cc: Debbie McGuffey
Dennis Taulbee

Attachment

2.51: FACULTY AND STAFF TUITION WAIVER PROGRAM INTERIM POLICY

I. Statement of Purpose

The 1997 First Extraordinary Session of the General Assembly resulted in the creation of a faculty and staff tuition waiver program [KRS 164.020(32)] with the express purpose of promoting employee and faculty development. Specific responsibility was granted to the Council on Postsecondary Education to develop and implement this program. Consistent with stated legislative purpose, this policy sets out the parameters of this program, which is intended to enhance the professional development opportunities of the employees and faculty of the public postsecondary institutions.

The Council on Postsecondary Education authorized the Acting President to implement a policy so that employees seeking to participate in the Faculty and Staff Tuition Waiver Program could enroll for the 1997 fall semester. This policy is an interim policy that will be reviewed by the Council during the fall semester.

II. Statutory Authority

Authority is expressly granted in KRS 164.020(32) which provides the Council on Postsecondary Education shall:

(32) Develop a statewide policy to promote employee and faculty development in all postsecondary institutions through the waiver of tuition for college credit coursework in the public postsecondary education system. Any regular full-time employee of a postsecondary public institution may, with prior administrative approval of the course offering institution, take a maximum of six (6) credit hours per term at any public postsecondary institution. The institution shall waive the tuition up to a maximum of six (6) credit hours per term; . . .

Additional requirements for employees of the Kentucky Community and Technical System are stated in House Bill 1, 1997 Extraordinary Session, Section 19(6):

(6) A regular full-time employee may, with prior administrative approval, take one (1) course per semester or combination of summer sessions on the University of Kentucky's campus or at a community college during the employee's normal working hours. The University of Kentucky shall defray the registration fee up to a maximum of six (6) credit hours per semester or combination of summer sessions.

III. Policy

Section A. Definitions

1. "Course-offering institution" means the institution where an employee has enrolled to take a college credit course under the provisions of this policy.
2. "Employing institution" means the institution where an employee seeking a benefit under this policy, works on a full-time basis.
3. "Institution" means a state-supported postsecondary institution as described in KRS 164.001(10).
4. "Regular full-time employee" or "employee" means an employee so classified by an employing institution within the human resources system of that institution. *NOTE: Until July 1, 1998, participation by the technical branch of the Kentucky Community and Technical College System (KCTCS) is limited to employees of the postsecondary technical institutions and the postsecondary faculty of the area centers. On July 1, 1998, all KCTCS employees will become eligible.*
5. "Summer term" or "summer session" means the period in the academic calendar between the spring and the fall semester.

Section B: General Requirements

1. The program is to be titled the Faculty and Staff Tuition Waiver Program.
2. The Faculty and Staff Tuition Waiver Program applies to the waiver of tuition and does not include mandatory student fees, course and other fees, textbooks or other charges assessed by a course-offering institution.
3. The Council on Postsecondary Education requires that all tuition waived under this program:
 - a. be recorded consistent with residency requirements;
 - b. be recorded in the financial accounting system of the course-offering institution consistent with financial reporting guidelines of the Council; and
 - c. be separately identified in the course-offering institution's student database consistent with Council guidelines.
4. The Faculty and Staff Tuition Waiver Program applies to all courses offered for college credit not specifically excluded by this policy.

5. A course-offering institution may, through a written policy, exclude non-credit continuing or community education courses, courses offered through overseas programs, correspondence courses, and audited courses.
6. Participation in the Faculty and Staff Tuition Waiver Program may generate additional taxable income under the provisions of the federal tax code for graduate, professional and doctoral level programs.
 - a. The course-offering institution shall provide a report to the chief personnel officer of each employing institution on all employees participating in the Faculty and Staff Tuition Waiver Program. The report shall designate the course number and whether the course is undergraduate, graduate, doctoral or professional.
 - b. The employing institution is responsible for withholding of the proper taxes and for reporting taxable income for all employees of the institution regardless of the institution where the course is taken.
 - c. Any tax liability incurred through participation in this program is the responsibility of the employee.
7. This policy confers a financial benefit to regular, full-time employees and is not intended to guarantee access or preferential treatment to any academic course or program.
8. An employee eligible to participate in this program may take courses during normal working hours with written permission of the employing institution.
9. An institution is not required to offer a course during an academic term unless there are a sufficient number of tuition-paying students taking the course. An institution may restrict enrollment in a course if space is not available.
10. An institution may offer additional benefits to its own employees or to employees of other postsecondary institutions that exceed the benefits of this policy.

Section C: Eligibility Criteria

1. An employee, to be eligible for participation in the Faculty and Staff Tuition Waiver Program, must be classified by the employing institution as a regular full-time employee. Certification of employment shall be provided by the employing institution for each academic term in which the employee seeks to participate in the program.
2. If employment is terminated prior to the first day of classes, an approved tuition waiver will be cancelled.

3. An employee is not eligible to receive a tuition waiver under this program in excess of six credit hours per academic term from an institution or combination of institutions.
4. Employees must meet the course-offering institution's:
 - a. general admission requirements; and
 - b. any specific program requirements.
 - c. A course-offering institution may require that a student achieve a minimum grade level, not to exceed a 2.0 on a 4.0 grade scale, in order to continue to be eligible to participate in the Faculty and Staff Tuition Waiver Program in subsequent academic terms.

Section D: Effective Date of This Policy

1. This policy shall be effective August 8, 1997.
2. The Council on Postsecondary Education shall review and act on this policy prior to the start of the spring 1998 academic term.

Certification: _____

Gary S. Cox, Acting President

Previous Actions:

Original Approval: _____

Amended: _____

REPORT ON PERSONAL SERVICE CONTRACTS

Background

The attached list of personal service contracts represents all such contracts issued with amounts greater than \$1,000 between May 30, 1997 and September 1, 1997.

PERSONAL SERVICE CONTRACTS
May 30, 1997 through September 1, 1997

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Kevin Sanborn Wabash, IN	Coordinate the establishment of a self-operated vending program	June 9, 1997	June 30, 1997	\$ 4,000.00	Reference
Prof. Robert Page Pittsburgh, PA	Guest conductor and clinician for Choral Festival	Nov. 17, 1997	Nov. 18, 1997	\$ 2,150.00	Reference
Jeff Desjarlais Leeds, MA	Speaker for New Student Orientation	August 12, 1997	August 12, 1997	\$ 1,500.00	Reference
David Hellstrom Minneapolis, MN	Speaker for New Student Orientation	August 12, 1997	August 12, 1997	\$ 1,500.00	Reference
Will Keim Speaks, Inc. Corvallis, OR	Speaker for New Student Orientation	August 10, 1997	August 11, 1997	\$ 5,250.00	Reference
Matthew Mitchelson Morehead, KY	Monitor I-71 and I-24 for transportation of hazardous materials for data collection	July 14, 1997	July 31, 1997	\$ 3,300.00	Reference
Forward Edge Associates Lexington, KY	DOT screen for CDL drivers	July 1, 1997	June 30, 1998	\$ 1,500.00	Reference

PERSONAL SERVICE CONTRACTS
May 30, 1997 through September 1, 1997

Individual/Firm	Contract Description	Contract Beginning Date	Contract Ending Date	Contract Amount	Method of Selection
Dwayne Adkins, Morehead, KY	Teacher consultant for the National Writing Project grant	July 14, 1997	August 12, 1997	\$ 2,200.00	Reference
Rodi Jackson Danville, KY	Coordination and preparation of Elderhostel	July 14, 1997	July 19, 1997	\$ 1,150.00	Reference

REPORT ON CAMPUS MASTER PLAN ACTIVITIES (Battson Avenue, Fifth Street and Ward Oates Drive)

Background:

The University's Campus Master Plan calls for the improvement of Battson Avenue from Fourth Street, north to Fifth Street. The Plan provides that Battson Avenue be redesigned to better facilitate vehicular traffic over this heavily used street. To accommodate this improvement, and simultaneously improve the appearance of this corridor to the northern most part of campus, three (3) structures will be razed.

A duplex on Ward Oates Drive also will be removed. The Ward Oates Drive duplex is the last of ten (10) duplexes built in the early 1960s for faculty and staff housing. The other nine duplexes have been previously razed and the land space converted to parking in accordance with the Campus Master Plan. No additional parking can be created on the site due to the steep and sloping terrain. The duplex is being removed due to its poor condition.

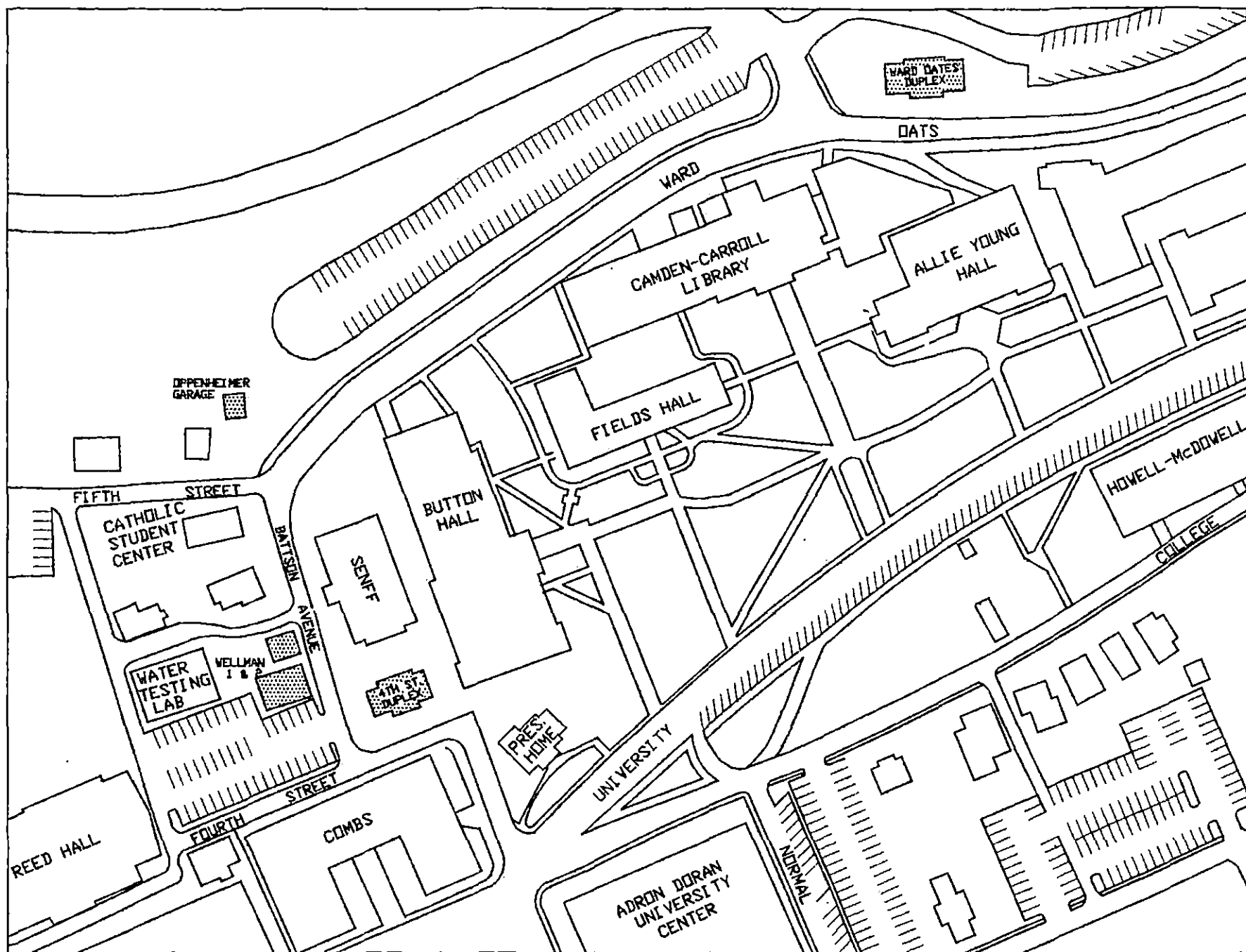
These four (4) structures most recently have been used for faculty and administrative offices. The occupants have been relocated to campus classroom buildings or other campus facilities.

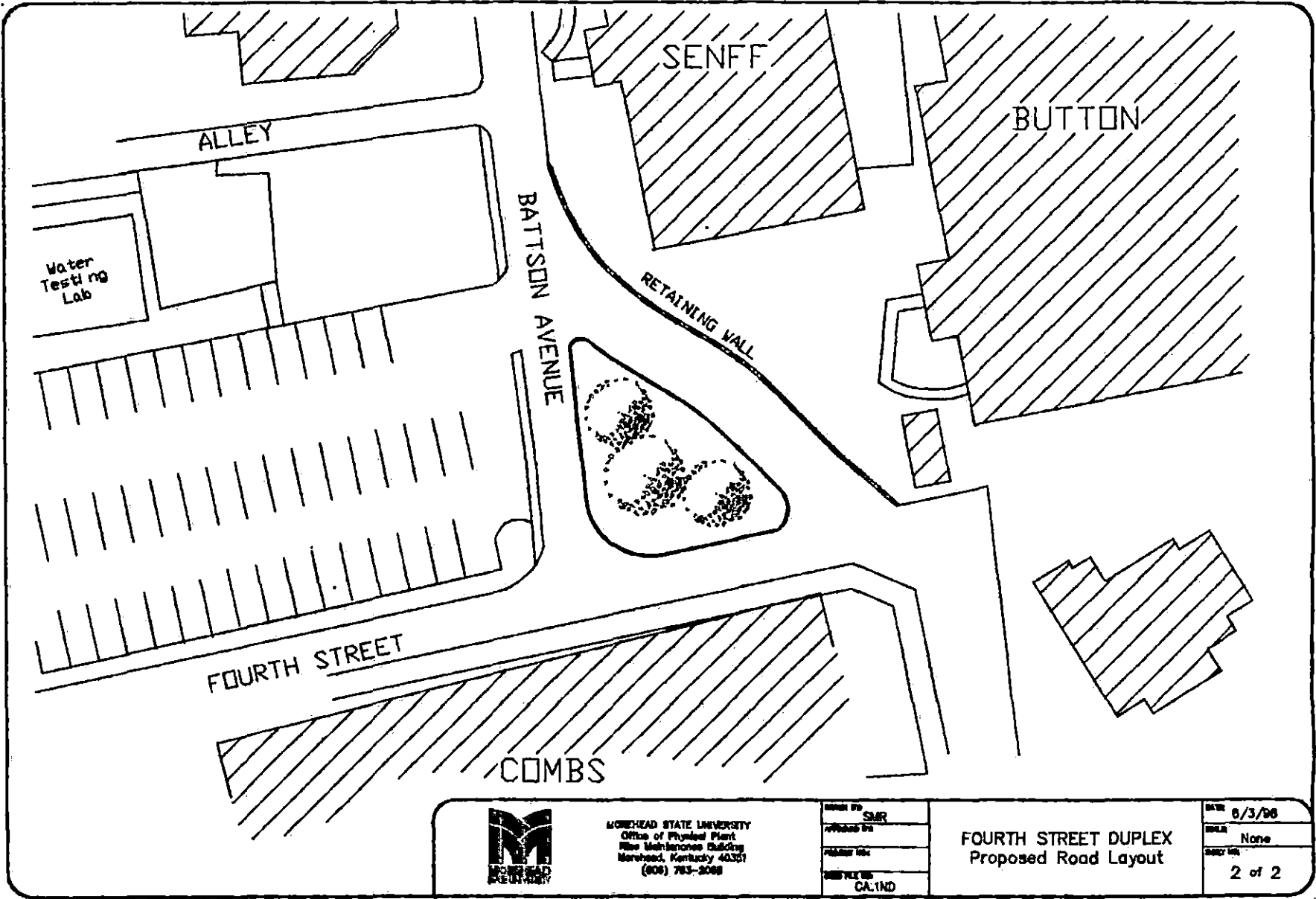
A small, two story, concrete block and frame garage and apartment along Fifth Street also will be removed. Currently, the over-the-garage apartment is used to house the Astrophysical Laboratory. The Lab will be relocated to the adjacent house once renovated. The shaded structures on the attached site drawing are to be removed.

Battson Avenue Redesign

Battson Avenue is a City of Morehead street. Through a local ordinance, the City granted the University control of the street in the 1980s. We maintain and patrol the street, but do not own.

At our request, the City has agreed to solicit funding from the State Transportation Cabinet to redesign and thus correct the traffic and drainage problems along the street. A redesign is intended to straighten the street between Fourth and Fifth Streets. The City has a tentative commitment from the Transportation Cabinet to provide some funding for the project.



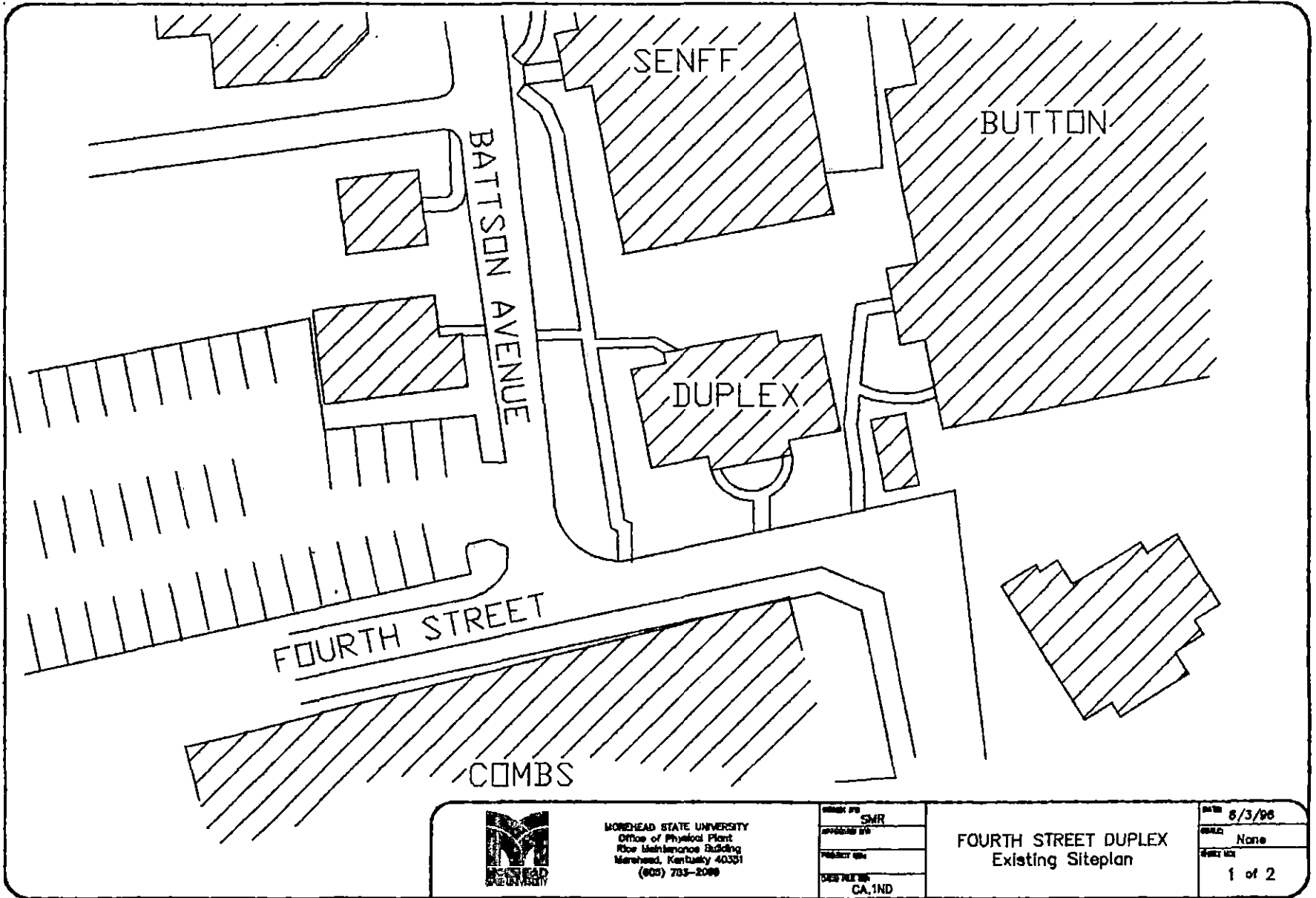


MOREHEAD STATE UNIVERSITY
Office of Physical Plant
Rise Mahanoch Building
Morehead, Kentucky 40351
(800) 783-2088

DESIGN BY	SMR
DESIGNED BY	
PREPARED BY	
DATE FILED	CA-1ND

FOURTH STREET DUPLEX
Proposed Road Layout

DATE	6/3/06
SCALE	None
SHEET NO.	2 of 2



ANNUAL REPORT ON REAL PROPERTY LEASES

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, 1997.

LESSOR	LEASE ID	DESCRIPTION	LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
		PARKING LOTS			
Mr. Paul Blair	PR 3122	63 space gravel parking lot	5th Street, Morehead	Processing Renewal	\$ 4,020
Baptist Church	PR 3123	36 space gravel parking lot	2nd Street, Morehead	Processing Renewal	\$ 2,592
Mr. Harold Bellamy	PR 3691	46 space gravel parking lot	Off Main Street, Morehead	6/30/01	\$ 3,478
Mrs. Jane Holbrook	PR 3745	23 space gravel parking lot	Off Main Street, Morehead	6/30/00	\$ 1,739
Rowan Co. Fiscal Court	PR 3127	85 space gravel parking lot	Vaughn Drive, Morehead	Processing Renewal	\$ 2,400
		OTHER			
FIVCO Area Development	MSU-3	Ashland Area Extended Campus Center - 2nd floor - 14,100 sq.ft. Classroom/office space (\$1.50/sq.ft.)	Ashland	6/30/01	\$ 21,150*
	MSU-3	Ashland Area Extended Campus Center - 3rd floor - 14,100 sq.ft. Classroom/office space (\$1.50/sq.ft.)	Ashland	6/30/01	\$ 21,150*
	Addendum			9/27/98	\$ 75,000**
	MSU-3	Ashland Area Extended Campus Center, 1st floor - 557 sq.ft. Classroom/office space (\$6.60/sq.ft.)	Ashland	6/30/01	\$ 3,676

LESSOR	LEASE ID	DESCRIPTION	LOCATION	LEASE EXPIRES	ANNUAL RENTAL COST
Frederick & May Lumber Co.	PR 3387	Licking Valley Extended Campus Center- 8,313 sq.ft. Classroom/office space (\$5.85/sq.ft.)	West Liberty	6/30/03	\$ 48,631
East KY Development Highland Plaza Associates	PR 3634	Big Sandy Extended Campus Center - 14,250 sq.ft. Classroom/office space (\$9.00/sq.ft.)	Prestonsburg	6/30/99	\$ 128,250
Mr. Harold Bellamy	PR 3440	Adult Learning Center 1,603 sq.ft. Classroom/office space (\$5.86/sq.ft.)	Main Street, Morehead	6/30/01	\$ 9,398
Mrs. Rebecca Ross	MSU-2	Adjacent University Golf Course Driving Range	Morehead	6/30/98	\$ 7,200
MSU Foundation, Inc.		17,325 sq.ft. Lot w/2,803 sq.ft. two story dwelling	209 Elizabeth Avenue Morehead	6/30/15	\$ 17,150

* Plus \$1.00 per sq.ft. for utilities

** \$5.32 per sq.ft. For renovation of 3rd floor - Boyd County Economic Development Fund

MOREHEAD STATE UNIVERSITY
BOARD OF REGENTS
STUDENT LIFE AND EXTERNAL RELATIONS COMMITTEE

September 19, 1997

9:30 a.m., Riggle Room, Adron Doran University Center, Morehead, Kentucky

AGENDA

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVE MINUTES OF JUNE 13, 1997
- IV. RECOMMENDATIONS AND REPORTS
 - A. Approve Removal of Lakewood Terrace Family
Housing Units 173-175
 - B. *Report of Private Giving* 176
- V. OTHER BUSINESS
- VI. ADJOURNMENT

Reports are indicated by italics.

MINUTES

STUDENT LIFE AND EXTERNAL RELATIONS COMMITTEE

Friday, June 13, 1997

The Student Life and External Relations Committee met at 10 a.m. on Friday, June 13, 1997, in the Riggle Room of the Adron Doran University Center in Morehead, Kentucky. Dr. Bruce Mattingly presided in the absence of Chair Rhodes.

The following members were present:

Mr. Gene Caudill
Mr. James A. Finch
Dr. Bruce Mattingly
Mr. Jason Newland

Absent: Dr. Charles Rhodes

Also, present: Regents Buckner Hinkle, Jr., L. M. Jones, and John Rosenberg; President Ronald G. Eaglin and members of the administrative staff; and Mr. Stephen Amato represented McBrayer, McGinnis, Leslie & Kirkland, University Legal Counsel.

Mr. Caudill moved, seconded by Mr. Newland, to approve the minutes of September 13, 1996. Motion carried.

RECOMMENDATION: That the Board approve revisions to the Public Safety Policy Manual.

(Additional Background Information attached to these minutes and marked VII-C-1)

Mr. Mike Mincey, Vice President for Student Life, presented proposed revisions to the Public Safety Policy Manual. He explained that these revisions are necessary to help clarify differences between the University's Personnel Policy Manual and the Public Safety Policy Manual in terms of what is considered an internal affairs investigation and what is considered a disciplinary matter that is handled through the Personnel Policy Manual. In addition, the revisions more clearly define the position of a Public Safety Officer. The first recommendation deals with the Public Safety Officer's title. As a result of the accreditation process, it has been suggested that the title be Police Officer. Individuals in these positions are sworn police officers and this will define their role under that category.

The second item relates to firearms. Previously, the policy required each uniformed sworn officer while on duty to carry in an unconcealed manner the duty firearm. Sworn officers on duty, but not in uniform carried their authorized firearm in a concealed manner. The proposed revision makes that optional. If an officer elects to carry the firearm exposed, the officer must display his/her badge adjacent to but in front of the holster. The revised document has been reviewed by legal counsel.

MOTION: Mr. Caudill moved, seconded by Mr. Newland to approve the recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents rescind, effective May 30, 1998, the policy providing locked-in housing rates for students who maintain continuous residency.

(Additional Background Information attached to these minutes and marked VII-C-2)

Mr. Mincey explained that in June 1994, the Board approved a policy allowing "fixed" or "locked-in" housing rates for students who maintained continuous residency. This action was taken to address the deficit that the university was experiencing in housing due to the low occupancy rate. It was a marketing tool to recruit new students and to retain students in University housing. It has been determined that the policy has not produced the results anticipated.

This issue was reviewed by the Budget Advisory Committee, and it is being recommended that effective May 30, 1998, this policy be rescinded. Currently enrolled students who meet the qualifications will continue on a locked-in rate and those students enrolling this fall or spring who meet the qualifications will be on a locked-in rate.

Mr. Newland expressed concern that based on the new policy, the University would lose a lot of students after they complete 60 hours.

Mr. Mincey said that when more than 50 percent of students are on a locked-in rate, the ability to enhance revenue is reduced. While the University might lose a few students, the loss in revenue is greater. The results of a student survey conducted this spring semester suggest that 87 percent of students who came here didn't come because of the locked-in rate. Further, 70 percent responded that the policy did not influence their decision to remain in University housing beyond the 60 hour requirement.

Dr. Mattingly stated that he was concerned about the general costs for students residing in University housing. The data presented to the Board indicates that we are not competitive with other universities, and we need to be aware of prices in order to keep costs down and attract more students.

MOTION: Mr. Caudill moved, seconded by Mr. Newland to approve the recommendation.

VOTE: The motion carried.

RECOMMENDATION: That the Board of Regents approve the policy on Social Host Responsibilities for Recognized Student Organizations.

(Additional Background Information attached to these minutes and marked VII-C-3)

Mr. Mincey explained that this agenda item relates to a social host responsibility for recognized student organizations. Approval of this policy will formalize a relationship with student organizations with regard to their use of organizational funds to purchase alcoholic beverages or to host or co-host activities involving alcoholic beverages. The Greek organizations have adopted the national fraternity executive association's position about alcohol which basically says that the organization will not use funds or individuals acting on behalf of the organization will not purchase alcohol for events sponsored by those organizations. Once the Board approves this recommendation, all student organizations will be under this policy. The proposed policy was approved by the Student Life Committee this past spring semester.

MOTION: Mr. Caudill moved, seconded by Mr. Finch, to approve the President's recommendation.

VOTE: The motion carried.

Mr. Keith Kappes, Vice President for University Advancement, reported on major gifts since March 1, 1997. *(Report of Major Gifts Since March 1, 1997, attached to these minutes and marked VII-C-4)* The gift amount for the second item listed, Lucille C. Little, should be changed to \$43,500 which is the final part of her pledge for the Bell Tower construction.

He continued that the University is in the final stages of a feasibility study for a major fund campaign, and a report will be available in a few weeks. Also, as a result of suggestions by President Eaglin and recommendations from the budget advisory committee, for the first time the operating budget includes the appropriation of unrestricted dollars up front in the budget process rather than being spent during the year as people request them.

There being no further business to conduct, the meeting adjourned at 10:25 a.m.

Respectfully submitted,



Carol Johnson, Secretary
Board of Regents

APPROVE REMOVAL OF LAKEWOOD TERRACE FAMILY HOUSING UNITS

Background

Lakewood Terrace Housing consists of 134 units located in ten halls and five duplexes. The majority of the halls were constructed in 1960. The five duplexes and two halls were constructed in 1962. The unit types include studio (84), one-bedroom (40), and two- and three-bedroom apartments (10). Approximately half of the units are furnished. Rent ranges from \$215 to \$350 per month.

After 37 years of general maintenance support and only minor upgrades in mechanical and electrical equipment and operations, the apartments, in several measures, are substandard. With few exceptions, furnaces, water heaters, and gas stoves are original installations. The apartments are not air conditioned and electrical service is not adequate. Cabinets, floor and bathroom tiles, and other fixtures clearly reflect the 37 years of use.

In 1991, the Campus Master Plan addressed the issue of Family Housing with a plan to raze the existing structures and replace them with two multi-story apartment complexes. Funds to construct new complexes would come from a Housing and Dining System Revenue Bond Issue.

At the June 13, 1997 Board meeting, the Master Plan was amended to allow consideration for razing all or a portion of the facilities based on the per-unit renovation cost and a reduced demand for family housing. Based on the cost and demand factors, the following construction/renovations options have been developed:

PLAN 1 This plan would renovate all existing halls over a ten year period. Utilizing external contractors, the 1997-98 cost to renovate a 12 unit hall would be approximately \$450,000. This estimate is based on a construction cost of \$50 per square foot, design fees, a project contingency and new furnishings. The per unit renovation cost would be approximately \$37,500.

Under this option, the University would allocate operating funds, e.g., regular budgetary or fund balance, to finance a renovation project each year for the next 10 years. A monthly rental rate could be established with or without regard to the cost of using institutional funds for the financing of the project.

Plan 2 This plan would renovate all existing halls (124 units) over a two year period. Bonds would be sold to finance the construction cost. Again, using the \$50 per square foot estimate and allowing for other project expenses,

including the cost of issuing bonds, a \$5 million dollar bond issue would be necessary. The annual debt service on a \$5 million issue would be approximately \$436,000. The per unit renovation cost would be approximately \$40,300.

The monthly cost to service the debt alone would be approximately \$295. Monthly maintenance and operational costs are approximately \$130 a unit. The total monthly cost to service the debt and maintain and operate the complex would be no less than \$425.

Plan 3 This plan includes renovating four (4) halls, or 48 units, utilizing contracted labor. The project could be accomplished over a 12 - 16 month period. An approximate \$2 million bond issue would be necessary to finance the project. Annual debt service would be approximately \$175,000. The per unit renovation cost would be approximately \$41,600. The monthly cost to service the debt and maintain and operate the complex would be no less than \$435.

Plan 4 This plan involves the construction of 48 new units utilizing contracted labor. The design for this project would allow for 25% more square footage in these new units than in the current units. An approximate \$4.2 million bond issue would be required. The cost per unit would be approximately \$87,500. Annual debt service would be approximately \$366,000. The total monthly cost to service the debt and maintain and operate the complex would be no less than \$765.

Analysis

Presently, student-renters in Lakewood Terrace include 55 married couples, 32 graduate/non-traditional students, and 29 single parents. One unit is used for a maintenance office, and 17 units are currently vacant. Family housing is also provided in Normal Hall, which has 40 one-bedroom units. Mays Hall, which has 48 apartments, including efficiencies and one and two-bedroom units, provides living accommodations for graduate and non-traditional students.

The total revenue, net of uncollectible accounts, from Lakewood Terrace during 1996-97 was \$301,592. Expenditures, including operations and maintenance, tele-communications, management and insurance, totaled \$183,420. Net profit for the year ending June 30, 1997, totaled \$118,172.

Given the availability of affordable family housing within the community and the opportunity to provide graduate students and non-traditional students special housing arrangements such as private rooms and special floor assignments, renovating or

constructing new housing units at our present demand level is not necessary and a questionable use of available resources.

The least costly of the above 4 plan options is to renovate four (4) of the existing halls (48 units). This option would require a monthly rental rate of \$305 to service the debt and an additional \$130 per month for operational and maintenance support expenses. This option is also of questionable value given the University's ability to address many of the needs of this student population with Normal Hall, Mays Hall and private rooms in the traditional residence halls, plus the increasing availability of housing in the community.

Therefore, it is our recommendation that the housing units in Lakewood Terrace be razed over a multiple year period. By razing the facilities over multiple years, we can accommodate the married couples, couples with children, and single parents currently living in Lakewood Terrace and develop special housing arrangements for graduate and non-traditional students in our traditional residence halls. Moreover, the phase-out will allow for the ongoing evaluation and adjustment to the plan to include the privatization of new campus housing, if necessary.

While there has been no discussion regarding land use once the buildings have been razed, green space for recreational activities is a possibility. The Master Plan will reflect the new land use of the area when determined.

Recommendation

That the Board of Regents approve the plan to remove the ten halls and five duplexes in Lakewood Terrace.



ALUMNI RELATIONS AND DEVELOPMENT

PALMER DEVELOPMENT HOUSE
 MOREHEAD, KENTUCKY 40351-1689
 TELEPHONE: 606-783-2033
 FAX: 606-783-2277

*Rich Heritage...
 Bright Future*

REPORT OF PRIVATE GIVING July 1, 1996 -- June 30, 1997

Private giving to Morehead State University has reached a milestone in its history by topping the \$2 million mark. A grand total of **\$2,040,726** in gifts from 5,451 (an increase of 10%) individuals, corporations and other entities was received by the University and the MSU Foundation, Inc., during the 1996-97 fiscal year. This total represents an increase of 17% in total giving from all sources and a 19% increase in annual support.

Gifts-in-kind, ranging from works of art to computer equipment, exceeded \$740,000. The Office of Alumni Relations and Development processed 8,084 gifts (an increase of 8%) from various sources. Gifts from alumni of the University accounted for 44% of the total number of gifts given.

The most significant gifts of the year included \$250,000 from Mrs. Lucille Little for the W. Paul and Lucille Little Endowment Fund as the final portion of a pledge of \$1,000,000 and another \$175,000 from Mrs. Little to build a bell tower on campus; \$222,000 in equipment and supplies from Gifts-in-Kind International; \$73,973 from the Mountain Rural Telephone Cooperative for scholarships; and an anonymous gift of \$50,000 for student financial aid.

Private Giving Summary, 1996-97

Scholarships, Endowments, Gifts-in-Kind	\$1,317,133
Eagle Athletic Fund	153,818
Unrestricted	167,032
Colleges, Departments & Other Units	402,743
TOTAL	\$2,040,726