

# MOREHEAD STATE UNIVERSITY BOARD BRIEFS

Issue No. 5

Summer 1995

## PRESIDENT'S OFFICE

Our annual administrative retreat, scheduled for August 9-11 at Lees College, is quickly approaching. Information and registration forms are in the mail, and we hope to see you at Lees.

In response to a question at the last Board meeting, Dr. Jeanne Osborne, Director of Institutional Planning, Research and Effectiveness, prepared a report on undergraduate retention rates which is our first topic in this issue of *Board Briefs*.

Dr. Osborne and her staff also are working on a report on retention rates of off-campus students. This information will be presented at the Administrative Retreat in August.

In addition, this issue of *Board Briefs* provides reports and updates on various other

programs and areas within the University.

### Undergraduate Retention Rates

Dr. Osborne's report on undergraduate retention rates by student classification is presented in the table on page 2. Also, these rates are reported in the annual *Profile* (since the 1990 edition). Since fall-to-spring retention rates are higher than fall-to-fall rates, the table displays fall-to-fall retention by classification for MSU undergraduates beginning with fall 1989. More detailed analyses of undergraduate retention rates, which will be printed in this year's *Profile*, are shown in Attachment A.

Note that the retention rates are adjusted for those students who graduate and leave. That is, a senior class retention rate of 83% does not mean that 17% graduated. It means that 83% of those seniors, who did not graduate and leave, re-enrolled

### UPCOMING EVENTS - FALL 1995

- Administrative Retreat at Lees - August 9-11
- 1995 Fall Semester Registration - August 17-18
- Classes Begin - August 21
- September 7 - Opening Football Game (H) - MSU vs. KY Wesleyan
- September 8 - BOR Meeting
- September 16 - Football (H) - MSU vs. Middle Tenn
- September 23 - Football (H) - MSU vs. Univ. of Tenn - Martin (Family Weekend)
- September 30 - Football (H) - MSU vs. Charleston Southern
- October 21 - Football (H) - MSU vs. Tenn Tech (Homecoming)
- October 28 - Football (H) - MSU vs. Austin Peay
- November 17 - BOR Meeting
- December 15 - Holiday Dinner Party
- December 16 - Winter Commencement

FALL-TO-FALL RETENTION RATES					
Class	89 to 90	90 to 91	91 to 92	92 to 93	93 to 94
Fresh	63%	62%	63%	58%	63%
FTFR	67%	64%	66%	64%	66%
Soph	78%	82%	81%	79%	79%
Jnr	80%	84%	84%	83%	81%
Snr	75%	77%	79%	79%	83%

Fall-to-Fall Retention Rates for MSU Undergraduates

the following fall including 10% of seniors who graduated and returned. Generally, 50 to 55% of fall seniors graduate and leave before the beginning of the next academic year.

This comparison does not take into account many factors which we know affect retention such as full or part-time status, whether or not a major has been declared, entering ACT scores, cumulative GPAs, etc. Also, information on national dropout rates is attached Attachment A.

### Sexual Harassment Report

In accordance with the policy on sexual harassment (PG-6), the following is a summary of complaints for the 1994-95 academic year:

- There were 12 separate cases investigated by the Affirmative Action Officer;
- Students were the complainants in nine cases, faculty in one case, staff in

one case, and a spouse of a student in one case;

- Faculty were the respondents in six cases, staff in five cases, and a student in one case;
- An informal method of resolution was utilized in 11 cases, and the formal method of resolution outlined in PG-6 was utilized in one case;
- All 12 cases have been resolved with no cases pending resolution.

### Greek Academic Report

David Cox, Greek Affairs Coordinator, provided the report in Attachment B on the fraternity and sorority system at MSU. Academic excellence is the top priority within the Greek system in working toward the mission of the University. In order to move toward this goal, a minimum cumulative grade point average of 2.30 was established effective August 1994. Also,

implemented Fall 1994 was the use of the "academic index" as computed by the Admissions Office as a criterion for incoming freshmen to pledge or associate with a fraternity or sorority. This system has worked well in predicting the academic success of new members. Fraternity pledges for spring semester 1995 showed that the average GPA was 2.583 compared to 2.429 the previous year. Attachment B provides information on grade statistics for fraternities and sororities over the past two years.

### Requiem for the Trees

The Department of Music's annual Faculty Showcase Recital will be a fund raiser this year to help replace the trees lost when the campus was hit by a major storm this past May, according to Dr. Chris Gallaher, department chair.

Scheduled for 8 p.m. on September 21 in Duncan Recital Hall, the recital, entitled "Requiem for the Trees," will feature musical works with a tree theme.

Proceeds from the event will go to the MSU Foundation earmarked for the Tree Replacement Fund.

### ACADEMIC AFFAIRS

#### Deans' Searches

Dr. Harold (Bud) Harty, former dean at Fort Valley (GA) State College, has been

appointed dean of the College of Education and Behavioral Sciences at MSU.



**Dr. Harold (Bud) Harty**

Formerly the dean of the School of Education, Graduate and Special Academic Programs at Fort Valley State, where he had been since 1987, Dr. Harty spent the previous 15 years as an education professor and administrator at Indiana University- Bloomington.

A former public school teacher, he also has served as a faculty member at Syracuse University, the University of Scranton and Luzerne County Community College.

During 1969-71, Dr. Harty was a staff associate in education at the Eastern Regional Institute for Education at Syracuse, NY, which was a former U.S. Office of Education Laboratory.

A prolific researcher, Dr. Harty has published two books and is the author or co-author of 98 articles for professional journals, 21 technical documents and external evaluation reports. He has had more than 50 research proposals funded and is a frequent presenter at professional conferences.

Dr. Harty holds the B. S. degree in biology education from Wilkes University, an M.S. degree in biology education from the State University of New York, an M. S. degree in chemistry education from the University of Pennsylvania and his Ph.D. from Syracuse University.

He is active in several professional organizations.

**Dr. Michael R. Carrell**, formerly dean of the College of Business Administration at the University of Nebraska-Omaha, is the new dean of the College of Business.

A native of Louisville, Dr. Carrell had been at UN-Omaha since 1992 and served for four years prior as dean of the School of Business and Public Administration at California State University-Bakersfield.

A former faculty member at the University of Louisville, he served as chair of U of L's Department of Management from 1978 to 1988.

He earned his B.A. degree in economics with honors and his

M.B.A. degree with highest honors from U of L. He holds the D.B.A. degree from the University of Kentucky.



**Dr. Michael R. Carrell**

Throughout his career, Dr. Carrell has been active in civic and professional organizations. While at U of L, he was elected to the city's Board of Aldermen for five terms, including three as mayor pro-tem.

The author of numerous articles for professional publications, he also wrote or co-authored four textbooks. Dr. Carrell has been honored several times for his scholarship and research activities, including a second place Grawmeyer Award for Instructional Development in 1984.

**Dr. Gerald DeMoss** has been named dean of the College of Science and Technology.



**Dr. Gerald DeMoss**

Dr. DeMoss, professor of biology and chair of the Department of Biological and Environmental Sciences, has served as dean on an interim basis since 1993. He was also interim dean of the former College of Arts and Sciences from 1990 to 1993.

A member of the MSU faculty since 1968, Dr. DeMoss was named department chair in 1986. An entomologist, Dr. DeMoss is an MSU alumnus and earned his doctorate from the University of Tennessee-Knoxville.

A member of the Kentucky Academy of Science Governing Board, he also is on the advisory board of the Kentucky Museum of Natural History. Other professional memberships include the National Science Teachers Association, the

Kentucky Association for Environmental Education, and the Kentucky Science and Technology, Inc.

Dr. DeMoss, a benthic consultant, has authored or co-authored several papers for various scientific publications.

Dr. Lemuel Berry, Jr., dean of the School of Humanities and Social Sciences at Virginia State University since 1990, is the new dean of the Caudill College of Humanities.



**Dr. Lemuel Berry, Jr.**

Prior to joining the administrative staff at VSU where he also was professor of music, Dr. Berry was chair of the Department of Music at Memphis State University. Previously, he served concurrently as chair of the Department of Music and Fine Arts at Mercy College and coordinator of curriculum for

the Westchester Conservatory of Music and Humphrey School of Dance.

A former dean of the School of Music at Alabama State University, he has headed music and/or humanities programs at Langston (Okla.) University and Fayetteville (NC) State University. Dr. Berry also taught in the Iowa public schools.

Dr. Berry earned his B.A. degree from Livingstone College, holds the M.A. and Ph.D. degrees from the University of Iowa and did further study at universities in Germany.

He has written more than 50 articles which have appeared in professional periodicals and books and is the author of two reference works as well as numerous successful grant proposals. While at VSU, he organized a Community Fine Arts School of which he served as executive director.

The founder and executive director of the International Association of African and African-American Studies, he is a member of a number of professional organizations, including Kappa Delta Pi and the Mid-South Educational Research Association.

**Faculty Salary Trends**

Dr. Osborne has compiled the data concerning full-time faculty salary trends as shown in

Attachment C. Each edition of *Profile* presents comparisons of average full-time faculty salaries by rank at Kentucky regional institutions and our CHE benchmarks. One final table and graph displays each institution's salaries by rank as deviations from the state regional mean at that rank. The not-so-good news is that MSU's 1994-95 average salaries by rank were below the state regional average at each rank. The good news is:

- Looking at our comparative salaries over the past three years, we have increased our salaries at each rank compared to last year's data. At the Professor and Assistant Professor levels, 1994-95 salaries were relatively closer to the state regional average than 1992-93 salaries as well.
- The salary deviations from the state regional averages show that Professor salaries were \$300 below the state regional average salary for Professors whereas Associate Professors were further below (-\$1700) but closer than Assistant Professors (-\$2800) who were closer than Instructors (-\$3000).

Looking at each regional institution's average faculty salaries by rank over the past three years, it's apparent that budget cuts have affected all the institutions' ability to keep pace with faculty salaries. Overall, we're making progress.

## ADMINISTRATION AND FISCAL SERVICES

### Capital Construction Projects

#### Lappin Hall Renovation -

Phase II construction is progressing on schedule. Renovation work in Sections B and C of the facility are to be completed for Fall semester classes. The University has removed all salvageable items from Section A and the contractor has begun work in this section, with completion scheduled for July of 1996. Con Ed Bonds.

#### Hazardous Waste Facility -

Abner Construction of Morehead was the low bidder on this project. Total project scope is \$45,000. The project will be completed this Fall. The facility will be located on the east end of campus. State Life/Safety.

#### Replace Steel Gas

Transmission Lines - The scope for the project is \$45,000. Work is in progress. Walter Martin Excavating will complete the project by September of this year. State Life/Safety.

Fire Door Replacement - Fire Door Replacement Project (Alumni Tower, Regents Hall, Cooper Hall, Wilson Hall) was awarded to Concrete Contractor Plus, Inc. at a low bid of \$61,593. The project is scheduled for completion October 1995. State Life/Safety.

### Other Current Projects -

- Heritage Room (former Gold Room) Renovation is on schedule for completion this Fall. Agency, gifts in-kind and private.
- The Ginger Hall Generator Upgrade Project, to support campus telecommunications, was awarded to JMK Electric for \$79,200. The project is scheduled for completion by February 1996. Agency.
- Chiller Replacement (East Mignon, West Mignon, Library)/ Fan Coil Replacement (Camden-Carroll Library, Lloyd Cassity) Project will receive bids in late July. State Life/Safety.
- Wellness Center (Phase I) plans and specifications will be complete and ready for bidding this Fall. Agency.
- Elevator Upgrade (Ginger Hall, Nunn Hall) plans and specifications are complete and will be bid this Fall. State/Life Safety.
- Elevator Upgrade (Mignon Tower) is in Phase A of design. Plans and specifications are scheduled for completion for Fall bidding. H & D Bonds.
- Sanitary Sewer Improvement Project's design work was assigned to PEH Engineers of Lexington, Kentucky.

The consultant has initiated Phase A. State Life/Safety.

- Door Replacement Projects at several facilities are in design. State/Life Safety.
- Paving of the parking lot to the east of the Power Plant has been completed. Work is progressing also on the development of a parking area north of Ginger Hall, along Ward Oates Drive. Agency.
- The office space area in the warehouse (former Cowden Manufacturing Building) is being renovated. Total project scope is \$88,000. When completed the building will be occupied by the Office of Purchasing and the University Properties Manager. Agency.

### New Appointments

Beverly Maddix has joined the staff as the Director of Internal Audits. Ms. Maddix is a native of Olive Hill and a MSU graduate. She has experience performing financial, operational and information systems reviews in the manufacturing, distribution and service industries.

Ms. Maddix has worked for Ashland, Inc., and most recently for Fed Ex in Memphis. Ms. Maddix is a Certified Internal Auditor and CPA.



**Beverly Maddix**

Francene Botts has been named Director of Human Resources. Ms. Botts, a native of Lexington, obtained her undergraduate degree from Kentucky State University and a Master's Degree from Bowling Green (Ohio) State University. Ms. Botts holds the J.D. degree from the University of Kentucky College of Law.



**Francene L. Botts**

Most recently Ms. Botts served as Director of Affirmative Action at Oklahoma State University

following service with U.S. Army Judge Advocate General Corps in a variety of roles including, legal assistance attorney, trial defense counsel and administrative law/magistrate court prosecutor at Fort Sill, Oklahoma and Fort Lewis, Washington.

### New Organizational Relationship for KFAC

The Kentucky Folk Art Center's organizational relationship with the University has changed effective July 1, 1995. The Center will be operated by Kentucky Folk Art Center, Inc., a non-profit 501-C-3 corporation. The new relationship was planned in developing the 1995-96 Operating Budget and the University's financial contribution to the Center was reduced. Under an agreement with MSU, the corporation agrees to the conservation and programming of MSU's permanent collection of folk art. The KFAC, Inc., will fund operational expenses of the Center and will continue to raise money for the building funds. MSU will continue to underwrite salaries for the staff until such time the Center's external support and revenues are at a level to allow its self-sufficiency.

### Real Property Actions

MSU entered into a lease with option to purchase agreement, effective July 13, with the MSU Foundation, Inc.,

regarding the Evans property. The annual lease payment to the Foundation will be \$17,150. The University plans to sublet the residence to an organization composed of faculty and staff for a University Club.

On July 21, the MSU Foundation, Inc., acquired an approximate 1.9 acre tract in Prestonsburg as the site for the future home of the MSU Big Sandy Extended Campus Center. Acquisition cost was \$250,000.

Occupancy by the Ashland Area Extended Campus Center of the 3rd floor of the G.B. Johnson, Jr., Education and Economic Development Center is anticipated to be September 1.

### MSU Health Insurance

The Kentucky Health Care Reform Act became effective July 15, 1994. At the same time a health policy board (HPB) was created to develop health insurance coverage parameters under the Act. State employees (including public higher education, city, and county employees) and Medicaid recipients are required to obtain health insurance from the Health Purchasing Alliance (HPA). Higher education and other groups of state employees are not mandated to purchase from the Alliance until January 1, 1996, or until expiration of their current contract. Morehead State University's current health insurance contract is scheduled

to expire on December 31, 1995; however, we are extending our contract with the Southeastern Group (Blue Cross-Blue Shield) through June 30 1996, at which time we will be mandated into the HPA. Initial individual plan cost ratings by various health care insurers indicate that the plan costs will be higher than the University's current cost and the benefits will be less. Final group rates for our area will be known in approximately 30 days. We anticipate that rates now quoted by the insurers for individuals joining the Alliance on July 15, 1995, will level somewhat by July 1, 1996, when we enter the Alliance.

### Campus Video Project

The distance education component of this project is proceeding as scheduled with the installation of interactive video (ITV) classrooms at the Ashland Area Extended Campus Center, Prestonsburg Extended Campus Center, Lees College, and on campus at Ginger Hall. Because the University will receive over \$400,000 in Federal Stars Schools grant funds to establish ITV classrooms, the University is providing technical and operational support in partnership with Pike County, Mason County, and Magoffin County School Systems where similar ITV classrooms are also being established. Individual ITV classrooms will become operational beginning in late July and completion of this component of the project is

planned for September. If additional Stars School grant funds and University funds are available, the University will have the option to add an additional three ITV classrooms during FY 96.

As reported in the May 95 *Board Briefs*, all bids for the Entertainment Video component of this project were rejected due to funding constraints. Steps are currently underway to design a detailed campus video network plan which will be provided to Frankfort for public bid. Design is expected to be complete by mid-August. The residence hall portion of the new campus-wide video network will be complete by the end of Fall Semester with the remaining network components completed during the Spring Semester.

### **STUDENT LIFE**

#### Student Regent to be Sworn in at September 8 Meeting

Brian A. Hutchinson will be sworn in as the Student Regent at the September 8, 1995, Board meeting. Brian was elected as the MSU Student Government Association President in April, and by virtue of this office assumes the duties of the Student Regent.

Brian, a 21 year old senior majoring in Business Administration with a Real Estate Concentration, is the son of Douglas and Gabriele Hutchinson of Louisa. Both of

his parents are graduates of Morehead State University. Brian's twin brother, Brent, is a senior at MSU, and his sister, Caryn, will enroll as a freshman this fall. Brian is an active member of MSU's Sigma Alpha Epsilon fraternity and the Order of Omega, a Greek Honor Society. Brian plans to attend law school after graduating from MSU.

### Susette Redwine Elected to National Office

Susette D. Redwine, University Center Programs and Special Events Coordinator at MSU, has been elected to the National Board of Directors for the National Association for Campus Activities (NACA). She was elected to a two-year term beginning May 1, 1995.

NACA is a national organization of more than 1,200 colleges and universities and 580 talent firms representing all 50 states and the Canadian provinces. Headquartered in Columbia, South Carolina, NACA is the largest and most influential campus activities non-profit association that provides education, information, and resources for students and administrators to establish quality campus activities in higher education.

Susette has been involved in NACA on both the regional and national levels. She has served as the Kentucky unit coordinator, Great Lakes regional coordinator, National

Convention educational session trainer, Commission for Campus Activities chair, and Great Lakes education session co-chair. While Susette was Kentucky unit coordinator, the unit received the Outstanding Unit Award at the 1986 National Convention. She is also the recipient of the Great Lakes Region Hall of Fame award. She also has written for the association magazine, "Programming," most recently focusing on fund raising.

Susette holds a bachelor's degree in health/physical education and a master's degree in higher education from Morehead State University. She has been employed at the University since 1978.

### Regents Update

The Office of Public Safety hosted the Second annual Kentucky TEAM SPIRIT Conference in June. This conference brought together teens and their advisors from 16 high schools. The goal of TEAM SPIRIT is: "To contribute to the prevention of alcohol and other drug use and impaired driving by high school-aged youth by developing a cadre of young leaders who, assisted by trained adult advisors, will plan and implement projects and activities to address identified substance use related problems in their schools and communities." Some 200 high school student leaders attended the June 28-30 event. They were treated to presentations by

Joe Washington, a Motivational Speaker from Radcliff, Kentucky; Edward Leigh, Humorist from Cleveland, Ohio; Dr. Ken Newbury and his PRIDE group from Toledo, Ohio; the UK Trauma Center; and Lynne Carter, Activity Therapist from Connorsville, Indiana.

High schools participating were from the following counties: Pike, Jefferson, Carroll, Estell, Green, Letcher, Knox, Lee, Lewis, Marshall, Mason, Rowan, Shelby, Floyd, Wayne, and Whitely. TEAM SPIRIT is a program of the Kentucky Youth Traffic Safety Office, the Kentucky State Police, and is hosted and coordinated by the Eastern Kentucky Highway Safety Team.

### Update on Direct Lending

In 1995-96, Morehead State University is participating in the U. S. Department of Education's new Direct Loan Program. This replaces the current Stafford Student Loan process. Direct Lending is designed to save time and money, getting loan proceeds into the hands of students more efficiently.

The Stafford Loan process has been an effective, but cumbersome process. A separate application was used, and the approval/funding process involved lending institutions and guarantee agencies. This process often had breakdowns and delays.



Direct Lending, a joint venture between our office of Financial Aid and the Office of Accounting and Budgetary Control, allows MSU to make student loans directly to our students. Lending institutions and guarantee agencies are eliminated. The student requests a loan and loan amount, we check the student's eligibility and process the loan, the student signs a promissory note, and we request funds from the Department of Education to cover our loans. The Direct Loan process is much more efficient, delays are eliminated, and it is much easier to track errors in the process. We have more control over the process.

We can now process loans for our students in a matter of days, rather than weeks. Also, the Department of Education estimates that the Direct Lending program will save billions of dollars nationwide compared with the Stafford Loan process, as it currently operates.

We are on schedule with our implementation of Direct Lending. Summer Session II students have received Direct Loans. For Fall/Spring, loans have been processed and promissory notes have been mailed to students. As the notes are received, we have entered them into the process to credit the loans to student accounts and to draw-down funds from the Department of Education.

Student reaction has been very positive. Parents, especially parents of new students for this fall, are also happy. For students who had borrowed Stafford Loans previously, we have sent information about Direct Lending, why we made a decision to change, and how to consolidate their different loans. Repayment Options with Direct Lending are also better than with Stafford Loans.

*New Baseball Coach (picture not available)*

John Jarnagin, the head baseball coach at Shelby State Community College in Memphis, Tennessee, for the past 10 seasons, has been named head baseball coach at Morehead State.

The 37-year old Jarnagin replaces Dr. Frank Spaniol, who resigned after six years as MSU's head coach to accept a faculty position at George Southwestern College.

A native of San Diego, California, Jarnagin attended James Madison High School in San Diego. He spent two years at San Diego City College and was a two-year letterman as a catcher at Liberty University.

His first coaching job was a three-year stint as an assistant at Middle Tennessee (1982-84). He served on the staff at Trevecca Nazarene College in Nashville in 1985 and began his tenure at Shelby State in 1986, where his

10-year record was 253-243-6. He was the TJCAA Western Division Coach of the Year in 1988 and the TJCAA Coach of the Year and Tennessee Baseball Coaches Association Coach of the Year in 1992.

Jarnagin earned a bachelor's degree from Liberty in 1982 and a master's degree from Middle Tennessee in 1984.

An active member of the Fellowship of Christian Athletes, Jarnagin is married to the former Donna Lynn Rowzee of Memphis. They have a daughter, Sarah Beth (4), and a son, Micah (1).

*New Assistant Director of Athletics at Morehead State (picture not available)*

Kathleen R. Worthington has been named Assistant Director of Athletics at MSU. Worthington comes to MSU after serving two years as the Assistant to the Director of Athletics at the University of Wisconsin-La Crosse. She also has served as a marketing and media relations specialist and as Director of Athletics and Community Youth Programs for Catholic Charities, Eastern Region, New York State.

She has extensive experience in development, planning and implementation of marketing strategies, game-day management and coordination of special events.

Worthington earned a bachelor's degree in mass communications from the College of Notre Dame of Maryland in 1985. She also has earned a master's degree in public relations from Syracuse University and a master's degree in athletic administration from Wisconsin-La Crosse.

## UNIVERSITY ADVANCEMENT

### Regional Fund Raiser Hired (picture not available)

Angela Mullins of Whitesburg, a graduate of Georgetown College and currently a fund raiser at Appalshop, will be joining the development staff on August 7 as the first full-time regional development officer. Her work experience also includes two years on the development staff at Georgetown. Angela's primary duties will be to generate gifts for the University's three extended campus centers and WMKY Radio.

### High Tech Gear Pays Off

Gift pledges exceeding \$110,000 resulted from the installation last spring of a new, state-of-the-art computerized dialing system for the Telegiving Center in the Palmer House. The equipment was jointly funded by the University and the Foundation. It allows six student callers to do the work of 12 persons under our

manual dialing system. Following the spring telegiving campaign, the staff and equipment were used heavily by the Office of Admissions in contacting new students about summer orientation. It also will be used in developing prospects for admissions.

### Gala Material Wins Again

For the second year in a row, printed material used in the Spring Gala has been selected for recognition by the Council for Advancement and Support of Education (CASE), the national organization for higher education advancement professionals. The printed pieces from the 1994 gala, New York Fantasy, were chosen as the best such material produced that year in Kentucky, according to the state affiliate, CASE-Kentucky. The 1993 materials were honored by CASE's Southeast District.

### Alumni Events Scheduled

Board members have a standing invitation to attend events of the MSU Alumni Association. The newest activity is a "send-off" picnic on August 6 by the Louisville area chapter for new students coming to MSU. Others include the Keeneland outing on October 15, Homecoming on October 20-22, and the Churchill Downs outing on October 29. Please call the Alumni Center for details. That toll-free number is 1-800-783-2586 (ALUM).