

**AGENDA BOOK**

# **Board of Regents**

**December 5, 2019**

Morehead, Kentucky

[www.moreheadstate.edu/bor](http://www.moreheadstate.edu/bor)



Morehead State University  
**Quarterly Board Meeting**

Thursday, December 5, 2019 at 9:30 a.m.  
Adron Doran University Center, Heritage Room

---

Morehead State University  
**Board of Regents Members**

Kathy Walker, Chair

Wayne M. Martin, Vice Chair

Annie Adams

Colby Birkes

Craig Dennis

Adam Hinton

Sanford Holbrook

Eric E. Howard

Debbie H. Long

Craig Preece

Terri S. Walters

Joseph A. (Jay) Morgan, President

**BOARD OF REGENTS MEETING  
MOREHEAD STATE UNIVERSITY**

Adron Doran University Center (ADUC), Heritage Room

Thursday, December 5, 2019

9:00 a.m. – Light Breakfast

9:15 a.m. – Group Photo

9:30 a.m. - Quarterly Board Meeting

11:30 a.m. – Campus Tour

12:30 p.m.- Holiday Lunch

**AGENDA**

**LIGHT BREAKFAST – 9:00 a.m.**

**GROUP PHOTO – 9:15 a.m.**

Please dress in professional attire for the group photo. This photo will be posted to the Board web page.

**QUARTERLY BOARD MEETING – 9:30 a.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. DONOR RECOGNITION
- IV. STUDENT, FACULTY, AND STAFF RECOGNITION
- V. PRESIDENT’S RECOMMENDATIONS AND REPORTS

**A. Consent Agenda (Action)**

- 1. Approve Minutes of August 8, 2019 Quarterly Board Meeting, September 16, 2019 Special Called Board Meeting, and October 18, 2019 Special Called Board Meeting ..... 1
- 2. Ratify Fall 2019 Graduates ..... 11
- 3. Ratify Personnel Actions ..... 12
- 4. Approve Policy Revisions ..... 27
- 5. Approve Year End Amendment to 2018-19 Operating Budget ..... 40
- 6. Approve Reaffirmation of Kentucky Administrative Regulations ..... 46

**B. Recommendations (Action)**

- 1. Accept First Quarter Financial Report and Amend Operating Budget ..... 54
- 2. Ratify 2020-2022 Biennial Budget Request ..... 64
- 3. Authorize Modification and Consolidation of Existing Lease Agreements ..... 68
- 4. Approve Bachelor of Science in Systems Integration Engineering ..... 70

**C. Reports (handouts will be included in regents’ folders at the board meeting)**

- 1. Report on Strategic Enrollment Management Plan, **Mr. Tim Rhodes**
- 2. Report on Performance Metrics, **Ms. Jill Ratliff**
- 3. Report on Personal Service Contracts, **Mr. Kim Oatman**

**D. President’s Report**

VI. ADJOURNMENT

**CAMPUS TOUR – 11:30 a.m.**

Please join us for a tour of Lloyd Cassity, Nunn Hall, a short campus tour, and tour of the Volleyball/Basketball Complex. Board members will be transported via University bus.

**HOLIDAY LUNCH – 12:30 p.m.**

Please join MSU faculty and staff for a Holiday lunch at the Rocky Adkins Dining Commons in appreciation for your service to the University. Board members will be transported via University bus.

**Thank you for all you do! May you and your family be blessed during this Holiday season.**

Agenda is available online at <http://www.moreheadstate.edu/bor>

**BOARD OF REGENTS  
MOREHEAD STATE UNIVERSITY  
QUARTERLY MEETING  
August 8, 2019**

The Board of Regents of Morehead State University met at 9:00 a.m. on Thursday, August 8, 2019, in the Adron Doran University Center (ADUC), in Morehead, Kentucky, for a quarterly board meeting.

**CALL TO ORDER**

Chair Kathy Walker called the meeting to order and introduced new Board members Dr. Annie Adams and Colby Birkes.

**OATH OF OFFICE**

Rowan County Judge Executive, Harry Clark, administered the oath of office to the following regents:

Dr. Annie Adams, who was elected by the faculty to serve the remainder of Dr. Jonathan Pidluzny's term, will serve a one-year term, ending June 30, 2020;

Colby Birkes, who was elected by the student body to serve a one-year term, ending June 30, 2020.

**MEDIA**

Dr. Jami Hornbuckle, Assistant Vice President for Communications and Marketing/Chief Marketing and Public Relations Officer, introduced Leeann Akers of Morehead State Public Radio.

**ROLL CALL**

Chair Walker introduced Jacqueline Graves to call the roll. The following Board members were present: Chair Kathy Walker, Vice Chair Wayne Martin, Dr. Annie Adams, Colby Birkes, Craig Dennis, Sanford Holbrook, Eric Howard, Debbie Long, and Terri Walters. Craig Preece and Patrick Price were absent from the meeting.

**ELECTION OF  
VICE CHAIR &  
SECRETARY;  
APPOINTMENT  
OF TREASURER**

Pursuant to KRS 164.330, Chair Walker asked for nominations for Vice Chair, Secretary, and Treasurer. Mr. Holbrook nominated Wayne Martin as Vice Chair, Jacqueline Graves as Secretary, and Teresa Lindgren as Treasurer. Mr. Howard seconded the motion and the motion carried unanimously.

**FACULTY, STAFF,  
AND STUDENT  
RECOGNITION**

President Morgan recognized Dr. Sherif Rashad as the faculty award recipient. Dr. Rashad is a Professor of Computer Science, having received his Ph.D. in Computer Science and Engineering from the University of Louisville. Dr. Rashad has taught a variety of computer sciences courses at MSU at all levels for 10 years. In 2009, Dr. Rashad received the Outstanding Teaching Award from the MSU Department of Mathematics and Computer Science. Dr. Rashad recently received the Best Paper Award at the 9<sup>th</sup> Annual IEEE Computing and Communication Workshop Conference and was

**PRESIDENT'S  
RECOMMENDATIONS  
AND REPORTS**

***Consent Agenda***

selected to participate in the 2019 Bluegrass Higher Education Consortium Academic Leadership Academy and to serve as MSU Campus Liaison. He is also the founder and first faculty sponsor of the MSU ACM Student Chapter. President Morgan thanked Dr. Rashad for his service to the University and its students.

President Morgan recognized Ms. Jen Timmermann as the staff award recipient. Ms. Timmerman serves as the Director of Transition Services with Morehead State University Enrollment Services. President Morgan commended Ms. Timmerman for her work with the Eagle Express joint-admission process with the University's six Kentucky Community and Technical College Systems partner schools. President Morgan stated that Ms. Timmerman is a wonderful asset to the University, consistently displaying a high level of involvement with transfer students, who she fondly refers to as "her kids."

President Morgan recognized Mr. Noah Damron as the student award recipient. Mr. Damron is a Morehead State University Dean's list student from Pikeville, Kentucky. He is a Junior pursuing a Bachelor of Science degree in physics, with the goal of becoming an Electrical Engineer. He currently serves as President of Sigma Phi Epsilon and has been selected twice by his fraternity to attend the national Carlson Leadership Academy. Mr. Damron serves as a tutor for the University's Success Academy, works at Morehead Cinema Six, and regularly volunteers with God's Food Pantry in Mount Sterling, Kentucky.

Chair Kathy Walker asked the Board to consider the items on the Consent Agenda:

1. Approve Minutes of June 6, 2019 Meeting
2. Approve Founders Award for University Service
3. Approve Granting of Emeritus Status
4. Approve Faculty Handbook
5. Ratify Personnel Actions
6. Approve Student Code of Conduct Revisions
7. Approve Police Standard Operating Procedure Manual Revisions
8. Approve Closed Programs
9. Approve OVC Governing Board Certification

President Morgan noted that the Police Standard Operating Procedure Manual Revisions would be completed pending the Board's adoption of the student and faculty freedom of speech policy, to be discussed in the meeting.

MOTION: Dr. Adams moved that the Board approve the items on the Consent Agenda. Vice Chair Martin seconded the motion.

VOTE: The motion carried unanimously.

**CLOSED EXECUTIVE  
SESSION**

Chair Walker entertained the motion to go into Closed Session pursuant to KRS 61.810 to discuss matters relating to the future acquisition or sale of real property where publicity would be likely to affect the value of a specific piece of property to be acquired or sold and to discuss matters relating to proposed or pending litigation. The Board will take no action while in Closed Session. Mr. Holbrook moved the Board go into Closed Session. Dr. Adams seconded the motion. The motion carried unanimously and the Board retired to Closed Session, inviting Assistant Vice President for Facilities and Operations, Kim Oatman, and General Counsel, Jane Fitzpatrick, to join them.

**OPEN SESSION**

Following Closed Session, Chair Walker asked for a motion to return to Open Session. Dr. Adams moved the Board return to Open Session. Ms. Long seconded the motion. The motion carried unanimously. Chair Walker stated that no action was taken during Closed Session.

**PRESIDENT'S  
RECOMMENDATIONS  
AND REPORTS  
CONTINUED**

*Approve Disposition of  
Surplus Property*

The President recommended:

RECOMMENDATION: That the Board of Regents approve the disposal of the property known as the Procurement Service Center located at 200 American Legion Way (Formerly Old Cranston Road), Morehead, Kentucky.

MOTION: Mr. Holbrook moved that the Board approve the President's recommendation. Vice Chair Martin seconded the motion.

VOTE: The motion carried unanimously.

*Approve Policy Revisions*

The President recommended:

RECOMMENDATION: That the Board of Regents approve the attached policy revisions.

*(Table of Contents and Policy Revisions attached hereto as VIII-B-2).*

President Morgan stated that the work of revising the policies began in May 2019, when he asked faculty senate and staff congress to review eighty-five to ninety percent of all University policies, which needed to be updated. He stated that some University policies had not been updated in twenty-five years. The policies were then approved by constituency bodies in a special summer session.

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

VOTE: The motion carried unanimously.

## REPORTS

### *Report on Real Property Leases*

President Morgan briefly reported on property leased by the University on its main campus and regional campuses.

### *Report on Personal Service Contracts*

Kim Oatman reported on personal service contracts, which represent all such contracts issued with amounts greater than \$10,000 between May 17, 2019 and July 18, 2019.

### *Report on Student and Faculty Freedom of Speech (Amended KRS 164.348)*

Jane Fitzpatrick reported on recent amendments to KRS 164.348, Campus Free Speech Act, requiring University Boards to adopt policies to promote student and faculty rights to free speech on campus. Ms. Fitzpatrick reported on the University's adoption of such policy and revisions made to the Student Code of Conduct, Police Manual, and other University policies to comply with law.

## PRESIDENT'S REPORT

President Morgan reported that Morehead State University students are gaining very strong acceptance into a variety of professional schools. President Morgan then reported on University retirement plans and required contributions to KERS. During a special called session during the Summer of 2019, the Kentucky state legislature temporarily froze contribution rates at forty-nine cents. The 2019-2020 Annual Budget allocated monies for the contribution rate increase, resulting in monies saved due to the freeze. President Morgan asked for the Board's approval to use those monies to focus on University debt reduction and one-time investments to save money in the future.

President Morgan announced that Vice President for Advancement, Jim Shaw, would provide a campaign report at the October Board meeting. He also announced that the SACSCOC reaffirmation and editing process is ongoing, with all reaffirmation documents due September 2020. SACSCOC will send a group to campus in April 2021.

## OTHER BUSINESS

### *2018-2019 Board Self-Evaluation Summary*

Chair Walker reported in accordance with Section 1.6 of the Morehead State University Bylaws, regents recently conduct an annual evaluation of the Board's overall performance. Chair Walker stated that a summary of the evaluation results are in the regents' folders.

### *Report on Board of Student Body Presidents*

Colby Birkes provided an update on his efforts as Chair of the Kentucky Student Body Presidents.

### *Conflict of Interest and Board Code of Ethics Forms*

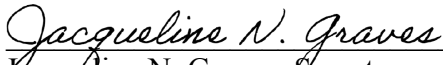
Jacqueline Graves discussed conflict of interest and code of ethics forms needing regent signatures.



**ADJOURNMENT**

There being no further business to conduct, Mr. Holbrook moved that the meeting adjourn at 12:30 p.m. Mr. Howard seconded the motion and the motion carried unanimously.

Respectively Submitted,

  
Jacqueline N. Graves, Secretary  
Board of Regents

**SPECIAL MEETING  
BOARD OF REGENTS  
LOUISVILLE MARIOTT EAST  
September 16, 2019**

The Board of Regents of Morehead State University met at 5:30 p.m. on Monday, September 16, 2019, at the Louisville Marriott East, in Louisville, Kentucky, for a special called meeting to administer the oath to new Board member Adam Hinton. Chair Kathy Walker presided.

**CALL TO ORDER**

Chair Walker called the meeting to order and introduced new Board member Adam Hinton, who was appointed by Governor Matt Bevin to serve a six-year term, ending 2025.

**ROLL CALL**

The following Board members were present: Chair Kathy Walker, Vice Chair Wayne Martin, Sanford Holbrook, Eric Howard, Dr. Annie Adams, Colby Birkes, Craig Dennis, Adam Hinton, and Terri Walters. Craig Preece and Debbie Long were absent.

**OATH OF OFFICE**

The Honorable David Holton, retired judge and alumnus of Morehead State University, administered the oath.

**ELECTION OF VICE  
CHAIR &  
SECRETARY;  
APPOINT TREASURER**

Pursuant to KRS 164.330, Chair Walker asked for nominations for Vice Chair, Secretary and Treasurer. Mr. Holbrook made a motion to elect Wayne Martin Vice Chair, Jacqueline Graves Secretary, and appoint Teresa Lindgren as Treasurer. Mr. Howard seconded the motion and the motion carried unanimously.

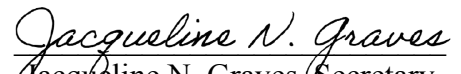
**OTHER BUSINESS**

Chair Walker reported that members of the Board Executive and Audit Committees would be announced at the next Board meeting.

**ADJOURNMENT**

There being no further business to conduct, Mr. Holbrook moved the special called meeting adjourn at 6:00 p.m. Dr. Adams seconded the motion and the motion carried.

Respectfully Submitted,

  
Jacqueline N. Graves, Secretary  
Board of Regents

**BOARD OF REGENTS  
MOREHEAD STATE UNIVERSITY  
WORK SESSION AND SPECIAL CALLED MEETING  
October 18, 2019**

The Board of Regents of Morehead State University met at 1:45 p.m. on Friday, October 18, 2019, in the Heritage Room of the Adron Doran University Center (ADUC), in Morehead, Kentucky, for a work session and special called meeting. Chair Kathy Walker presided.

**WORK SESSION  
DISCUSSION TOPICS**

The Board conducted a work session prior to the special called meeting. Discussion included the 2019 preliminary fall enrollment and housing report, 2020 healthcare plan report, Kentucky Employees Retirement System (KERS) Update, University scholarship campaign update, audit committee meeting update, campus square footage presentation, and debt reduction plan. These items were for discussion only and no action was taken.

**CALL TO ORDER**

Chair Walker called the meeting to order and introduced Jacqueline Graves to call roll.

**ROLL CALL**

The following Board members were present: Chair Kathy Walker, Vice Chair Wayne Martin, Dr. Annie Adams, Colby Birkes, Craig Dennis, Adam Hinton, Sanford Holbrook, Eric Howard, Debbie Long, and Craig Preece. Terri Walters was absent.

**MEDIA**

Dr. Jami Hornbuckle, Assistant Vice President for Communications and Marketing/Chief Marketing and Public Relations Officer, introduced Leeann Akers of Morehead State Public Radio.

**DONOR  
RECOGNITION**

President Morgan recognized Mr. Wayne Mincey and family and the family of James Paul Ison for their financial contributions to the University.

**PRESIDENT'S  
RECOMMENDATIONS**

*Approve Amendment to  
Fiscal Year 2020 Budget to  
Replace Alumni Tower  
Chiller*

The President recommended:

**RECOMMENDATION:** That the Board of Regents approve an amendment the 2019-2020 Operating Budget of up to \$600,000 for the purchase of a Chiller, Cooling Tower, Transformer, Temporary Rental Chiller and associated equipment for the Alumni Tower Residence Hall.

*(Additional background information attached hereto as IV-A-1).*

**MOTION:** Vice Chair Martin moved that the Board approve the President's recommendation. Mr. Holbrook seconded the motion.

**VOTE:** The motion carried unanimously.

*Accept 2018-2019 Audit  
Report*

The President recommended:

RECOMMENDATION: That the Board accept the audit report for the fiscal year ended June 30, 2019 as presented by Dean Dorton Allen Ford, PLLC.

*(Additional background information attached hereto as IV-A-2).*

MOTION: Vice Chair Martin moved that the Board approve the President's recommendation. Mr. Holbrook seconded the motion.

VOTE: The motion carried unanimously.

*Adoption of Resolution  
Honoring the Lifetime  
Service of Regent Patrick  
E. Price*

The President recommended:

RECOMMENDATION: that the Board adopt the following resolution honoring the lifetime service of regent Patrick E. Price. Chair Walker read the resolution and recognized the family of Mr. Price in attendance to accept the resolution.

**RESOLUTION HONORING THE LIFETIME SERVICE OF REGENT  
PATRICK E. PRICE**

**WHEREAS**, Mr. Patrick E. Price, a respected citizen of Flemingsburg, Kentucky, served with distinction as a member of the Morehead State University Board of Regents from 2010-2016 and 2016-2019; and

**WHEREAS**, Mr. Price served as Morehead State University Board of Regents Vice Chair from 2014-2015; and

**WHEREAS**, Mr. Price served as a member of the Morehead State University Executive Committee during 2013 and from 2016-2019; and

**WHEREAS**, Mr. Price served as a member of the Morehead State University Audit Committee from 2011-2015 and 2019, serving as Audit Committee Chair from 2014-2015; and

**WHEREAS**, Mr. Price's distinguished service on the Morehead State University Board of Regents consistently demonstrated his high ethical standards and strong personal commitment to institutional integrity; and

**WHEREAS**, Mr. Price's terms as a Morehead State University Board of Regents member reflected his professional collegiality and dedication to academic excellence, his abiding

concern for the welfare of the entire University community, and his pride as an alumnus of the institution;

**THEREFORE**, be it resolved that Morehead State University and its Board of Regents express profound and sincere gratitude for Mr. Patrick E. Price's honorable and outstanding service on the Board of Regents and lifetime commitment and service to Morehead State University.

**ALSO, THEREFORE**, be it resolved that today, October 18, 2019, shall be known as "Patrick Price Day" on the campus of Morehead State University.

Done this eighteenth day of October, 2019.

\_\_\_\_\_  
Kathy Walker, Chair

ATTEST:

\_\_\_\_\_  
Jacqueline N. Graves, Secretary

\_\_\_\_\_  
Joseph A. (Jay) Morgan, President

MOTION: Vice Chair Martin moved the Board approve the President's recommendation. Mr. Holbrook seconded the motion.

VOTE: The motion carried unanimously.

The President recommended:

RECOMMENDATION: that the Board ratify the awarding of the honorary degree of Doctor of Public Service to Regent Patrick E. Price at the December 2019 Commencement Ceremony.

*(Additional background information attached hereto as IV-A-4).*

MOTION: Mr. Holbrook moved the Board approve the President's recommendation. Vice Chair Martin seconded the motion.

VOTE: The motion carried unanimously.

## ADJOURNMENT

There being no further business to conduct, Mr. Howard moved that the meeting adjourn at 3:30 p.m. Mr. Holbrook seconded the motion and the motion carried.

Respectfully Submitted,

*Jacqueline N. Graves*  
Jacqueline N. Graves, Secretary  
Board of Regents

## **RATIFY FALL 2019 GRADUATES**

**BOR (V-A-2)  
December 5, 2019**

---

### **Recommendation:**

That the awarding of degrees to candidates who successfully complete all degree requirements as approved by the faculty of the University at the 2019 Fall Commencement on December 14, 2019, be ratified.

### **Background:**

At the December 14, 2019 Fall Commencement, 567 students that have applied for graduation will be awarded degrees from Morehead State University. This includes 42 associate degrees, 378 bachelor degrees, 143 master degrees, and 4 education specialist degrees.

## **RATIFY PERSONNEL ACTIONS**

**BOR (V-A-3)  
December 5, 2019**

---

### **Recommendation:**

That the Board ratify the Personnel Actions for the period May 16, 2019 through November 8, 2019.

### **Background:**

#### ***Previously Included:***

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

#### ***This Report Includes:***

**All** actions for Personnel Action Requests & Supplementals.



**MOREHEAD STATE UNIVERSITY  
ROSTER POSITIONS SUMMARY  
11/08/19**

	<b>July 1 Authorized Positions</b>	<b>Current Authorized Positions</b>	<b>+/- Position Adjustments</b>	<b>Current Position Strength</b>	<b>% Current Strength</b>
Office of the President	14.60	15.07	0.47	14.07	93.36
Division of University Advancement	26.58	26.58	0.00	26.58	100.00
Division of Administration and Fiscal Services	76.10	76.10	0.00	74.10	97.37
Facilities Management	96.75	96.75	0.00	93.75	96.90
Division of Student Affairs	141.06	141.16	0.10	134.61	95.36
Division of Academic Affairs	42.41	42.49	0.08	40.49	95.29
Caudill College of Arts, Humanities & Social Sciences	130.06	130.59	0.53	120.84	92.53
Smith College of Business and Technology	46.42	46.42	0.00	46.42	100.00
College of Education	51.90	52.90	1.00	47.90	90.55
College of Science	145.25	145.15	-0.10	139.15	95.87
Undergraduate Education & Student Success	28.63	28.63	0.00	25.93	90.57
Regional Education & Outreach	7.40	7.40	0.00	6.90	93.24
Camden-Carroll Library	23.00	23.00	0.00	22.00	95.65
	<u>830.16</u>	<u>832.24</u>	<u>2.08</u>	<u>792.74</u>	<u>95.25</u>

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

	A	B	C	D	E	F	G	H	I	J
1	Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action	
2	Leave of Absence									
3										
4										
5	Sociology, Social Work & Criminology	Hulbig, Shelia	10/1/2019	12/31/2019	Extramural Project Leader - Drug Courts	40	\$23.08	FTF	LOA without Pay	
6	Sociology, Social Work & Criminology	Hulbig, Shelia	6/25/2019		Extramural Project Leader - Drug Courts	40	\$23.08	FTF	LOA without Pay	
7	Sociology, Social Work & Criminology	Hulbig, Shelia	8/1/2019		Extramural Project Leader - Drug Courts	40	\$23.08	FTF	LOA without Pay	
8	Sociology, Social Work & Criminology	Hulbig, Shelia	8/29/2019		Extramural Project Leader - Drug Courts	40	\$23.08	FTF	LOA without Pay	
9										
10	New Hires									
11										
12	Enrollment Services	Aronhalt, Mallory	08/12/19	06/30/20	Enrollment Services Counselor	12	\$ 29,188.00	FTFP	New Hire	
13	School of Business Administration	Brigham, Stephen	08/12/19		Assistant Professor, Accounting	9	\$ 115,000.00	FTS	New Hire	
14	Communications Media & Languages	Brock, Nettle	08/12/19		Assistant Professor, Communication/Convergent Media	9	\$ 51,000.00	FTS	New Hire	
15	Police Department	Catron, Harley	10/01/19	06/30/20	Police Officer	12	\$ 14.97	FTFP	New Hire	
16	Athletics/Baseball	Conlon, Shane	08/05/19	06/30/20	Assistant Baseball Coach	12	\$ 33,000.00	FTFP	New Hire	
17	Montgomery County Adult Education	Cooper, Tammy	10/01/19	06/30/20	Data Assessment Specialist/Instructor	12	\$ 32,990.00	FTFP	New Hire	
18	Enrollment Services	Davis-Maynard, Amanda	10/16/2019	6/30/2020	Enrollment Services Counselor	12	\$29,188.00	FTFP	New Hire	
19	Student Center & Event Services	Dean, Jordan	08/01/19	06/30/20	Event Coordinator	12	\$ 35,354.00	FTFP	New Hire	
20	Building Maintenance	Donathan, Gary	09/03/19	06/30/20	HVAC Technician	40	\$ 16.92	FTFP	New Hire	
21	Research & Sponsored Programs	Evans, Stephanie	11/16/2019	6/30/2020	Coordinator of Programs and Initiatives	12	\$ 14.97	FTFP	New Hire	
22	Enrollment Services	Fitch, Jessica	08/12/19	06/30/20	Enrollment Services Counselor	12	\$ 29,188.00	FTFP	New Hire	
23	Space Science Center	File, Nathan	08/01/19	06/30/20	Visiting Assistant Professor	12	\$ 77,377.00	FTF	New Hire	
24	Human Resources	Frizzell, Rachel	08/16/19	06/30/20	Human Resources Generalist	12	\$ 35,354.00	FTFP	New Hire	
25	Music, Theatre, Dance	Gibbs, Donald	10/01/19	06/30/20	Keyboard Technician	9	\$ 35,190.00	FTF	New Hire	
26	TRIO/Talent Search	Hall, Crystal	10/01/19	08/31/20	TRIO Academic Coordinator	12	\$ 32,990.00	FTFP	New Hire	
27	Carl Perkins Vocational Center	Halsey, Russell	10/01/19	06/30/20	Vocational Program Instructor	12	\$ 32,500.00	FTFP	New Hire	
28	TRIO/Talent Search	Hamilton, Camille	09/03/19	08/31/20	TRIO Academic Coordinator/ Talent Search	12	\$ 32,990.00	FTFP	New Hire	
29	Counseling and Health Services	Hart, Garla	9/16/2019	06/30/20	Mental Health Counselor	12	\$ 47,000.00	FTFP	New Hire	
30	Today's Youth	Havens, Shanda	09/16/19	06/30/20	College and Career Coordinator	12	\$ 29,188.00	FTFP	New Hire	
31	Nursing	Hill, Shelby	08/12/19	05/12/20	Instructor, Nursing	9	\$ 50,000.00	FTF	New Hire	
32	Internal Audits	Hunt, Cynthia	11/1/2019	6/30/2020	Associate Internal Auditor	12	\$52,000.00	FTS	New Hire	
33	TRIO/Upward Bound Programs	Isaac, Brandon	10/01/19	06/30/20	TRIO Academic Coordinator	12	\$ 32,990.00	FTFP	New Hire	
34	English	James, Nicholas	08/12/19	05/12/20	Instructor, English	9	\$ 35,250.00	FTF	New Hire	
35	Office of Retention	Jordan, Topaz	07/22/19	06/30/20	Degree Completion Coach/ Instructor	12	\$ 32,990.00	FTFP	New Hire	
36	Athletics/Train	Kelley, Jordan	09/16/19	06/30/20	Assistant Athletic Trainer	12	\$ 35,735.00	FTF	New Hire	
37	Early Child, Elem & Special Education	Kelsey, Sarah	08/12/19	05/12/20	Instructor, Education	9	\$ 34,000.00	FTF	New Hire	
38	Enrollment Services	Labreche, Clay	08/12/19	06/30/20	Enrollment Services Counselor	12	\$ 29,188.00	FTFP	New Hire	
39	Biology and Chemistry	Li, Hao (Heather)	08/19/19	05/12/20	Visiting Assistant Professor of Chemistry	9	\$ 42,669.00	FTF	New Hire	
40	Engineering and Technology Management	Li, Zhaochao	08/26/19	05/12/20	Visiting Assistant Professor, Construction and Civil Engineeri	9	\$ 63,000.00	FTF	New Hire	
41	Building Maintenance	Logan, Darrel	08/16/19	06/30/20	Maintenance Technician II	40	\$ 12.38	FTFP	New Hire	
42	Psychology	Maitland, Daniel	08/12/19		Assistant Professor, Clinical Psychology	9	\$ 54,000.00	FTS	New Hire	
43	Hist, Phil, Pol, Int & Legal	Mock, Douglas	08/12/19		Assistant Professor, Political Science	9	\$ 54,150.00	FTS	New Hire	
44	Police Department	Mooney, Patricia	07/22/19		Police Telecommunicator	20	\$ 13.00	PRT	New Hire	
45	Psychology	Neilson, Elizabeth	08/12/19		Associate Professor, Psychology	9	\$ 54,000.00	FTS	New Hire	
46	School of Business Administration	Njorge, Lydia	08/12/19		Assistant Professor, Marketing	9	\$ 95,000.00	FTS	New Hire	
47	Athletics/Football	Riase, Lemuel	08/01/19	12/31/19	Assistant Football Coach	12	\$ 34,000.00	FTFP	New Hire	
48	Early Child, Elem & Special Education	Roach, Rebecca	08/12/19		Assistant Professor, Education	9	\$ 50,000.00	FTS	New Hire	
49	MSUCorps	Rowe, Joe	08/16/19	07/31/20	Project Director, MSUCorps	12	\$ 47,476.00	FTFP	New Hire	
50	Biology and Chemistry	Schmitzhe, Emmalou	1/6/2020		Assistant Professor, Chemistry	9	\$ 48,000.00	FTS	New Hire	
51	Building Services	Schultz, Lisa	08/16/19	06/30/20	Building Services Technician	40	\$ 9.00	FTFP	New Hire	
52	Foundational & Grad Student Education	Session, Silas	08/16/19	06/30/20	Visiting Assistant Professor of Education/ Director Military In	12	\$ 60,000.00	FTFP	New Hire	
53	Police Department	Wallace, Shelby	08/16/19	06/30/20	Police Telecommunicator	40	\$ 11.13	FTFP	New Hire	
54	Nursing	Walters, Melissa	08/12/19	05/12/20	Instructor, Nursing	9	\$ 50,000.00	FTF	New Hire	
55	Biology and Chemistry	Whaduge, Wathsala	08/26/19	05/12/20	Visiting Assistant Professor, Chemistry	9	\$ 42,669.00	FTF	New Hire	
56	Enrollment Services	Whitaker, Shalyn	09/03/19	06/30/20	Enrollment Services Counselor/ Internal Services	12	\$ 29,188.00	FTFP	New Hire	
57	Craft Academy Student Services	Woodall, Sarah	08/16/19	06/30/20	Craft Academy Enrollment Services Counselor	12	\$ 29,188.00	FTFP	New Hire	
58	Athletics/Baseball	Youngdahl, Robert	08/01/19	06/30/20	Assistant Baseball Coach	12	\$ 34,000.00	FTFP	New Hire	
59										
60	Probation Completed									
61										
62	Enrollment Services	Abrams, Jordan	03/25/19		Enrollment Services Counselor	12	\$ 29,188.00	FTS	Probation Completed	
63	Athletics/Football	Brinson, Anthony	9/21/2019		Assistant Football Coach-Defensive Coordinator	12	\$52,000.00	FTF	Probation Completed	
64	Athletics/Football	Butler, Kylan	09/21/19		Assistant Football Coach	12	\$35,000.00	FTF	Probation Completed	
65	University Police	Cline, Mark	4/16/2019		Police Officer	12	\$ 14.97	FTS	Probation Completed	
66	TRIO/Talent Search	David, Maria	08/17/19		TRIO Academic Coordinator	12	\$32,990.00	FTF	Probation Completed	
67	Sociology, Social Work & Criminology	Dyer, Chelsea	07/01/19		Research Coordinator	12	\$41,000.00	FTF	Probation Completed	
68	Registrar	Hughes, Karla	8/1/2019		Assistant Registrar for Transfer Articulation and Student Rec	12	\$39,334.00	FTS	Probation Completed	
69	Plan, Perf & Effect, Office of the VP	Jackson, Emily	9/28/2019		Accreditation & Testing Specialist	12	\$29,188.00	FTF	Probation Completed	
70	University Police	James, David	3/18/2019		Police Officer	12	\$ 14.97	FTS	Probation Completed	
71	Housing	Jones, Mauricus	9/1/2019		Hall Director	12	\$30,000.00	FTF	Probation Completed	
72	Office of the Provost & VP	Lowe, Sabra	10/30/2019		Assistant to the Provost	12	\$35,354.00	FTS	Probation Completed	
73	University Police	Taylor, Susan	8/17/2019		Police Telecommunicator	12	\$ 11.13	FTS	Probation Completed	
74	Camden-Carroll Library	Watkins, Rodney	9/28/2019		Coordinator of User Services, (Libi)	12	\$44,686.00	FTS	Probation Completed	
75	Library Instruction	Whitt, Bridgette	8/16/2019		Distance Instruction Librarian for Extended Campus and Du	12	\$39,334.00	FTS	Probation Completed	
76										
77	Promotions									
78										
79	Phy, Earth Sci & Space Syst. Eng.	Adkins, James	10/15/2019		Assistant Professor of Physics	9	\$52,000.00	FTS	Promotion; Title Change; Tenure Track	
80	Office of Retention	Boyd, Risa	11/1/2019		Retention Specialist and Academic Advisor	12	\$35,090.00	FTFSP	Promotion	
81	School of Business Administration	Adkins, Diane	09/16/19		Administrative Assistant to the Associate Dean (SCBA&SEC	12	\$ 15.77	FTSP	Promotion	
82	Adult Learning Center	Fannin, Opal	09/01/19	06/30/20	Assistant Director/ ABE Instructor II	12	\$ 35,354.00	FTF	Promotion	

A	B	C	D	E	F	G	H	I	J
83	Enrollment Services	Jordan, Megan	09/01/19	06/30/20	Associate Director, Admissions/Tech. Support	12	\$ 35,354.00	FTSP	Promotion
84	Engineering & Technology Management	Li, Zhaochao	10/15/2019		Assistant Professor, Construction and Civil Engineering	9	\$65,000.00	FTS	Promotion; Salary Adjustment; Title Change; Tenure Track
85	Career Services	Murphy, Jacob	08/01/19	06/30/20	Career Development Advisor	12	\$ 37,454.00	FTFP	Promotion
86	Phy, Earth Sci & Space Syst. Eng.	Qualls, Joshua	10/15/2019		Assistant Professor of Mathematical Physics	9	\$52,000.00	FTS	Promotion; Title Change; Tenure Track
87	Admissions	Schadle, Gabriel	10/16/2019		Admissions/External Operations	12	\$40,239.00	FTSP	Promotion/Title Change
88	Counseling & Health Services	Slidam, Alicia	10/01/19		Registered Nurse (BSN)	10	\$ 38,000.00	FTS	Promotion/Reclassification
89	Admissions	Wright, Pamela	10/16/2019		Assistant Director, Internal Operations	12	\$41,788.00	FTSP	Promotion/Title Change
90									
91	<b>Reassignments</b>								
92									
93	Craft Academy	Bailey, Selena	11/1/2019		Business and Data Manager	12	\$16.92	FTSP	Reassignment/Title Change
94	School of Business Administration	Hunsucker, Keithel Joe	1/1/2020		Instructor of Accounting/Internal Auditor	12	\$85,889.00	FTF	Reassignment/Title Change
95									
96	<b>Renewals</b>								
97									
98	Sociology, Social Work & Criminology	Blackshear, Greg	10/1/2019	9/29/2020	Research Assistant	12	\$17.29	FTF	Renewal
99	Small Business Development Center	Bowling, Rachel	10/1/2019		General Management Consultant (Morehead Center)	12	\$32,990.00	FTF	Renewal
100	Upward Bound Programs	Bryant, Samantha	09/01/19	08/31/20	Assoc Dir, UB Math Science South	12	\$35,354.00	FTF	Renewal
101	TRIO/Talent Search	Bryant, Summer	09/01/19		TRIO Associate Director	12	\$39,837.00	FTF	Renewal
102	Educational Opportunity Center	Chapman, Sherrie	09/01/19		TRIO Academic Coordinator	12	\$33,657.00	FTF	Renewal
103	Sociology, Social Work & Criminology	Cooley, Michael	10/1/2019	9/29/2020	Research Assistant	12	\$17.29	FTF	Renewal
104	Upward Bound Programs	Cooper, Ashley	09/01/19	08/31/20	Assoc Dir. UB Math Science North	12	\$43,424.00	FTF	Renewal
105	TRIO/Talent Search	David, Maria	09/01/19		TRIO Academic Coordinator	12	\$32,990.00	FTF	Renewal
106	Educational Opportunity Center	Donovan, Matthew	09/01/19		TRIO Academic Coordinator	12	\$32,994.00	FTF	Renewal
107	Sociology, Social Work & Criminology	Dyer, Chelsea	09/30/19		Research Assistant BSB BHC Expansion	12	\$38,202.00	FTF	Renewal
108	Student Support Services	Hallock, Shellie	09/01/19		Project Director, Student Support Services	12	\$51,533.00	FTF	Renewal
109	TRIO/Talent Search	Hines, Annette	09/01/19		TRIO Academic Coordinator	12	\$38,991.00	FTF	Renewal
110	Sociology, Social Work & Criminology	Hogge, Jean	9/30/2019	9/29/2020	Data Coordinator	12	\$15.09	FTF	Renewal
111	Sociology, Social Work & Criminology	Hulbig, Shella	10/1/2019	9/29/2020	Extramural Project Leader - Drug Courts	12	\$23.08	FTF	Renewal
112	Sociology, Social Work & Criminology	Johnson, Nick	10/1/2019	9/29/2020	Research Assistant	12	\$17.53	FTF	Renewal
113	Sociology, Social Work & Criminology	Jones, Afton	10/1/2019	9/29/2020	Extramural Project Leader - MCCC & CAC	12	\$23.08	FTF	Renewal
114	Small Business Development Center	Keeton, Kayla	10/1/2019		General Management Consultant (Ashland Center)	12	\$32,990.00	FTF	Renewal
115	Upward Bound Programs	Kelsey, Angela	9/1/2019	5/31/2020	TRIO Prog Specialist, UB Program	12	\$13.38	FTF	Renewal
116	Upward Bound Programs	Lewis, Amanda	9/1/2019	5/31/2020	Dir, Upward Bound Programs	12	\$56,686.00	FTF	Renewal
117	Upward Bound Programs	McClain, Esther	9/1/2019	5/31/2020	TRIO Program Specialist, UP Programs	12	\$14.57	FTF	Renewal
118	Upward Bound Programs	Menville, Shayla	9/1/2019	5/31/2020	Academic Bridge Coord	12	\$32,990.00	FTF	Renewal
119	Student Support Services	Morris, Lonnie	9/1/2019		TRIO Academic Coordinator	12	\$41,102.00	FTF	Renewal
120	Small Business Development Center	Murphy, Mark	10/1/2019		Director, Small Business Development Center	12	\$55,391.00	FTF	Renewal
121	Sociology, Social Work & Criminology	Newell, Jennifer	10/1/2019	9/29/2020	Extramural Project Leader - VOALA	12	\$23.08	FTF	Renewal
122	Student Support Services	Poston, Jane	9/1/2019		TRIP Program Specialist	12	\$14.27	FTF	Renewal
123	Educational Opportunity Center	Prater, Dawonna	9/1/2019		TRIO Academic Coordinator	12	\$32,990.00	FTF	Renewal
124	Educational Opportunity Center	Quinn, Heather	9/1/2019		TRIO Academic Coordinator	12	\$32,990.00	FTF	Renewal
125	TRIO/Talent Search	Riddle, Crystal	9/1/2019		TRIO Academic Coordinator	12	\$33,228.00	FTF	Renewal
126	Educational Opportunity Center	Rowland, Thomas	9/1/2019		Project Director	12	\$58,545.00	FTF	Renewal
127	Educational Opportunity Center	Simpson, Chris	9/1/2019		College Access Coordinator	12	\$29,188.00	FTF	Renewal
128	Educational Opportunity Center	Sloan, Rhonda	9/1/2019		College Access Coordinator	12	\$29,796.00	FTF	Renewal
129	Educational Opportunity Center	Smith, Sharee	9/1/2019		College Access Coordinator	12	\$32,750.00	FTF	Renewal
130	Small Business Development Center	Spriggs, Michelle	10/1/2019		General Management Consultant	12	\$39,624.00	FTF	Renewal
131	Sociology, Social Work & Criminology	Taylor, Morgan	10/1/2019	9/29/2020	Data Coordinator	12	\$15.00	FTF	Renewal
132	Educational Opportunity Center	Thompson, Veronica	9/1/2019		TRIO Program Specialist	12	\$12.59	FTF	Renewal
133	TRIO/Talent Search	Wall, Melissa	9/1/2019		TRIO Academic Coordinator	12	\$32,994.00	FTF	Renewal
134	TRIO/Talent Search	Wallis, Tracy	9/1/2019		TRIO Program Specialist	12	\$12.38	FTF	Renewal
135	TRIO/Talent Search	Williams, Sharon	9/1/2019		TRIO Director	12	\$55,219.00	FTF	Renewal
136	TRIO/Talent Search	Wilson, April	9/1/2019		TRIO Program Assistant	12	\$11.13	FTF	Renewal
137	Educational Opportunity Center	Wilson, Carl	09/01/19	08/31/20	TRIO Academic Coordinator	12	\$ 32,990.00	FTFP	Renewal
138									
139	<b>Separations</b>								
140									
141	Housing	Barger, Leslie	8/28/2019		Assistant Director, Student Housing	12	\$47,476.00	FTS	Resignation
142	Building Services	Bartley, Marsha	11/14/2019		Residential Hall Custodial Supervisor	12	\$13.67	FTS	Resignation
143	Building Maintenance	Bond, Kenneth	11/8/2019		Heat & Water Plant Operator III	12	\$17.38	FTS	Resignation
144	Upward Bound Programs	Bryant, Benny	08/15/19		Associate Director, Upward Bound East	12	\$38,864.00	FTFP	Resignation
145	Camden-Carroll Library	Day, Megan	10/18/2019		Cataloging Library Specialist	12	\$11.21	FTS	Resignation
146	Athletics/Train	DePlanty, Morgan	10/23/2019		Assistant Athletic Trainer	12	\$32,990.00	FTFP	Resignation
147	Enrollment Services	Fitch, Jessica	09/11/19		Enrollment Services Counselor	12	\$29,188.00	FTFP	Resignation
148	Counseling & Health Services	Fowler, Katie	08/27/19		Mental Health Counselor	12	\$45,729.00	FTS	Resignation
149	Engineering & Technology Management	Ghanem, Sahar	08/02/19		Assistant Professor Construction & Civil Engineering Techn	9	\$63,000.00	FTS	Resignation
150	Carl Perkins Vocational Center	Halsey, Marion Russell	10/17/2019		Vocational Program Instructor	12	\$32,500.00	FTFP	Resignation
151	Nursing	Harrison, Judy	12/15/19		Instructor of Nursing	9	\$50,000.00	FTF	Resignation
152	Office of Retention	Heflin, Michelle	08/14/19		Retention specialist & Academic Advisor	12	\$36,225.00	FTS	Resignation
153	Office of Retention	Johnson, Teresa	8/9/2019		Retention specialist & Academic Advisor	12	\$37,028.00	FTS	Resignation
154	Adult Learning Center	Jude, Navona	7/30/2019		Data Assessment Specialist/Instructor	12	\$32,990.00	FTF	Resignation
155	Nursing	McDavid, Lisa	5/14/2019		Assoc. Professor of Nursing	9	\$58,066.00	FTS	Resignation
156	Nursing	O'Neal, Samantha	8/21/2019		Instructor of Nursing	9	\$50,000.00	FTF	Resignation
157	Mathematics	Patrick, Denise	8/30/2019		Academic Departmental Specialist (MATH)	12	\$14.04	FTS	Resignation
158	Athletics/Cross Country & Track	Picucci, Stephen	9/11/2019		Head Cross Country & Track Coach	12	\$46,500.00	FTF	Resignation
159	Housing	Salters, Sharon	10/8/2019		Hall Director	12	\$27,359.00	FTFP	Resignation
160	Building Maintenance	Stafford, Joseph	10/2/2019		Maintenance Technician II	12	\$13.07	FTS	Resignation
161	Office of Retention	Tiedeman, Kristin	10/18/2019		Retention Specialist & Academic Advisor	12	\$36,993.00	FTS	Resignation
162	Biology & Chemistry	Vanness, Brandon	5/10/2019		Assistant Professor of Chemistry	9	\$48,000.00	FTS	Resignation
163	TRIO/Talent Search	Wallis, Tracy	10/16/2019		TRIO Program Specialist	12	\$12.38	FTF	Resignation

	A	B	C	D	E	F	G	H	I	J
164	Biology & Chemistry	Wright, Nicholas	5/10/2019		Instructor of Chemistry	9	\$42,669.00	FTF	Resignation	
165	Nursing	Wright, Tiffany	5/14/2019		Assistant Professor, Nursing	9	\$55,000.00	FTS	Resignation	
166	Smith Coll, Bus & Tech	Elliott, Terry	6/30/2020		Associate Professor, Accounting	9	\$88,947.00	FTS	Retirement	
167	Music, Theatre & Dance	Grant, Donald	07/31/19		Professor - Music	9	\$62,438.00	FTS	Retirement	
168	EagleCard Office	Maggard, Rebecca	7/31/2019		Eagle Card and Document Services Specialist	12	\$16.58	FTS	Retirement	
169	Building Maintenance	May, Gardner	11/30/2019		Director, Facilities Maintenance Services	12	\$60,788.00	FTS	Retirement	
170	Comm, Media & Languages	Modaff, John	5/11/2020		Professor Speech	9	\$80,983.00	FTS	Retirement	
171										
172	Other									
173										
174	School of Business Admin	Njoroge, Lydia	9/1/2019		Assistant Professor of Marketing	9	\$99,000.00	FTS	Advanced Degree	
175	Student Activities	Sievert, Stacey	10/1/2019		Coordinator, Fraternity & Sorority Life & Student Organization	12	\$35,354.00	FTS	Department Name Change	
176	Student Activities	Tenyer, Jane	10/1/2019		Assistant Director Programming & Engagement	12	\$51,533.00	FTS	Department Name Change	
177	Student Activities	Colvin, Shannon	10/01/19		Associate Director Student Activities	12	\$50,040.00	FTS	Department Name Change/Title Change	
178	Quality Assurance & Accred	Nettleten, Kim	08/01/19		Associate Professor, Education	12	\$ 72,000.00	FTS	Department Transfer	
179	College of Science, Office of the Dean	Miller, Wayne	7/1/2019		Dean, College of Science/Professor	12	\$163,000.00	FTS	Instructional Assignment Change	
180	Computer Sciences & Electronics	Elgazzar, Heba	08/12/19		Assistant Professor, Computer Science	9	\$ 72,000.00	FTS	Moving from Full-Time Fixed to Full Time-Standing	
181	Music, Theatre and Dance	McGillicuddy, Ryan	08/12/19		Assistant Professor, Music	9	\$ 51,000.00	FTS	Moving from Full-Time Fixed to Full-Time Standing	
182	Nursing	Wallace, Lisa	08/12/19		Assistant Professor of Nursing	9	\$ 60,000.00	FTS	Moving from Full-Time Fixed to Full-Time Standing	
183	Police Department	Barnett, Crystal	09/03/19	06/30/20	Police Telecommunicator	12	\$ 11.13	FTFP	Moving from Part-Time to Full-Time	
184	TRIO/Educational Opportunity Center	Gamble, Shirley	11/1/2019	8/31/2020	TRIO Office Manager	12	\$16.92	FTFP	Moving from Part-Time to Full-Time	
185	EagleCard Office	Marcum, Shelby	10/16/2019	6/30/2020	Eagle Card and Document Services Specialist	12	\$16.92	FTFP	Moving from Part-Time to Full-Time	
186	School of Business Administration	Trent, Christy	08/12/19	05/12/19	Instructor, Business Communications	9	\$ 45,000.00	FTF	Moving from Part-Time to Full-Time	
187	Registrar	White-Combs, Ashley	09/03/19	06/30/20	Transfer Coordinator	12	\$ 29,188.00	FTFP	Moving from Part-Time to Full-Time	
188	Athletics/Cross Country & Track	Dixon, Benjamin	09/16/19	12/31/19	Interim Head CC & Track Coach	12	\$38,000.00	FTFP	Moving from Part-Time f	Int appl
189	Nursing	Clevenger, Kimberly	08/01/19		Program Coord/Assoc. Prof. Of Nursing	10	\$79,140.00	FTS	Moving to 10 Month Appointment for 3 Years	
190	Nursing	Ferguson, Teresa	08/01/19		Asst. Program Coord/Professor of Nursing	10	\$70,532.00	FTS	Moving to 10 Month Appointment for 3 Years	
191	Nursing	Howell, Teresa	8/1/2019		Program Coord/Professor of Nursing	10	\$90,254.00	FTS	Moving to 10 Month Appointment for 3 Years	
192	Nursing	Mays, Lucille	8/1/2019		Online Nursing Programs Coord./Professor of Nursing	10	\$92,433.00	FTS	Moving to 10 Month Appointment for 3 Years	
193	Upward Bound Programs	Bryant, Samantha	10/1/2019	8/31/2020	Associate Director, Upward Bound (South)	12	\$39,334.00	FTF	Reclassification	
194	TRIO/Educational Opportunity Center	Chapman, Sherrie	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
195	TRIO/Talent Search	David, Maria	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
196	TRIO/Educational Opportunity Center	Donovan, Matthew	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
197	TRIO/Talent Search	Hall, Crystal	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
198	TRIO/Talent Search	Hamilton, Camille	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
199	TRIO/Talent Search	Hines, Annette	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$38,991.00	FTF	Reclassification	
200	Upward Bound Programs	Isaac, Brandon	10/3/2019	5/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
201	Upward Bound Programs	Menville, Shayla	11/1/2019	5/31/2020	Academic Bridge Coordinator	12	\$35,354.00	FTF	Reclassification	
202	TRIO/Student Support Services	Morris, Lonnie	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$41,102.00	FTF	Reclassification	
203	TRIO/Educational Opportunity Center	Prater, Dawonna	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
204	TRIO/Student Support Services	Prater, Misty	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$43,000.00	FTF	Reclassification	
205	TRIO/Educational Opportunity Center	Quinn, Heather	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
206	TRIO/Talent Search	Riddle, Crystal	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
207	TRIO/Talent Search	Wall, Melissa	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
208	TRIO/Educational Opportunity Center	Wilson, Carl	10/1/2019	8/31/2020	TRIO Academic Coordinator	12	\$35,354.00	FTF	Reclassification	
209	Music, Theatre and Dance	Dale, DuWayne	08/01/19		Asst. Prof. of Music/Interim Director of Bands	10/11	\$70,000.00	FTS	Salary Adjustment	
210	Athletics/Train	Wolff, Kyle	10/1/2019		Assistant Athletic Trainer	12	\$35,900.00	FTS	Salary Adjustment	
211	Educ Unit for Child Care Serv	Akers, Stephanie	10/16/2019	6/30/2020	Instructor/Director, Educ. Unit for Child Care Serv.	12	\$65,560.00	FTF	Title Change	
212	Sociology, Social Work & Criminology	Atkins, Caroline	11/1/2019	6/30/2020	Asst. Prof. Criminology/Asst. to Pres. For Strat. Init.	12	\$73,000.00	FTF	Title Change	
213	Space Science Center	Fite, Nathan	8/1/2019	6/30/2020	Instructor, space Systems Engineering	12	\$77,377.00	FTF	Title Change	
214	Music, Theatre and Dance	Paise, Michele	8/19/2019		Assistant Professor of Music (Music Education)	9	\$53,000.00	FTSP	Title Change	
215	Camden Carroll Library	Spartman, Barry	10/16/2019		Library Specialist V (User Services) (A)	12	\$16.80	FTS	Title Change	
216	Engineering & Technology Management	Stubbs, Steven	8/12/2019		Visiting Asstant Professor of Career & Technology Educator	9	\$50,000.00	FTF	Title Change	
217	Nursing	Burchett, Charla	08/28/19	05/12/20	Instructor, Nursing	9	\$ 50,000.00	FTF	Transfer	
218	School of Business Administration	Harmon, Sheila	08/16/19		Business Manager and Communications Director	11	\$ 30,241.00	FTSP	Transfer	
219	Mathematics	Wilcox, Kimberly	10/1/2019		Academic Department Specialist	12	\$15.38	FTSP	Transfer	
220	Comm, Media & Languages	Dehart, Brenda	07/29/19		Academic Department Specialist	12	\$ 18.34	FTSP	Voluntary Demotion	
221										
222										
223	Total Appointment Status Actions: 195									

	A	B	C	D	E	F	G	H
1	Effective Ending							
2	Name	Title	Department/Office	Date	Date	Salary	Supplemental Type	Comments
3	Abrams, Jordan	Enrollment Svcs. Counselor	Enrollment Services	7/1/2019	12/31/2019	\$ 1,500.00	Other	Heavy Travel
4	Allen, Darlene	Pre-Award Admin. Director	Research & Sponsored Programs	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching FYS 101-027
5	Ammons, Maxwell	AVP/Dean of Students	Dean of Students, Office of	7/16/2019	10/1/2019	\$ 1,830.64	Interim Appt	Interim Director, Counseling & Health Svcs.
6	Ammons, Maxwell	Asst. VP/Dean of Students	Dean of Students, Office of	10/2/2019	1/2/2020	\$ 2,190.33	Other	Interim Dir. , Counseling & Health Svcs.
7	Aronhalt, Mallory	Enrollment Svcs. Counselor	Enrollment Services	8/12/2019	12/31/2019	\$ 1,158.72	Other	Heavy Travel
8	Baldwin, Farah	Retention Specialist & Academic Advisor	Retention, Office of	7/1/2019	6/30/2020	\$18	Additional Duties	Group Fitness Instructor
9	Barker, Stephanie	Women's Head Golf Coach	Women's Volleyball	8/15/2019	8/30/2019	\$ 2,229.45	Other	Vehicle Allowance
10	Barrett, Lindsey	APRN	Nursing	7/31/2019			End Supplemental pay	
11	Biggs-Fleck Octavia	Adjunct (Little Co. Dir. PT)	Little Company	8/19/2019	12/13/2019	\$ 4,200.00	Additional Duties	6 credit hours
12	Binion Natasha	Asst. Dir., Scholarships/Data Specialist	Financial Aid	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching FYS 101-043 3 credits
13	Birriel, Jennifer	Prof., Physics	Phy, Earth Sci & Space Syst Eng	7/8/2019	8/2/2019	\$ 4,082.04	Summer II	3 hours
14	Blackledge, John	Assoc., Prof., Education	Psychology	7/8/2019	8/2/2019	\$ 2,306.32	Summer II	3 hours
15	Blanton, Andrew	Coord. MSU @ Prestonsburg	MSU Prestonsburg	8/29/2019	11/23/2019	\$ 735.00	Other	Football broadcasts
16	Blanton, Richard	Instructor, Mathematics	Mathematics	7/8/2019	8/2/2019	\$ 1,257.30	Summer II	3 hours
17	Blanton, Richard	Assoc. Prof. Mathematics	Mathematics	8/5/2019	8/9/2019	\$ 404.81	Grant Work	Developed enhanced cours, MATH 123E
18	Botts, James	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
19	Breschel, Edward	Assoc. Prof. Sociology	Sociology, Social Work & Criminology	7/8/2019	8/2/2019	\$ 3,778.74	Summer II	3 hours
20	Brown, Virginia	Bldg Svc Tech	Building Services	7/1/2019	6/30/2019	\$ 4.24	Additional Duties	Acting Building Svcs Supervisor
21	Bryant, Samantha	Assoc. Dir., Upward Bound Math Science South	Upward Bound Programs	8/15/2019	10/31/2019	\$ 1,000.00	Additional Duties	Cover duties of vacant position
22	Burchett, Charla	APRN/Health Educator	Counseling & Health Services	8/1/2019	8/27/2019	\$ 456.45	Additional Duties	Asst. Dir. Duties
23	Carlisle, Greg	Prof. of Theatre	Music, Theatre & Dance	8/19/2019	6/30/2020	\$ 4,200.00	Additional Duties	Program Coordinator for Theatre, Dance
24	Carter, Jennifer	Asst. Dir., Academic Services	Craft Academy	7/12/2019	7/20/2019	\$ 3,500.00	Additional Duties	Exec. Camp Dir. Space Trek Summer Camp
25	Case, Samuel	GA Fellowship Student Engagement & Leadersh	Student Activities	10/16/2019	5/8/2020	\$ 3,706.92	Other	9 additional working hours per week
26	Case, Samuel	GA Fellowship Student Engagement & Leadersh	Student Activities	12/16/2019	1/10/2019	\$ 323.62	Other	11 hours during winter break
27	Catron, Harley	Police Officer	Police Department	10/1/2019	6/30/2020	\$ 3,000.00	Other	Incentive Pay
28	Caudill, Erik	Police Supervisor (Sergeant)	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
29	Chandler, Hunter	Coord. Tutor Services/Instructor	Mathematics	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching MATH 152
30	Chandler, Hunter	Success Academy Coord., Instructor	Tutoring & Learning Center	7/8/2019	8/2/2019	\$ 2,100.00	Summer II	3 hours
31	Chandler, Hunter	Success Academy Coord., Instructor	Tutoring & Learning Center	7/8/2019	8/2/2019	\$ 1,000.00	Additional Duties	Summer Success Academy
32	Chen, Steve	Professor, Sport Management	School of Business Administration	7/1/2019	8/2/2019	\$ 220.95	Summer	Half Summer Session payment
33	Cheng, Cheng	Asst., Prof., Engineering & Tech Mngmnt	Engineering & Technology Managemen	5/16/2019	6/30/2019	\$ 10,725.00	Grant Work	Grant-Cheng-CED-UKFRF-Water 19
34	Clark, Cory	Minority Academic Services Coordinator	First Year Programs	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching FYS 101-030 3 credits
35	Clevenger, Kimberly	Prog. Coord. (BA Degree)/Assoc. Prof., Nursing	Nursing	7/8/2019	8/2/2019	\$ 1,866.78	Summer II	1.5 hours reassigned time
36	Cline, Gaylena	Associate Director, Payroll Operations	Human Resources & Payroll	7/1/2019	6/30/2020	\$18	Additional Duties	Group Fitness Instructor
37	Cline, Mark	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
38	Cloud, Merry-Jo	Simulation Spec., Instructor, Nursing	Nursing	9/9/2019	6/30/2020	40.00/hr	Additional Duties	Serving as APRN for Health Clinic
39	Colvin, Shannon	Assoc. Dir. Leadership, Programming & Inclusio	Student Activities	8/19/2019	12/13/2019	\$ 2,100.00	Other	FYS 3 credit hours
40	Combs, Scott	Asst. Men's Basketball Coach	Men's Basketball	06/10/09	06/13/19	\$ 421.00	Other	Youth basketball camp
41	Conroy, Christina	Assoc. Prof., Philosophy	Hist, Phil, Pol, I'nt & Legal	8/6/2019	8/23/2019	\$ 225.00	Other	Grading Fall '18. Spring '19 for reporting purposes
42	Cooper, Ashley	Assoc. Dir., Upward Bound Math Science North	Upward Bound Programs	8/15/2019	10/31/2019	\$ 1,000.00	Additional Duties	Cover duties of vacant position
43	Cooper, Marcia	Prof., Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 6,160.28	Summer II	5 hours
44	Copher, Sarah	Clinical Instructor (PT)	Nursing	10/22/2019	12/16/2019	\$ 2,000.00	Additional Duties	Additional Lab section, 2 credit hrs
45	Cornett, Gary	VA Athletics Eligibility & Records Coordinator	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching COMS 108-028 3 credit hours
46	Craig, Verdie	Assoc. Prof. Geography	Hist, Phil, Pol, I'nt & Legal	7/8/2019	8/2/2019	\$ 3,520.14	Summer II	3 hours
47	Creekmore,Timothy	Studio Supervisor/Mass Communicaion Lab Ma	Comm, Media & Languages	9/26/2019	5/31/2020	\$ 5,000.00	Additional Duties	Faculty Advisor, NewsCenter
48	Cundiff, Travis	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
49	Davis, Natasha	Associate Professor of Dance	Music, Theatre & Dance	7/15/2019	6/30/2020	\$ 5,974.00	Additional Duties	Assistant Dean Duties
50	Dennis, Craig	Retention Specialist/Eagle Success Prog. Coord.	Retention, Office of	8/19/2019	12/13/2013	\$ 2,100.00	Other	MSU 499C 3 credit hours
51	Dixon, Benjamin	Lecturer KHIS-PT	Athletics Cross Country & Track	8/26/2019	6/30/2020	\$ 5,805.85	Other	Part-time Track Coach
52	Dixon, Benjamin	Lecturer	Kinesiology, Hlth, & Imag Scie	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching HLTH 151-303 3 credit hours

	A	B	C	D	E	F	G	H
53	Dobranski, J Michael	Associate Prof., Mathematics	Mathematics	8/6/2019	8/23/2019	\$ 150.00	Other	Grading Fall '18. Spring '19 for reporting purposes
54	Dobranski, J Michael	Associate Professor, Mathematics	Mathematics	7/1/2019	8/2/2019	\$ 862.95	Summer	Half Summer Session payment
55	Dobranski, J Michael	Associate Prof., Mathematics	Mathematics	7/2/2019	7/31/2019	\$ 6,392.22	Other	Implementation of MSUTeach Program
56	Dobranski, J Michael	Assoc., Prof., Mathematics	Mathematics	7/1/2019	7/31/2019	\$ 1,596.00	Grant Work	Implementation of Schack-NSF-NOYCE grant
57	Donathan, Lynda	Prof., Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 4,472.24	Summer II	4 hours
58	Dotson, Anthony	Asst. Prof., Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 5,770.22	Summer II	6 hours
59	Edmonds, Zachary	Instructor, Part-time	Mathematics	7/8/2019	8/2/2019	\$ 1,000.00	Additional Duties	Summer Success Academy
60	Eisenhour, David	Prof., Biology	Biology & Chemistry	7/1/2019	7/31/2019	\$ 4,135.00	Grant Work	Implementation of Schack-NSF-NOYCE grant
61	Elliott, Terry	Associate Professor, Accounting	School of Business Administration	7/1/2019	8/2/2019	\$ 333.55	Summer	Half Summer Session payment
62	Elliott, Terry	Assoc. Prof., Accounting	School of Business Administration	7/8/2019	8/2/2019	\$ 2,668.41	Summer II	3 hours
63	Ernst, John	Dean, CAHS/Professor	Dean, Arts, Humanities & SS	8/19/2019	12/13/2019	\$ 1,050.00	Other	FYS 1.5 credit hours
64	Etherton, David	Lecturer, DCML	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	PT supplemental	3 credit hours
65	Fannin, Jeff	Assoc. Prof., Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 1,217.03	Summer II	1 hour
66	Ferguson, Teresa	Asst. Prog., Coord. (Assoc. Degree)/Prof., Nursin	Nursing	7/8/2019	8/2/2019	\$ 5,713.11	Summer II	1.5 RT; 3 credit hours
67	Ferguson, Teresa	Prof. of Nursing	Plan, Perf & Effect, Office Asst. VP	7/17/2019	7/17/2019	\$ 242.89	Other	Rogers Programs instruction
68	Fife, Steven	PT Lecturer	Sociology, Social Work & Criminology	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching 3 credit hours
69	Finch, Julia	Asst. Prof., Art History	Art & Design	8/19/2019	6/30/2020	\$ 4,200.00	Additional Duties	Program Coordinator for Art
70	Flavell, John	Instructor, Journalism	Comm, Media & Languages	9/26/2019	5/31/2020	\$ 5,000.00	Additional Duties	Faculty Advisor, Trail Blazer
71	Flavell, John	Instructor, Journalism	Comm, Media & Languages	6/24/2019	6/28/2019	\$ 1,000.00	Grant Work	Morehead Writing Project
72	Flora, David	Dir., Distance Ed. & Instructional Design	Distance Educ & Inst Design	8/19/2019	12/13/2019	\$ 2,100.00	Other	FYS 3 credit hours
73	Frazier, Randi	Online Communication Specialist	Communications & Marketing	8/19/2019	12/16/2019	\$ 2,100.00	Other	Teaching FYS 3 credit hours
74	Frisby, Joshua	Programmer Analyst, IR	Plan, Perf & Effect, Office Asst. VP	9/1/2019	6/30/2020	\$ 4,167.00	Additional Duties	Assuming additional responsibilities for vacant pos
75	Frisby, Joshua	Programmer Analyst, IR	Upward Bound Programs	10/5/2019	10/5/2019	\$ 100.00	Other	CS Instructor for UBPR return trip
76	Frisby, Joshua	Programmer Analyst, IR	Upward Bound Programs	11/2/2019	11/2/2019	\$ 100.00	Other	CS Instructor for UBPR return trip
77	Frye, Ryan	Graduate Assistant	Athletic Media Relations	7/1/2019	8/30/2019	\$ 1,500.00	Additional Duties	Broadcasting Baseball games
78	Gancio, Charles	Interim Exec. Dir., Auxiliary Services	University Store	7/1/2019	6/30/2020	\$ 17,500.00	Interim Appt	Interim Exed. Dir., Auxiliary Services
79	Gearner, Geoffrey	Prof., Biology	Biology & Chemistry	01/02/19	05/13/19	\$ 225.00	Other	Content Specialist for Apprentice Teaching
80	Gevedon, Rodney	Instructor, Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 4,850.00	Summer II	5 hours
81	Ghanem, Sahar	Asst. Prof., Constructional & Civil Engineering Te	Engineering & Technology Manageme	7/8/2019	8/2/2019	\$ 3,898.13	Summer II	3 hours
82	Glover, Charles	Computer Lab Super/Mass Comm.	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching COMS 110 3 credit hours
83	Glover, Charles	Computer Lab Super/Mass Comm.	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching 3 credit hours (In employees job descript
84	Gonzalez, Gina	Professor, Kinesiology	Kinesiology, Hlth, & Imag Scie	7/1/2019	8/2/2019	\$ 1,574.90	Summer	Half Summer Session payment
85	Gonzalez, Gina	Prof., Kinesiology	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 286.35	Summer II	.5 hours
86	Gonzalez, Patrick	Director, IT Application Svcs.	Information Technology	10/15/2019	6/30/2020	\$ 5,827.38	Additional Duties	Working with external auditors for information sec
87	Gonzalez-Espada, Wilso	Professor, Physics and Science Ed	Phy, Earth Sci & Space Syst Eng	7/1/2019	8/2/2019	\$ 668.11	Summer	Half Summer Session payment
88	Goodpaster, Wretha	Associate Professor, Imaging Sciences	Kinesiology, Hlth, & Imag Scie	7/1/2019	8/2/2019	\$ 1,869.57	Summer	Half Summer Session payment
89	Goodpaster, Wretha	Assoc. Prof., Imaging Science	Kinesiology, Hlth, & Imag Scie	7/8/2019	8/2/2019	\$ 7,478.28	Summer II	6 hours
90	Goodpaster, Wretha	Assoc. Prof, Imaging Science	Kinesiology, Hlth, & Imag Scie	8/19/2019	12/13/2016	\$ 500.00	Other	Administrative duties IACUC Committee
91	Gordon, James	Head Women's Volley Ball Coach	Athletics	7/1/2019	6/30/2020	\$ 33,000.00	Additional Duties	Interim Athletic Director
92	Gordon, James	Head Women's Volleyball Coach/Interim Direct	Women's Volleyball	8/15/2019	8/30/2019	\$ 3,344.17	Other	Vehicle Allowance
93	Grace, Bruce	Assoc., Prof., Finance	School of Business Administration	7/8/2019	8/2/2019	\$ 11,594.94	Summer II	6 hours
94	Graves, Mark	Prof., English	English	7/8/2019	8/2/2019	\$ 3,479.70	Summer II	3 hours
95	Graves, Mark	Prof., English	English	7/1/2019	8/1/2019	\$ 340.00	Grant Work	Script writing KHC grant video
96	Grimes, Connie	Instructor, CIS	School of Business Administration	7/1/2019	8/2/2019	\$ 1,829.73	Summer	Half Summer Session payment
97	Grimes, Connie	Instructor, CIS	School of Business Administration	8/19/2020	12/13/2019	\$ 2,100.00	Overload	MSU 499C 301 3 credit hours
98	Grise, William	Engineering & Technology Management	Computer Science & Electronics	7/8/2019	8/2/2019	\$ 3,651.06	Summer II	3 hours
99	Grupe, Dirk	Asst. Prof., Astrophysics & Space Science	Plan, Perf & Effect, Office Asst. VP	7/17/2019	7/18/2019	\$ 576.85	Other	Rogers Programs instruction
100	Grupe, Dirk	Asst. Prof., Astrophysics & Space Science	Plan, Perf & Effect, Office Asst. VP	7/11/2019	7/12/2019	\$ 151.81	Other	Rogers Programs instruction
101	Grupe, Dirk	Asst. Prof. Astrophysics & Space Science	Phy, Earth Sci & Space Syst Eng	7/8/2019	8/2/2019	\$ 2,431.62	Summer II	3 hours
102	Grupe, Dirk	Assistant Professor, Astrophysics and Space Scie	Phy, Earth Sci & Space Syst Eng	7/1/2019	7/31/2019	\$ 3,002.00	Other	PT Work, SSC
103	Hail, Michael	Prof. Political Sci.	Hist, Phil, Pol, I'nt & Legal	7/8/2019	8/2/2019	\$ 2,135.65	Summer II	3 hours
104	Haky, John	Asst. Dir., Student Housing	Housing	8/14/2019	8/14/2019	\$ 2,500.00	Other	2019 Distinguished Staff Service Award

	A	B	C	D	E	F	G	H
105	Hall, Laura	Enrollment Svcs. Counselor	Enrollment Services	7/1/2019	12/31/2019	\$ 1,500.00	Other	Heavy Travel
106	Haller, Lynn	Assoc. Prof. Psychology	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 3,801.42	Summer II	3 hours
107	Haller, Lynn	Assoc. Prof. Psychology	Psychology	7/8/2019	8/2/2019	\$ 2,660.99	Summer II	3 hours
108	Hammonds, Pamela	Library Associate Instructional Services	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 4,200.00	Other	Teaching COMS 108-017
109	Hannon, James	Publications Writer	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching COMS 108-016 3 credit hours
110	Hardesty, Constance	Assoc. Prof., Sociology	Sociology, Social Work & Criminology	7/8/2019	8/2/2019	\$ 7,557.48	Summer II	6 hours
111	Hardymon, Joshua	Asst. Dir., Residence Life/Enr. Svcs. Counselor	Craft Academy	7/12/2019	7/20/2019	\$ 1,500.00	Additional Duties	Camp Alumni Program Social Media Mngr. Space T
112	Hare, Janelle	Prof., Biology	Biology & Chemistry	7/15/2019	8/15/2019	\$ 6,980.00	Grant Work	Summer Grant Work
113	Hare, Janelle	Prof., Biology	Biology & Chemistry	8/6/2019	8/23/2019	\$ 125.00	Other	Grading Fall '18. Spring '19 for reporting purposes
114	Harris, Jessica	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
115	Harrison, Merrell	Chief of Police	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
116	Harrison, Flint	Asst. Prof., Animal Science	Agricultural Sciences	6/1/2019	6/30/2020	\$ 5,742.00	Grant Work	GroTec Inc. Grant
117	Hassan, Ahmad	Assoc. Prof., Management	School of Business Administration	7/8/2019	8/2/2019	\$ 11,231.52	Summer II	6 hours
118	Hayes, William	Instructor, Theatre/Technical Director/Scene SH	Music, Theatre & Dance	8/19/2019	12/13/2019	\$ 2,100.00	Overload	3 credit hours
119	Highley, Mindy	Asst. VP Alumni Relations & Development	University Advancement	8/19/2019	12/13/2019	\$ 1,050.00	Other	FYS 1.5 credit hours
120	Hill, Jeffrey	Prof., Mass Communications	Comm, Media & Languages	9/26/2019	6/30/2020	\$ 4,200.00	Additional Duties	Program Lead for DCML
121	Hill, Jeffrey	Prof., Mass Communications	Comm, Media & Languages	7/1/2019	8/1/2019	\$ 194.00	Grant Work	Producer on KHC grant video
122	Himes, Monica	Assistant Professor, Social Work	Sociology, Social Work & Criminology	7/1/2019	8/2/2019	\$ 612.00	Summer	Half Summer Session payment
123	Holbrook, Amanda	Pre & Post Award Admin Dir, Space Science Cnt	Space Science Center	7/1/2019	6/30/2020	\$ 5,400.00	Additional Duties	Entry level duties
124	Holbrook, Chris	Associate Professor, English	English	7/1/2019	8/2/2019	\$ 1,070.74	Summer	Half Summer Session payment
125	Hornbuckle, Jamie	AVP Communications and Marketing	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching COMS 108-020 3 credit hours
126	Howard, Candace	Credentials Processing & Comm Coord	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated postion
127	Howell, Teresa	Program Coord. (Assoc Degree)/Professor of Nu	Nursing	7/1/2019	8/2/2019	\$ 1,733.49	Summer	Half Summer Session payment
128	Howell, Teresa	Prog. Coord. (AA Degree)/Assoc. Prof., Nursing	Nursing	7/8/2019	8/2/2019	\$ 2,166.87	Summer II	1.5 hours reassigned time
129	Howell, Teresa	Prof., Nursing/Program Coordinator	Plan, Perf & Effect, Office Asst. VP	7/17/2019	7/17/2019	\$ 242.89	Other	Rogers Programs instruction
130	Hruby, Alison	Assoc. Prof, English	English	6/10/2019	7/5/2019	\$ 6,000.00	Grant Work	Collab. Center for Literacy
131	Hruby, Alison	Prof., English	English	7/8/2019	8/2/2019	\$ 3,205.68	Summer II	3 hours
132	Hughes, Amber	Asst., Prof., Education (Counseling)	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 4,962.46	Summer II	6 hours
133	Hunsucker, Keithel	Director, Internal Audits	School of Business Administration	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching ACCT 281-003 3 credit hours
134	Hunt, Jared	Police Supervisor (Lieutenant)	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
135	Hunt, Jared	Police Supervisor (Lieutenant)	Police Department	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching ETM 3 credit hours
136	Hyden, Matthew	Assoc. Dir., Upward Bound Math Science Centra	Upward Bound Programs	8/15/2019	10/31/2019	\$ 1,000.00	Additional Duties	Cover duties of vacant position
137	Hypes, Julia	Associate Professor, Sport Management	School of Business Administration	7/1/2019	8/2/2019	\$ 1,744.98	Summer	Half Summer Session payment
138	Jaisingh, Lloyd	Prof., Mathematics	Mathematics	7/8/2019	8/2/2019	\$ 6,461.21	Summer II	6 hours
139	James, David	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
140	Jenab, Koiuroush	Asst. Prof., Engineering & Tech Management	Engineering & Technology Managemen	7/8/2019	8/2/2019	\$ 3,900.00	Summer II	3 hours
141	Jerde, Eric	Chair, PHES/Assoc. Prof	Phy, Earth Sci & Space Syst Eng	7/1/2019	7/31/2019	\$ 4,000.00	Additional Duties	Examining faculty files before SACS audit
142	Jerde, Eric	Dept. Chair, PHES	Phy, Earth Sci & Space Syst Eng	8/19/2019	12/13/2019	\$ 2,100.00	Additional Duties	SACS Audit
143	Jones, Gera	Graduate Programs Completion Coordinator	Graduate School	8/19/2019	12/13/2019	\$ 2,100.00	Other	FYS 3 credit hours
144	Jones, Shawn	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
145	Joshi, Nilesh	Assoc. Prof., Engineering & Tech Management	Computer Science & Electronics	7/8/2019	8/2/2019	\$ 8,469.60	Summer II	6 hours
146	Joshi, Nilesh	Assoc. Prof., Engineering & Tech Management	Engineering & Technology Managemen	8/19/2019	8/8/2020	\$ 6,000.00	Additional Duties	ETM Engineering Professorship
147	Justice, Lenora	Assistant Professor, Educ Tech	Foundational & Grad Stud Educ	7/1/2019	8/2/2019	\$ 1,484.52	Summer	Half Summer Session payment
148	Justice, Lenora	Assoc. Prof. Educ.	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 2,597.91	Summer II	3 hours
149	Kessinger, Michael	Assistant Professor, Educational Leadership	Foundational & Grad Stud Educ	7/1/2019	8/2/2019	\$ 1,027.56	Summer	Half Summer Session payment
150	Kessinger, Michael	Asst. Prof., Educational Leadership	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 3,288.48	Summer II	3 hours
151	Kidwell, Shari	Assoc. Prof. Psychology	Psychology	7/8/2019	8/2/2019	\$ 3,230.75	Summer II	2.5 hours
152	Kiffmeyer, Thomas	Assoc. Prof., History	Hist, Phil, Pol, I'nt & Legal	8/19/2019	12/13/2019	\$ 2,100.00	Overload	HST 110-002 3 credits
153	Kim, Euijin	Assoc. Prof., Management	School of Business Administration	7/8/2019	8/2/2019	\$ 470.60	Summer II	3 hours
154	King, Rebecca	Technology Business Analyst II (Finance)	Information Technology	7/1/2019	6/30/2020	\$ 5,258.40	Additional Duties	NSC Reporting
155	Klecker, Beverly	Prof., Education	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 9,992.10	Summer II	9 hours
156	Kroll, Robert	Space Systems Engineer	Space Science Center	7/12/2019	7/20/2019	\$ 400.00	Additional Duties	Ground Station Operantion & DJ Space Trek Camp

	A	B	C	D	E	F	G	H
157	Krummrich, Philip	Prof., Comparative Literature	Comm, Media & Languages	7/1/2019	6/30/2020	\$ 9,316.00	Additional Duties	Director, Honors Program
158	Lewis, Kristen	Enrollment Svcs. Counselor	Enrollment Services	7/1/2019	12/31/2019	\$ 1,500.00	Other	Heavy Travel
159	Liew, Clive	Enrollment Services Counselor	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated position
160	Litteral, David	Instr, History/Dir., Military Initiatives	Counseling & Health Services	07/01/19	06/30/20	\$ 12,000.00	Interim Appt	Interim Director, Counseling & Health Svcs.
161	Long, David	Asst. Prof. Education	Middle Grades/SEC Educ	7/1/2019	7/31/2019	\$ 3,052.50	Grant Work	Implementation of Noyce program
162	Lynam, Krys	Grants & Contracts Admin.	Research & Sponsored Programs	8/19/2019	12/13/2019	\$ 2,100.00	Other	FYS 3 credit hours
163	Mahaney, John	Manager, Heating & Water Plant	Building Maintenance	12/1/2019	6/30/2019	\$ 3,813.68	Additional Duties	Interim Maintenance Dir.
164	Manis, Randy	Instructor of Communications	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Overload	Teaching COMS 290-005 3 credit hours
165	Manns, Teddi	GA	Craft Academy	11/1/2019	5/8/2020	\$ 2,029.98	Other	9 additional working hours per week
166	Martin, Michael	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
167	Masclie, Deanna	Instructor, English	English	7/5/2019	7/15/2019	\$ 3,100.00	Grant Work	Morehead Writing Project
168	Mason, Brian	Interim Assoc. Dean SCCA/Prof., Music	School of Creative Arts	8/14/2019	8/14/2019	\$ 2,500.00	Other	2019 Distinguished Teacher Award
169	Masterson, James	Assoc. Prof., Political Sci	Hist, Phil, Pol, I'nt & Legal	7/8/2019	8/2/2019	\$ 859.12	Summer II	3 hours
170	Masterson, James	Assoc. Prof., Political Science	Hist, Phil, Pol, I'nt & Legal	7/1/2019	6/30/2020	\$ 7,071.00	Additional Duties	Assistant Dean Duties
171	Masterson, James	Assoc. Prof. Political Sci	Hist, Phil, Pol, I'nt & Legal	8/1/2019	5/8/2020	\$ 4,200.00	Other	Accreditation work on MPA Program
172	Maynard, Amanda	Enrollment Svcs. Counselor	Enrollment Services	10/16/2019	12/31/2019	\$ 624.80	Other	Heavy Travel
173	Mays, Lucille	Online Nursing Programs Coord./Prof., Nursing	Nursing	7/8/2019	8/2/2019	\$ 2,225.70	Summer II	1.5 hours reassigned time
174	Mays, Lucille	Prof., Nursing/Online Program Coord.	Plan, Perf & Effect, Office Asst. VP	7/11/2019	7/19/2019	\$ 151.81	Other	Rogers Programs instruction
175	Mays, Lucille	Prof., Nursing/Online Program Coord.	Plan, Perf & Effect, Office Asst. VP	7/17/2019	7/17/2019	\$ 242.89	Other	Rogers Programs instruction
176	McClave, LaDonna	Assoc. Prof., Nursing	Nursing	7/8/2019	8/2/2019	\$ 3,514.50	Summer II	3 hours
177	McCoy, Randall	Assoc. Prof., CIS	School of Business Administration	7/8/2019	8/2/2019	\$ 571.85	Summer II	3 hours
178	McDavid, Lisa	Assoc. Prof.. Nursing	Plan, Perf & Effect, Office Asst. VP	7/11/2019	7/11/2019	\$ 174.18	Other	Rogers Programs instruction
179	Mefford, Melissa	Assistant Professor, Biology	Biology & Chemistry	5/27/2019	7/21/2019	\$ 11,200.00	Grant Work	KBRIN IDEA Grant
180	Merritt, Christopher	Instructor, Communication	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Overload	Teaching COMS 108-04 3 credit hours
181	Mesa-Gaido, Gary	Prof., Art	Art & Design	8/14/2019	8/14/2019	\$ 2,500.00	Other	2019 Distinguished Creative Productions Award
182	Mesa-Gaido, Gary	Professor of Art	Art & Design	7/1/2019	6/30/2020	\$18	Additional Duties	Group Fitness Instructor
183	Middleton, Steven	Instructor, Mass Communication	Comm, Media & Languages	7/12/2019	7/20/2019	\$ 1,000.00	Additional Duties	Creative Productions Space Trek Summer Camp
184	Mock, Douglas	Asst. Prof, Political Science	Hist, Phil, Pol, I'nt & Legal	8/19/2019	12/13/2019	\$ 2,400.00	Overload	PA 625-301 3 credit hours
185	Modaff, John	Prof., Speech	Comm, Media & Languages	11/1/2019	12/14/2019	\$ 250.00	Additional Duties	Speech Coach for Commencement
186	Mohammed, Fatma	Associate Professor, Management	School of Business Administration	7/1/2019	8/2/2019	\$ 1,016.90	Summer	Half Summer Session payment
187	Mohammed, Fatma	Assoc. Prof., Management	School of Business Administration	7/8/2019	8/2/2019	\$ 6,440.36	Summer II	3 hours
188	Moore, Amy	Project Manager	Information Technology	8/19/2019	12/13/2019	\$ 2,100.00	Other	FYS 3 credit hours
189	Morgan, Joseph	President	Office of the President	7/1/2019	6/30/2020	\$ 14,400.00	Other	Vehicle Allowance
190	Morris, Lonnie	Trio Academic Coordinator	TRIO/Student Support Services	8/19/2019	12/16/2019	\$ 4,200.00	Other	Teaching FYS 6 credit hours
191	Murphy, Dianna	Associate Dean/Prof. Legal Studies	Hist, Phil, Pol, I'nt & Legal	10/30/2019	10/30/2019	\$ 375.87	Other	Prior Learning Portfolio
192	Murphy, Mark	Dir., Small Business Development Center	Small Business Development Center	7/1/2019	12/31/2019	\$ 6,000.00	Additional Duties	Innovation Launchpad Incubator Director
193	Murray, Donell	Instructor, Communication	Comm, Media & Languages	7/8/2019	8/2/2019	\$ 6,758.52	Summer II	9 hours
194	Murray, Donell	Instructor, communications	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Overload	3 hours
195	Murray, Donell	Instructor, Communication	Comm, Media & Languages	7/8/2019	8/2/2019	\$ 2,000.00	Additional Duties	Summer Success Academy
196	Murray, Donell	Instructor, Communication	Comm, Media & Languages	7/8/2019	8/2/2019	\$ 4,200.00	Summer II	6 hours
197	Nabb, Lee	Associate Professor, Adult and Higher Ed	Foundational & Grad Stud Educ	7/1/2019	8/2/2019	\$ 1,142.33	Summer	Half Summer Session payment
198	Nabb, Lee	Assoc. Prof. Adult & Higher Ed	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 6,092.40	Summer II	6 hours
199	Nabb, Lee	Assoc. Prof., Adult & Higher Ed	Foundational & Grad Stud Educ	8/19/2019	12/13/2019	\$ 286.43	Other	evaluation, prior learning portfolio EDD 876 6 hours
200	Nabb, Lee	Assoc. Prof. Adult & Higher Ed	Foundational & Grad Stud Educ	06/01/19	06/30/19	\$ 400.00	Additional Duties	Work associated with KSU doctoral application pro
201	Nabb, Lee	Assoc. Prof. Adult & Higher Ed	Foundational & Grad Stud Educ	8/6/2019	8/23/2019	\$ 175.00	Other	Grading Fall '18. Spring '19 for reporting purposes
202	Nash, Shondra	Professor, Sociology	Sociology, Social Work & Criminology	6/16/2019	7/15/2019	\$7,001.00	Grant Work	Grant Evaluation & Reporting
203	Nash, Shondra	Professor, Sociology	Sociology, Social Work & Criminology	7/16/2019	8/15/2019	\$ 7,000.00	Grant Work	Grant Evaluation & Reporting
204	Nataraj, Sam	Prof., CIS	Engineering & Technology Management	8/19/2019	12/13/2019	\$ 2,400.00	Overload	3 hrs
205	Nataraj, Sam	Professor, CIS	School of Business Administration	7/1/2019	8/2/2019	\$ 3,043.11	Summer	Half Summer Session payment
206	Nataraj, Sam	Prof., of CIS	School of Business Administration	7/8/2019	8/2/2019	\$ 6,086.22	Summer II	3 hours
207	Nataraj, Sam	Professor, CIS	School of Business Administration	7/8/2019	8/2/2019	\$ 4,868.98	Summer II	6 hours
208	Nelson, Johnathan	School of Business Administrative Associate Dea	School of Business Administration	7/1/2019	8/2/2019	\$ 2,889.72	Summer	Half Summer Session payment



	A	B	C	D	E	F	G	H
209	Nelson, Johnathan	School of Business Administrative Associate De	School of Business Administration	7/1/2019	6/30/2020	\$ 9,000.00	Additional Duties	Program Director, Healthcare Leadership Certificat
210	Nettleton, Kim	Assoc. Prof., Education	Early Child, Elem & Spec Educ	7/8/2019	8/2/2019	\$ 394.55	Summer II	3 hours
211	Noble, Christopher	Lecturer	Nursing	8/19/2019	12/13/2019	\$ 6,000.00	Other	6 credit hours
212	Nutter, April	Web Digital Marketing Director	Sociology, Social Work & Criminology	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching SOC 203-002 3 credit hours
213	Nutter, April	Web Digital Marketing Director	Communications & Marketing	7/8/2019	8/2/2019	\$ 1,000.00	Additional Duties	Summer Success Academy
214	Nutter, April	Web Digital Marketing Director	Communications & Marketing	7/8/2019	8/2/2019	\$ 2,100.00	Summer II	3 hours
215	O'Neill, Nancy	PT Lecturer	Nursing	7/8/2019	8/2/2019	\$ 230.00	Summer II	.23 hours
216	Ortega-Moody, Jorge	Asst. Prof., Engineering & Tech Management	Computer Science & Electronics	7/8/2019	8/2/2019	\$ 6,816.00	Summer II	6 hours
217	Otterson, Helen	Assistant Professor, Sculpture	Art & Design	7/1/2019	6/30/2020	\$18	Additional Duties	Group Fitness Instructor
218	Pace, Joel	Enrollment Services Counselor/International Re	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated postion
219	Pace, Lora	Dir., First Year Programs	First Year Programs	8/19/2019	12/13/2019	\$ 4,200.00	Other	FYS 6 credit hours
220	Paise, Michele	Asst. Prof., Music	Music, Theatre & Dance	8/19/2019	6/30/2020	\$ 4,200.00	Additional Duties	Program Lead for MUTD
221	Peng, Chien-Chih	Professor, Finance	School of Business Administration	7/1/2019	8/2/2019	\$ 3,194.22	Summer	Half Summer Session payment
222	Peng, Chien-Chih	Prof., Finance	School of Business Administration	7/8/2019	8/2/2019	\$ 11,499.19	Summer II	6 hours
223	Penn, Steven	Instructor, English	English	7/8/2019	8/2/2019	\$ 2,045.20	Summer II	3 hours
224	Perkins, Elizabeth	Assoc. Prof., Criminology	Sociology, Social Work & Criminology	7/1/2019	7/31/2019	\$ 6,302.36	Grant Work	HHS-MCC-CBHC
225	Peyton, David	Prof., Biology	Biology & Chemistry	7/8/2019	8/2/2019	\$ 498.93	Summer II	3 hours
226	Phipps, Jamie	Enrollment Svcs. Counselor	Enrollment Services	7/1/2019	12/31/2019	\$ 1,500.00	Other	Heavy Travel
227	Picucci, Stephen	Head Cross Country & Track Coach	Athletics Cross Country & Track	6/23/2019	6/27/2019	\$ 2,792.34	Other	Cross Country Summer Camp
228	Pollock, Holly	Dir., Undergrad Admissions	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated postion
229	Pollock, Holly	Dir., Undergrad Admissions	Enrollment Services	7/1/2019	6/30/2020	\$ 4,000.00	Additional Duties	Additional duties for eliminated postion
230	Porter, Brenda	Craft Student Activities & Event Coordinator	Craft Academy	7/12/2019	7/20/2019	\$ 1,500.00	Additional Duties	Camp Events Manager
231	Porter, Brenda	Craft Student Activities & Event Coordinator	Craft Academy	7/1/2019	6/30/2020	\$ 2,356.00	Other	additional salary
232	Porter, Daniel	Instructor, English	English	8/6/2019	8/23/2019	\$ 125.00	Other	Grading Fall '18. Spring '19 for reporting purposes
233	Porter, Daniel	Instructor, English	English	7/8/2019	8/2/2019	\$ 2,000.00	Additional Duties	Summer Success Academy
234	Porter, Daniel	Instructor, English	English	7/8/2019	8/2/2019	\$ 4,200.00	Summer II	6 hours
235	Prater, Misty	Trio Academic Coordinator	TRIO/Student Support Services	8/19/2019	12/1/2019	\$ 2,100.00	Other	Teaching FYS 3 credit hours
236	Prater, Misty	Trio Academic Coordinator	TRIO/Student Support Services	8/19/2019	12/13/2019	\$ 4,000.00	Other	Teaching IMS 202 6 credit hours
237	Prater, Robert	Police Officer	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
238	Privott, Daryl	Assoc. Prof of Adult & Higher Ed	Faculty Ctr for Teach & Learn	7/1/2019	8/9/2019	\$ 6,000.00	Additional Duties	Director, Faculty Center for Teaching & Learning
239	Privott, Daryl	Assistant Professor, Adult and Higher Ed	Foundational & Grad Stud Educ	7/1/2019	8/2/2019	\$ 3,021.66	Summer	Half Summer Session payment
240	Privott, Daryl	Assoc. Prof., Adult & Higher Ed	Foundational & Grad Stud Educ	8/14/2019	8/14/2019	\$ 2,500.00	Other	2019 Distinguished Faculty Service Award
241	Privott, Daryl	Assoc. Prof, Adult & Higher Ed	Foundational & Grad Stud Educ	06/01/19	06/30/19	\$ 400.00	Additional Duties	Work associated with KSU doctoral application pro
242	Probst, Manuel	Dept Chair, KHIS/Assoc Prof	Kinesiology, Hlth, & Imag Scie	06/01/19	06/30/19	\$ 500.00	Other	Adiministrative duties IRB Committee
243	Qualls, Joshua	VAP, Mathematical Physics	Phy, Earth Sci & Space Syst Eng	11/12/2019	11/12/2019	\$ 1,000.00	Additional Duties	2 problem solving workshops
244	Qualls, Joshua	Visiting Assistant Professor, Mathematical Phy	Phy, Earth Sci & Space Syst Eng	7/1/2019	8/2/2019	\$ 3,373.33	Summer	Half Summer Session payment
245	Rashad, Sherif	Professor, Computer Science	Computer Science & Electronics	7/8/2019	8/2/2019	\$ 1,440.00	Summer II	3 hours
246	Ratliff, Janet	Assoc. Prof. Management & Entreorebeyrship	School of Business Administration	10/15/2019	10/22/2019	\$ 1,000.00	Other	Entrepreneur workshops
247	Ratliff, Janet	Associate Professor, Entrepreneurship	School of Business Administration	7/1/2019	8/2/2019	\$ 2,685.12	Summer	Half Summer Session payment
248	Ratliff, Janet	Assoc. Prof., Management & Entrepreneurship	School of Business Administration	7/8/2019	8/2/2019	\$ 7,216.26	Summer II	3 hours
249	Ratliff, Jill	Chief of Planning Officer	Plan, Perf & Effect, Office Asst. VP	9/1/2019	6/30/2020	\$ 12,000.00	Other	Development of SACSCOC
250	Reeder, Brian	Prof., Biology	Biology & Chemistry	8/14/2019	8/14/2019	\$ 2,500.00	Other	2019 Distinguished Researcher Award
251	Reeder, Brian	Prof., Biology	Biology & Chemistry	7/8/2019	8/2/2019	\$ 9,759.31	Summer II	6 hours
252	Reid, Steven	Assoc. Prof., Geoscience	Phy, Earth Sci & Space Syst Eng	7/8/2019	8/2/2019	\$ 3,896.28	Summer II	3 hours
253	Rhodes, Paul	Ticket/Facilities Manager	Athletics	7/1/2019	6/30/2020	\$ 7,500.00	Other	Support to Interim Athletics Dir.
254	Riegle, Sandra	Assoc. Prof., Educ	Middle Grades/SEC Educ	8/6/2019	8/23/2019	\$ 125.00	Other	Grading Fall '18. Spring '19 for reporting purposes
255	Riegle, Sandra	Assoc. Prof. Educ.	Hist, Phil, Pol, l'nt & Legal	7/8/2019	8/2/2019	\$ 1,566.42	Summer II	3 hours
256	Ring, Shayla	Academic Bridge Coordinator	Upward Bound Programs	8/15/2019	10/31/2019	\$ 1,000.00	Additional Duties	Cover duties of vacant position
257	Roberts, Carla	Clinical and Field Exp. Coordinator	Quality Assurance & Accred	7/1/2019	6/30/2020	\$ 75.00	Other	Teacher Certification Highly Qualified evaluations
258	Rodgers-Blackwell, Rach	Research/Project Manager	Craft Academy	7/12/2019	7/20/2019	\$ 600.00	Additional Duties	Instructor & Extracurricular Specialist Space Trek S
259	Ross, Randy	Assoc. Prof., Mathematics	Mathematics	7/8/2019	8/2/2019	\$ 3,089.96	Summer II	6 hours
260	Rucker, Laura	Retention Specialist & Academic Advisor	Retention Office of	7/1/2019	6/30/2019	\$ 1,500.00	Additional Duties	Vice-Chair Staff Congress

	A	B	C	D	E	F	G	H
261	Russell, Gregory	Dean, SCBT, Associate Professor	School of Business Administration	8/28/2019	8/28/2019	\$ 187.97	Other	Evaluation of Prior Learning student portfolio
262	Sarino, David	Adjunct	School of Business Administration	8/19/2019	12/13/2019	\$ 2,100.00	Other	3 credit hours
263	Savard-Hogge	Senior Accountant, Grants & Contracts	Accounting & Financial Services	7/1/2019	6/30/2020	\$ 3,600.00	Additional Duties	Staff Congress Chair
264	Schack, Edna	Prof. Educ./MSUTeach Co-Director	Early Child, Elem & Spec Educ	7/1/2019	7/31/2019	\$ 2,201.50	Grant Work	Implementation of Schack-NSF-NOYCE
265	Schack, Edna	Prof., Education	Early Child, Elem & Spec Educ	7/2/2019	7/31/2019	\$ 8,814.78	Other	Summer work implementation of MSUTeach
266	Schadle, Gabriel	Enrollment Services Counselor	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated position
267	Scott, Alana	Assoc. Prof. History	Hist, Phil, Pol, I'nt & Legal	8/6/2019	8/23/2019	\$ 200.00	Other	Grading Fall '18. Spring '19 for reporting purposes
268	Scott, Alana	Assoc. Prof. History	Hist, Phil, Pol, I'nt & Legal	7/8/2019	8/2/2019	\$ 3,636.26	Summer II	3 hours
269	Scott, Rebecca	Costume Shop Supervisor/Instructor of Theatre	Music, Theatre & Dance	8/19/2019	12/13/2019	\$ 5,775.00	Overload	8.25 credit hours
270	Scott, Xavier	Instructional Designer	Distance Educ & Inst Design	8/19/2019	12/13/2019	\$ 2,100.00	Other	Taching FYS 101-301
271	Sexton, Gabira	Admin Asst to Assoc. Provost, UESS	UG Educ & Student Success	7/1/2019	6/30/2019	\$ 2,183.00	Grant Work	Admin Support, KCM grant
272	Shannon, Lisa	Assoc. Prof., Social Work	Sociology, Social Work & Criminology	7/16/2019	8/15/2019	\$ 6,084.00	Grant Work	Grant Evaluation & Reporting
273	Shi, Bo	Assoc. Prof. Finance	School of Business Administration	9/10/2019	10/1/2019	\$ 3,000.00	Other	HLC module
274	Shi, Bo	Associate Professor, Finance	School of Business Administration	7/1/2019	8/2/2019	\$ 2,024.94	Summer	Half Summer Session payment
275	Shon, Mee-Ryoung	Professor, Education	Early Child, Elem & Spec Educ	7/1/2019	8/2/2019	\$ 1,618.97	Summer	Half Summer Session payment
276	Shope, Shane	Asst. Prof., Educational Leadership	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 4,490.64	Summer II	6 hours
277	Spencer, Ashley	Instructor, Social Work	Sociology, Social Work & Criminology	8/19/2019	12/13/2019	\$ 2,400.00	Overload	SOC 672-301 3 credits
278	Spradlin, Preston	Head Men's Basketball Coach	Men's Basketball	8/15/2019	8/30/2019	\$ 2,786.81	Other	Vehicle Allowance
279	Spradlin, Preston	Head Men's Basketball Coach	Men's Basketball	10/25/18	03/05/19	\$ 2,833.66	Other	Morehead Basketball TV
280	Stamper, Jessica	Asst. Dir, Admissions, Public Relations & Recruitment	Craft Academy	7/12/2019	7/20/2019	\$ 1,500.00	Additional Duties	Admissions & Promotion Spec. Space Trek Summer
281	Stamper, Jessica	Asst Dir., Admissions, Public Relations & Recruitment	Craft Academy	7/1/2019	6/30/2020	\$ 6,613.00	Other	additional salary
282	Stapleton, Samuel	Instructor, Management	School of Business Administration	8/19/2019	12/13/2019	\$ 2,500.00	Other	MBA Director for SCBA
283	Stapleton, Samuel	Instructor, Management	School of Business Administration	7/8/2019	8/2/2019	\$ 2,800.62	Summer II	3 hours
284	Stevens, Tina	Retention Specialist & Academic Advisor	Comm, Media & Languages	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching COMS 108-019
285	Stidam, Mark	Police Supervisor (Sergeant)	Police Department	7/1/2019	6/30/2019	\$ 4,000.00	Other	Incentive Pay
286	Stone, Andrea	Director, Procurement Svcs.	Procurement Services	7/1/2019	6/30/2019	\$ 1,500.00	Additional Duties	Secretary/Treasurer Staff Congress
287	Stubbs, Steven	Instructor, Career & Tech Ed./CTE Coordinator	Engineering & Technology Management	7/8/2019	8/2/2019	\$ 3,225.00	Summer II	6 hours
288	Stultz, Sherry	Assoc. Prof., Educ (Learning Behavior Disorders)	Early Child, Elem & Spec Educ	7/8/2019	8/2/2019	\$ 3,226.32	Summer II	3 hours
289	Susan, Paul	Instructor, Social Work	Sociology, Social Work & Criminology	7/1/2019	8/2/2019	\$ 2,600.00	Summer	Half Summer Session payment
290	Susan, Paul	Instructor, Social Work	Sociology, Social Work & Criminology	8/19/2019	12/13/2019	\$ 2,400.00	Overload	SOC 671-301 3 credits
291	Tan, Fujuan	Assoc. Prof., Adult & Higher Ed	Foundational & Grad Stud Educ	7/8/2019	8/2/2019	\$ 3,136.32	Summer II	3 hours
292	Tan, Fujuan	Assoc. Prof, Adult & Higher Ed	Foundational & Grad Stud Educ	06/01/19	06/30/19	\$ 200.00	Additional Duties	Work associated with KSU doctoral application process
293	Taylor, Karen	Assoc. Prof., French	Hist, Phil, Pol, I'nt & Legal	8/6/2019	8/23/2019	\$ 200.00	Other	Grading Fall '18. Spring '19 for reporting purposes
294	Tenyer, Robert	Head Football Coach	Athletics/Football	8/15/2019	8/30/2019	\$ 2,090.11	Other	Vehicle Allowance
295	Timmerman, Jennifer	Director, Transition Svcs	Enrollment Services	9/30/2019	12/16/2019	\$ 1,358.82	Other	Teaching FYS
296	Todd, Robert	Head Women's Basketball Coach	Women's Basketball	8/15/2019	8/15/2019	\$ 3,344.17	Other	Vehicle Allowance
297	Trent, Christy	Part-Time Lecturer	School of Business Administration	7/8/2019	8/2/2019	\$ 2,100.00	Summer II	3 hours
298	Varney, Carrie	Systems & Data Manager	Registrar	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching FYS 101-006 3 credits
299	Wallace, Betty Jo	Asst. to VP of Student Affairs	Dean of Students, Office of	7/16/2019	10/1/2019	\$ 923.44	Additional Duties	Admin Support to Counseling & Health Services
300	Wallace, Betty Jo	Asst. to VP of Student Affairs	Dean of Students, Office of	10/2/2019	1/2/2020	\$ 1,104.83	Other	Administrative support, Counseling & Health Services
301	Walters, Michele	Assoc. Prof., Nursing	Nursing	7/8/2019	8/2/2019	\$ 1,977.76	Summer II	.7 credit; 1.93 clinical
302	Walters, Michele	Assoc. Prof., Nursing	Plan, Perf & Effect, Office Asst. VP	7/11/2019	7/11/2019	\$ 151.81	Other	Rogers Programs instruction
303	Watkins, Rodney	Coordinator, User Services	Library Instruction	8/19/2019	12/13/2019	\$ 2,100.00	Other	3 credit hours
304	Whaley, Ryan	Instructor, Mathematics	Mathematics	7/1/2019	7/6/2019	\$ 1,718.36	Grant Work	Development of MATH 135E
305	Whaley, Ryan	Instructor, Mathematics	Mathematics	7/8/2019	8/2/2019	\$ 800.00	Summer II	3 hours
306	White, Jillian	Clinical Instructor	Nursing	8/19/2019	12/13/2019	\$ 4,000.00	Other	4 credit hours
307	Whitt, Bridgette	Distance Instruction Librarian, Ext Campus & Du	Library Instruction	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching FYS 101-031 3 credit hours
308	Whitt, Bridgette	Distance Instruction Librarian, Ext Campus & Du	Library Instruction	8/19/2019	12/13/2019	\$ 700.00	Other	LSIM 101-301 1 credit hour
309	Whitt, Bridgette	Distance Instruction Librarian for Ext Campus & Du	Library Instruction	10/14/2019	12/13/2019	\$ 700.00	Other	1 credit hour
310	Willoughby, Barb	ADS, KHIS	Faculty Ctr for Teach & Learn	8/12/2019	5/31/2020	\$ 25.20	Additional Duties	Secretary, Faculty Senate
311	Wolff, Kyle	Asst., Athletic Trainer	Athletics/Train	8/19/2019	12/13/2019	\$ 2,100.00	Other	Teaching PHED 220 3 credit hours
312	Wright, Pam	Enrollment Services Counselor	Enrollment Services	7/1/2019	6/30/2020	\$ 6,000.00	Additional Duties	Additional duties for eliminated position

	A	B	C	D	E	F	G	H
313								
314								
315	Total Appointment Status Actions: 310							

	A	B	C	D	E	F	G	H	I
1	Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
2	<b>Leave of Absence</b>								
3									
4									
5	Sociology, Social Work & Criminology	Hulbig, Shelia	04/22/19	06/24/19	Extramural Project Leader - Drug Courts		\$ 23.08	Full-Time Standing	Leave Without Pay (Medical)
6	Art & Design	Ward, Sherri	06/21/19		Academic Department Specialist (BIOC)	12	\$ 14.00	Full-Time Standing	Administrative Leave (With Pay)
7	School of Creative Arts	Wise, William	06/20/19	06/29/19	Associate Professor of Music/Director of Bands	12	\$ 74,383.00	Full-Time Standing	Military Leave of Absence with Pay
8									
9	<b>New Hires</b>								
10									
11	Baseball/Athletics	Aoki, Mikio	07/16/19	06/30/20	Head Baseball Coach	12	\$ 75,000.00	Full-Time Fixed Probationary	New Hire
12	Morehead State Police Department	Barnett, Crystal	07/29/19	06/30/20	Police Telecommunicator (Part-Time)	9.5	\$ 13.00	Part-Time	New Hire
13	Housing & Residential Education	Chaky, Anastasia	07/01/19	06/30/20	Hall Director	12	\$ 27,359.00	Full-Time Fixed Probationary	New Hire
14	Tutoring & Learning	Chandler, Hunter	08/01/19	06/30/20	Coordinator of Tutoring Services/Instructor	12	\$ 32,990.00	Full-Time Fixed Probationary	New Hire
15	Computer Science & Information System	Chaudhry, Asim	08/12/19	05/12/20	Instructor, Computer Science	9	\$ 52,000.00	Full-Time Fixed	New Hire
16	Training/Athletics	DePlanty, Morgan	07/15/19	06/30/20	Assistant Athletic Trainer	12	\$ 32,990.00	Full-Time Fixed Probationary	New Hire
17	Office of Education Abroad	Hirsch, Aaron	07/29/19	06/30/20	Coordinator of Education Abroad/Instructor	12	\$ 35,354.00	Full-Time Fixed Probationary	New Hire
18	Office of Retention	Jordan, Lauren	07/15/19	06/30/20	Retention Specialist & Academic Advisor	12	\$ 35,090.00	Full-Time Fixed Probationary	New Hire
19	Counseling & Health Services	Newcomb, Lakyn	07/15/19		Coordinator, Patient Services & Administrative Support	12	\$ 32,990.00	Full-Time Standing Probationary	New Hire
20	Women's Softball/Athletics	O'Malley, Rachel	07/01/19	06/30/20	Assistant Women's Softball Coach	12	\$ 30,000.00	Full-Time Fixed Probationary	New Hire
21	Counseling & Health Services	Porter, Sherry	07/15/19	06/30/20	Mental Health Counselor	12	\$ 47,000.00	Full-Time Fixed Probationary	New Hire
22	Instructional Undergraduate Research	Prellberg, Evan	08/05/19	06/30/20	Cordinator of Undergraduate Research/Instructor	12	\$ 35,354.00	Full-Time Fixed Probationary	New Hire
23	Housing & Residential Education	Salters, Shalon	07/01/19	06/30/20	Hall Director	12	\$ 27,359.00	Full-Time Fixed Probationary	New Hire
24	Sociology, Social Work & Criminology	Taylor, Morgan	06/03/19	09/30/19	Data Coordinator	12	\$ 15.00	Full-Time Fixed	New Hire
25	Space Science Center	Virani, Shanil	08/01/19	06/30/20	Instructor, Space Science/Star Theater Director	11	\$ 66,913.00	Full-Time Fixed Probationary	New Hire
26	Educational Opportunity Center	Wilson, Carl	07/29/19	08/31/19	TRIO Academic Coordinator	12	\$ 32,990.00	Full-Time Fixed Probationary	New Hire
27									
28	<b>Probation Completed</b>								
29									
30	Office of the Registrar	Barber, Sheila	05/15/19		Transfer Coordinator	12	\$ 32,682.00	Full-Time Standing	Probation Completed
31	Office of the Registrar	Catron, Valerie	05/15/19		Academic Records Coordinator	12	\$ 29,188.00	Full-Time Standing	Probation Completed
32	Enrollment Services	Counts, Tracy	07/01/19		Enrollment Services Counselor/Regional	12	\$ 29,188.00	Full-Time Fixed	Probation Completed
33	Enrollment Services	Cyrus, Richard	06/08/19		Enrollment Services Counselor	12	\$ 29,188.00	Full-Time Fixed	Probation Completed
34	Counseling & Health Services	Dahmane, Julia	06/17/19		Mental Health Counselor	10	\$ 45,349.00	Full-Time Standing	Probation Completed
35	Adult Learning Center	Johnson, Earl	12/28/18		ABE Instructor II (Adult Learning Center)	12	\$ 32,990.00	Full-Time Fixed	Probation Completed
36	Small Business Development Center	Keeton, Kayla	03/30/19		General Management Consultant	12	\$ 32,990.00	Full-Time Fixed	Probation Completed
37	Adult Learning Center	Modaff, Allison	12/28/18		ABE Instructor II (Adult Learning Center)	12	\$ 32,990.00	Full-Time Fixed	Probation Completed
38	Office of the Registrar	Moore, Keith	05/30/19		Registrar	12	\$ 79,000.00	Full-Time Standing	Probation Completed
39	Upward Bound Programs	Murphy, Jacob	07/02/19		Trio Academic Coordinator	12	\$ 32,990.00	Full-Time Fixed	Probation Completed
40	Environmental Health & Safety	Niehoff, Holly	11/28/18		Env. Health, Safety, Risk Mngt. And Insurance	12	\$ 60,788.00	Full-Time Standing	Probation Completed
41	Carl Perkins Vocational Center	Pelphrey, Jennifer	06/01/19		Adult Basic Resource Instructor	12	\$ 32,500.00	Full-Time Standing	Probation Completed
42	Enrollment Services	Phipps, Jamie	07/01/19		Enrollment Services Counselor/Diversity	12	\$ 29,188.00	Full-Time Standing	Probation Completed
43	Craft Academy Student Services	Roach, Brittany	06/01/19		Guidance Counselor (Craft)	10	\$ 30,592.00	Full-Time Fixed	Probation Completed
44	Adult Learning Center	Rose, Jean	12/28/18		ABE Instructor II (Adult Learning Center)	12	\$ 32,990.00	Full-Time Fixed	Probation Completed
45	Accounting & Financial Services	Whitt, Sarah	04/30/19		Accountant	12	\$ 32,990.00	Full-Time Standing	Probation Completed
46	Academic Advising & Retention	Yarbrough, Lexius	05/15/19		Retention Specialist & Academic Advisor	12	\$ 32,990.00	Full-Time Standing	Probation Completed
47									
48	<b>Promotions</b>								
49									
50	Office of the Registrar	Cornett, Gary	07/01/19		VA, Athletics Eligibility & Records Processing Coordinator	12	\$ 29,188.00	Full-Time Standing Probationary	Promotion/Title Change
51	Office of Retention	Fife, Jana	07/22/19	06/30/20	Degree Completion Coach	12	\$ 32,990.00	Full-Time Fixed Probationary	Promotion
52	Foundational & Graduate Studies	Justice, L. Jeannie	08/12/19		Assoc. Professor of Education (Ed. Tech.)	9	\$ 51,484.00	Full-Time Standing	Promotion/Title Change
53	Quality Assurance & Accred. College of	Nettleton,	08/02/19		Associate Professor, Education/Director, Quality Assurance	12	\$ 72,000.00	Full-Time Standing	Promotion
54	MSUTeach	Rowe, Angela	06/01/19	06/30/19	Educational Program Coordinator(MSUTeach)	12	\$ 16.92	Full-Time Fixed	Promotion/Title Change/Sal. Adj. Recl.
55	Middle Grades & Secondary Education	Sharp, Kimberlee	08/12/19		Professor of Education	9	\$ 61,594.00	Full-Time Standing	Promotion/Salary Adj.
56	Sociology, Social Work & Criminology	Williams, Mary	07/16/19	06/30/20	Instructor/Facilitator (Social Work)	12	\$ 50,863.00	Full-Time Fixed	Promotion
57									
58	<b>Reassignments</b>								
59									
60	Biology & Chemistry	Collins, Mica	06/03/19		Academic Specialist (Biology & Chemistry)	12	\$ 16.93	Full-Time Standing Probationary	Reassignment/Title Change/Transfer
61	Camden-Carroll Library	Ward, Rita	07/01/19		Library Specialist (Acquisition Serials)	12	\$ 13.67	Full-Time Standing Prbationary	Reassignment
62									
63	<b>Renewals</b>								
64									
65	Educational Unit for Child Care Services	Akers, Stephanie	07/01/19	06/30/20	Director Educational Unit for Child Care Services	12	\$ 65,560.00	Full-Time Fixed	Renewal
66	Women's Volleyball/Athletics	Becker, Kyrsten	01/01/19	12/31/19	Associate Head Women's Volleyball Coach	12	\$ 41,500.00	Full-Time Fixed	Renewal
67	Sociology, Social Work & Criminology	Blackshear, Greg	07/01/19	06/30/20	Research Assistant	12	\$ 17.29	Full-Time Fixed	Renewal
68	Building Services/ Facilities Management	Bolin, David	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
69	Adult Education Academy	Botts, Joanna	07/01/19	06/30/20	Associate Director	12	\$ 50,000.00	Full-Time Fixed	Renewal
70	Building Services/ Facilities Management	Brown, Susan	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal

	A	B	C	D	E	F	G	H	I
71	Educational Unit for CCS	Buchanan,	07/01/19	06/30/20	Instructor/Trainer	12	\$ 43,424.00	Full-Time Fixed	Renewal
72	Building Services/ Facilities Management	Butler, Ronald	07/01/19	06/30/20	Building Services Technician	12	\$ 9.84	Full-Time Fixed	Renewal
73	Adult Education Academy	Callahan, Pamela	07/01/19	06/30/20	Director	12	\$ 56,000.00	Full-Time Fixed	Renewal
74	Athletics	Campione, Joseph	07/01/19	06/30/20	Athletics Video Coordinator	12	\$ 32,990.00	Full-Time Fixed	Renewal
75	Military Science	Chapman, Rhonda	07/01/19	06/30/20	Secretary Specialist (MILS)	12	\$ 12.24	Full-Time Fixed	Renewal
76	Building Services/ Facilities Management	Clark, Ronald	07/01/19	06/30/20	Building Services Technician	12	\$ 10.60	Full-Time Fixed	Renewal
77	Carl Perkins Vocational Center	Conley, Joann	07/01/19	06/30/20	Data Entry Specialist 1 (CDPVT)	12	\$ 15.90	Full-Time Fixed	Renewal
78	Biology and Chemistry	Cook, Deborah	05/15/19	04/30/20	Postdoctoral Research Associate	12	\$ 43,692.00	Full-Time Fixed	Renewal
79	Sociology, Social Work & Criminology	Cooley, Michael	07/01/19	06/30/20	Research Assistant	12	\$ 17.29	Full-Time Fixed	Renewal
80	MSU Teach	Cundiff, Mona	02/01/19	06/30/19	Office Assistant-MSU Teach	12	\$ 12.73	Full-Time Fixed	Renewal
81	MSU Teach	Cundiff, Mona	07/01/19	06/30/20	Office Assistant-MSU Teach	12	\$ 12.73	Full-Time Fixed	Renewal
82	Building Services/ Facilities Management	Dickerson, Timothy	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
83	Craft Academy Student Services	Froilan, Kathryn	07/01/19	06/30/20	Assistant Director, Academic Services/Project Coordinator	12	\$ 50,000.00	Full-Time Fixed	Renewal
84	Building Services/ Facilities Management	Glover, June	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
85	TRAI/Athletics	Haber, Michael	07/01/19	06/30/20	Assistant Athletic Trainer	12	\$ 39,000.00	Full-Time Fixed	Renewal
86	Building Services/ Facilities Management	Hampton,	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
87	Testing Center	Hargett, Kathy	07/01/19	06/30/20	Testing Specialist/Admin. Assistant to Chief Planning Officer	12	\$ 17.56	Full-Time Fixed	Renewal
88	Carl Perkins Vocational Center	Hensley, Christy	07/01/19	06/30/20	Mental Health Counselor/CDPVT	12	\$ 39,500.00	Full-Time Fixed	Renewal
89	Sociology, Social Work & Criminology	Hogge, Jean	07/01/19	06/30/20	Data Coordinator	12	\$ 15.09	Full-Time Fixed	Renewal
90	Sociology, Social Work & Criminology	Hulbig, Shelia	07/01/19	06/30/20	Extramural Project Leader - Drug Courts	12	\$ 23.08	Full-Time Fixed	Renewal
91	Carl Perkins Vocational Center	Hyden, Patricia	07/01/19	06/30/20	Child Care Associate	12	\$ 11.66	Full-Time Fixed	Renewal
92	Sociology, Social Work & Criminology	Johnson, Nick	07/01/19	09/30/20	Research Assistant	12	\$ 17.53	Full-Time Fixed	Renewal
93	Sociology, Social Work & Criminology	Jones, Afton	07/01/19	06/30/20	Extramural Project Leader - MCCC & CAC	12	\$ 23.08	Full-Time Fixed	Renewal
94	Housing & Residential Education	Jones, Mauricus	07/01/19	06/30/20	Hall Director	12	\$ 30,000.00	Full-Time Fixed Probationary	Renewal
95	Retired and Senior Volunteer Program	Judd, Teresa	04/01/19	06/30/19	Project Director	12	\$ 47,476.00	Full-Time Fixed	Renewal
96	Building Services/ Facilities Management	Kelsey, William	07/01/19	06/01/19	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
97	Building Services/ Facilities Management	Kidd, Jodie	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
98	Women's Soccer/Athletics	Lipka, Warren	01/01/19	12/31/19	Head Women's Soccer Coach	12	\$ 55,000.00	Full-Time Fixed	Renewal
99	Building Services/ Facilities Management	Lykins, Hope	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
100	Building Services/ Facilities Management	Madden, Delbert	07/01/19	06/30/20	Building Services Technician	12	\$ 10.43	Full-Time Fixed	Renewal
101	Building Services/ Facilities Management	Markwell,	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
102	Adult Education Academy	Martin, Leta	07/01/19	06/30/20	Coordinator	12	\$ 35,354.00	Full-Time Fixed	Renewal
103	Building Services/ Facilities Management	McGlone, Jamie	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
104	Building Services/ Facilities Management	McGlone, Kimberly	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
105	Carl Perkins Vocational Center	Miller, Rita	07/19/19	06/30/20	Program Instructor- CDPVT	12	\$ 32,500.00	Full-Time Fixed	Renewal
106	Football/Athletics	Mueller, Adam	01/01/19	12/31/19	Assistant Football Coach	12	\$ 34,000.00	Full-Time Fixed	Renewal
107	Carl Perkins Vocational Center	Owens, Joanna	07/01/19	06/30/20	Certified Psychologist Chief	12	\$ 65,000.00	Full-Time Fixed	Renewal
108	Regional Education & Outreach	Parker, Tiffany	07/01/19	12/31/19	Postsecondary Navigator/Academic Advisor	12	\$ 32,900.00	Full-Time Fixed	Renewal
109	Carl Perkins Vocational Center	Pelphrey, Jennifer	07/01/19	06/30/20	Adult Basic Resource Instructor	12	\$ 32,500.00	Full-Time Fixed	Renewal
110	Craft Academy Student Services	Porter, Brenda	07/01/19	06/30/20	Student Activities & Event Coordinator	12	\$ 35,354.00	Full-Time Fixed	Renewal
111	College of Science Dean's Office	Porter, Kimberly	07/01/19	06/30/20	Program Assistant (MSU/UK PA Program)	12	\$ 15.12	Full-Time Fixed	Renewal
112	Building Services/ Facilities Management	Porter, Vicky	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
113	English	Potter, David	05/01/19	06/30/20	Post-Doctoral Research Associate	12	\$ 43,692.00	Full-Time Fixed	Renewal
114	English	Potter, David	07/01/19	04/30/19	Post-doctoral Research Associate	12	\$ 43,692.00	Full-Time Fixed	Renewal
115	Building Services/ Facilities Management	Quinn, Keith	07/01/19	06/30/20	Building Services Technician	12	\$ 10.43	Full-Time Fixed	Renewal
116	Athletics	Redwine, Deveny	07/01/19	06/30/20	Athletics Marketing & Promotions Coordinator	12	\$ 29,188.00	Full-Time Fixed	Renewal
117	Building Services/ Facilities Management	Rodgers, Terri	07/01/19	06/30/20	Building Services Technician	12	\$ 9.46	Full-Time Fixed	Renewal
118	Enrollment Services	Roe, Amy	07/01/19	06/30/20	Enrollment Services Counselor	12	\$ 29,188.00	Full-Time Fixed	Renewal
119	Women's Soccer/Athletics	Rogers, Carl	01/01/19	12/31/19	Assistant Women's Soccer Coach	12	\$ 31,137.00	Full-Time Fixed	Renewal
120	MSU Teach	Rowe, Angela	07/01/19	06/30/20	MSU Teach Admin. Support Assistant	12	\$ 13.67	Full-Time Fixed	Renewal
121	Athletic Media Relations/Athletics	Schubert, Matthew	07/01/19	06/30/20	Athletic Media Relations Director	12	\$ 46,683.00	Full-Time Fixed	Renewal
122	Today's Youth	Shaw, Jennifer	07/01/19	06/30/20	College Workforce Counselor	12	\$ 26,664.00	Full-Time Fixed	Renewal
123	Building Services/ Facilities Management	Simmons, Evelyn	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
124	Building Services/ Facilities Management	Simmons, Vickie	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
125	Building Services/ Facilities Management	Sloan, Mary	07/01/19	06/30/20	Building Services Technician	12	\$ 10.62	Full-Time Fixed	Renewal
126	Retired and Senior Volunteer Program	Slone, Justin	07/01/19	06/30/20	Associate Director	12	\$ 35,354.00	Full-Time Fixed	Renewal
127	Craft Academy Student Services	Stamper, Jessica	07/01/19	06/30/20	Assistant Director of Admissions, Public Relations &	12	\$ 39,334.00	Full-Time Fixed	Renewal
128	Building Services/ Facilities Management	Stegall, Andrea	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
129	Building Services/ Facilities Management	Truesdell, Malinda	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
130	Retired and Senior Volunteer Program	Tuerk, Helisha	04/01/19	05/31/19	Project Assistant, Senior Corps Program	12	\$ 14.97	Full-Time Fixed	Renewal
131	Retired and Senior Volunteer Program	Tuerk, Helisha	06/01/19	03/31/20	Project Assistant, Senior Corps Program	12	\$ 14.97	Full-Time Fixed	Renewal
132	Carl Perkins Vocational Center	Walker, Elizabeth	07/01/19	06/30/20	Child Care Center Director	12	\$ 32,500.00	Full-Time Fixed	Renewal
133	Housing & Residential Education	Watts, Michael	07/01/19	06/30/20	Hall Director	12	\$ 27,359.00	Full-Time Fixed	Renewal
134	Building Services/ Facilities Management	White, Samantha	07/01/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed	Renewal
135	English Second Language Office	Wright, Rebecca	07/01/19	06/30/19	ESL Instructor, Program Coordinator		\$ 51,500.00	Full-Time Fixed	Renewal
136									
137	<u>Separations</u>								
138									
139	Building Maintenance/Facilities	Webb, Chad	07/15/19		HVAC Technician	12	\$ 16.92	Full-Time Standing	Death
140	Facilities Management	Mathis, James	02/26/45		Laborer Part Time	9	\$ 9.21	Part-Time	Discharge

	A	B	C	D	E	F	G	H	I
141	Art & Design	Ward, Sherri	06/26/19		Academic Department Specialist (BIOC)	12	\$ 14.00	Full-Time Standing	Discharge
142	Talent Search Programs	Adkins, Adam	06/07/19		Academic Coordinator	12	\$ 32,990.00	Full-Time Standing	Resignation
143	Morehead State Police Department	Antos, Michael	07/07/19		Police Telecommunicator	12	\$ 11.13	Full-Time Standing	Resignation
144	School of Engineering & Computer	Cornett, Kelli	07/15/19		Administrative Assistant to Associate Dean	12	\$ 17.74	Full-Time Standing	Resignation
145	Morehead State Police Department	Cundiff, Travis	08/03/19		Police Officer	12	\$ 14.97	Full-Time Standing	Resignation
146	Enrollment Services	Cyrus, Richard	06/28/19		Enrollment Services Counselor	12	\$ 29,188.00	Full-Time Fixed	Resignation
147	Morehead State Police Department	Davis, Melissa	06/17/19		Telecommunications Supervisor/TAC	12	\$ 12.96	Full-Time Standing	Resignation
148	Facilities Management	Davis, Randall	06/28/19		Maintenance Technician II	12	\$ 12.54	Full-Time Standing	Resignation
149	Sociology, Social Work & Criminology	Ferrell, David	05/14/19		Assistant Professor Social Work	9	\$ 51,000.00	Full-Time Standing	Resignation
150	Training/Athletics	Haber, Michael	07/19/19		Assistant Athletic Trainer	12	\$ 39,000.00	Full-Time Fixed	Resignation
151	Building Services/Facilities Management	Hampton,	07/12/19		Building Services Technician	12	\$ 9.00	Full-Time Fixed	Resignation
152	Cross Country/Athletics	Latnie, Stacy	06/01/19		PT-Assistant XC- Track Coach	\$ 11,501.11	Part-Time	Resignation	
153	Counseling & Health Services	Litteral, David	07/15/19		Interim Director of Counseling & Health Services	12	\$ 507.65	Full-Time Fixed	Resignation
154	Building Maintenance/Facilities	McGlone, Jamie	06/14/19		Building Services Technician	12	\$ 10.62	Full-Time Fixed	Resignation
155	Baseball/Athletics	McGuire, Michael	06/26/19		Head Baseball Coach	12	\$ 75,000.00	Full-Time Fixed	Resignation
156	Enrollment Services	Perkins, April	07/26/19		Credential Specialist (ENGL)	12	\$ 12.53	Full-Time Standing	Resignation
157	History, Philosophy, Politics, International	Pidluzny, Jonathan	07/05/19		Associate Professor of Government	9	\$ 60,552.00	Full-Time Standing	Resignation
158	Educational Opportunity Center	Sexton, Cassandra	05/31/19		TRIO Academic Coordinator	12	\$ 32,990.00	Full-Time Fixed	Resignation
159	Enrollment Services	Smithers, Khyla	06/30/19		Enrollment Services Counselor	12	\$ 29,188.00	Full-Time Standing	Resignation
160	Office of the Registrar	Tackett, Katherine	06/28/19		VA, Athletics Eligibility & Records Processing Coordinator	12	\$ 35,354.00	Full-Time Standing	Resignation
161	Counseling & Health Services	Tonia Socha-Mower	04/11/19		Coord., Dental Services/Dental Hygienist/Interim Dir. Of	12	\$ 9,885.84	Full-Time Fixed	Resignation
162	Building Maintenance/Facilities	Truesdall, Malinda	05/17/19		Building Services Technician	12	\$ 8.64	Full-Time Fixed	Resignation
163	Early Child, Elementary & Special	Vernon, April	05/10/19		Instructor of Education	9	\$ 35,265.00	Full-Time Fixed	Resignation
164	School of Creative Arts	Wise, William	06/30/19		Associate Professor of Music/Director of Bands	12	\$ 74,383.00	Full-Time Standing	Resignation
165	Softball/Athletics	Wonderly, Breanna	05/31/19		Assistant Women's Softball Coach	12	\$ 30,000.00	Full-Time Fixed	Resignation
166									
167	Other								
168									
169	Educational Opportunity Center	Quinn, Heather	06/16/19		TRIO Academic Coordinator	12	\$ 32,990.00	Full-Time Fixed	Account Number Changed
170	Ag. Sciences/Vet. Tech.	Dews, Katie	05/01/19		Instructor of Veterinary Technology & Clinician (Large	12	\$ 41,346.00	Full-Time Fixed	Advanced Degree Increase
171	Sociology, Social Work & Criminology	Himes, Monica	06/10/19		Assistant Professor Social Work	9	\$ 52,000.00	Full-Time Standing	Advanced Degree Increase
172	Men's Basketball/Athletics	Lombardi, Dominic	06/16/19		Assistant Men's Basketball Coach	12	\$ 38,490.00	Full-Time Fixed	Advanced Degree Increase
173	Accounting & Financial Services	Savard-Hogge,	05/01/19		Senior Accountant (Grants & Contracts)	12	\$ 1,500.00	Full-Time Standing	Advanced Degree Increase
174	Early Child Elementary & Special	Grace, Daniel	08/12/19	05/12/20	Associate Professor of Education	9	\$ 31,550.00	Part-Time Phased Retirement	Changed to Phased Retirement
175	Early Child Elementary & Special	Willis, Melinda	08/12/19	05/12/20	Associate Professor of Education	9	\$ 30,840.00	Part-Time Phased Retirement	Changed to Phased Retirement
176	Mathematics	Schroeder,	07/01/19		Dept. Chair, Mathematics/Professor	12	\$ 88,619.00	Full-Time Standing	Dept. Name Change/Title Change
177	School of Creative Arts	Mason, Brian	07/01/19		Interim Associate Dean, School of Creative Arts/Professor	12	\$ 96,542.00	Full-Time Standing	Interim Appointment/Sal. Adj./Title Change
178	Office of the Registrar	Varney, Carrie	07/16/19		Systems and Data Manager (Registrar)	12	\$ 35,354.00	Full-Time Standing Probationary	Lateral Transfer
179	School of Creative Arts	Pappas, Thomas	08/12/19		Assistant Professor, Music (Oboe-Theory)	9	\$ 51,000.00	Full-Time Standing	Moving from Full-Time Fixed to Full-Time Standing
180	Nursing	Barrett, Lindsey	08/12/19	05/12/20	Instructor, Nursing	9	\$ 50,000.00	Full-Time Fixed	Moving from Full-Time Standing to Full-Time Fixed
181	Building Services/Facilities Management	Cooper, Michael	07/16/19	06/30/20	Building Services Technician	12	\$ 9.00	Full-Time Fixed Probationary	Moving from Part-Time to Full-Time
182	Office of Retention	Jordan, Topaz	07/22/19	06/30/20	Degree Completion Coach	12	\$ 32,990.00	Full-Time Fixed Probationary	Moving from Part-Time to Full-Time
183	School of Business Administration	Russell, Gregory	07/01/19		Dean, College of Business and Technology/ Assoc. Prof.	12	\$ 164,692.00	Full-Time Standing	Salary Adjustment/Title Change
184	History, Philosophy, International & Legal	Hail, Michael	08/12/19		Professor, Political Science	9	\$ 85,426.00	Full-Time Standing	Title Change
185	History, Philosophy, International & Legal	Masterson, James	08/12/19		Assoc. Professor, Political Science	9	\$ 63,639.00	Full-Time Standing	Title Change
186	School of Engineering & Computer	Zargari, Ahmad	07/01/19		Assoc. Dean, School of Eng. & Computer Science	12	\$ 122,042.00	Full-Time Standing	Title Change
187	Physics, Earth Science, etc.	Birriel, Jennifer	08/01/19		Professor of Physics	9	\$ 68,034.00	Full-Time Standing	Transfer
188	Physics, Earth Science, etc.	Birriel, Ignacio	08/01/19		Professor of Physics	9	\$ 68,287.00	Full-Time Standing	Transfer
189	Physics, Earth Science, etc.	Boram, Robert	08/01/19		Professor of Physics and Science Education	9	\$ 81,302.00	Full-Time Standing	Transfer
190	Department of Computer Science &	Cheng Cheng	08/01/19		Professor of Engineering & Technology Management	9	\$ 70,434.00	Full-Time Standing	Transfer
191	School of Business Administration	Choi, Haiwook	08/01/19		Associate Professor of CIS	9	\$ 98,425.00	Full-Time Standing	Transfer
192	Facilities Management	Gancio, Thomas	06/16/19	06/30/19	Groundskeeper Part-time	\$ 8.50	Part-Time	Transfer	
193	Physics, Earth Science, etc.	Gonzales-Espada,	08/01/19		Professor of Physics and Science Education	9	\$ 66,811.00	Full-Time Standing	Transfer
194	Department of Computer Science &	Grise, William	08/01/19		Professor of Engineering & Technology Management	9	\$ 86,930.00	Full-Time Standing	Transfer
195	Student Support Services	Prater, Misty	08/01/19	06/30/20	TRIO Academic Coordinator	12	\$ 43,000.00	Full-Time Standing Probationary	Transfer
196	Communications and Marketing	Frazier, Randi	07/01/19		Online Communications Specialist	12	\$ 20.45	Full-Time Standing	Unfractionalize
197									
198									
199	Total Appointment Status Actions: 171								

## APPROVE POLICY REVISIONS

BOR (V-A-4)  
December 5, 2019

### **Recommendation:**

That the Board of Regents approve the attached policy revisions.

### **Background:**

From 1977 through February 1984, numerous academic and administrative policies were recommended to, and adopted by, the MSU Board of Regents. These "policy statements," as they were labeled, were initially published in a Policy Manual in 1977 and published again in February 1984 with some revisions as approved by the Board.

In 1985, the Board of Regents approved personnel policies published in a comprehensive Personnel Policy Manual, which superseded personnel-related policies in the 1984 policy manual and other documents. The Personnel Policy Manual is now the "official" document where all Board approved policies related to personnel issues are published.

The Personnel Policy Manual is divided into five sections. The first section is on general personnel policies that apply to a variety of classifications of faculty and staff members. Unless specified otherwise, each policy in this section applies to all employees. The policy symbol for general policies is PG.

Four additional sections contain policies specific to a particular classification category as follows:

<i>Classification Category</i>	<i>Policy Symbol</i>
Academic	PAc
Administrative	PAd
Staff Exempt	PSE
Staff Nonexempt	PSNE

Definitions of these classification categories are presented in PG-2.

Attached Revised Policies:

<b>Number</b>	<b>Title</b>	<b>Revisions</b>
PAc-13	Faculty Counseling	Policy to be stricken from the list of active PAcS.
PAc-31	Professional Librarians	Minor text revisions – added reference to UAR 116.05
PG-8	University Holidays	Minor text revisions – revised wording for clarification
PG-33	Deceased Employee's Final Salary Payment	Minor text revisions – revised wording regarding office issuing final payment.
PG-38	Rest Periods	No revisions recommended.
PG-42	Employee Responsibility for University Keys and Property	Minor text revisions – updated office titles and wording, added reference to PG-55
PG-50	Staff Performance Management System	Minor substantive revisions to reflect the current performance management process for staff outlined in UAR 301.04.



## **Faculty Senate Resolution**

**November 7, 2019**

### **Resolution on PAC 13: Faculty Counseling**

1. *Whereas Morehead State University's (MSU) Administration requested Faculty Senate to review outstanding policies, including PACs, for Board of Regents (BOR) review and approval;*
2. *Whereas the Faculty Senate Executive Council delegated to Faculty Welfare and Concerns Committee (FWCC) in joint consultation with Issues Committee (IC) the review of PACs;*
3. *Whereas the joint committee of FWCC and IC selected PAC 13, Faculty Counseling, as among the PACs to be reviewed during fall semester 2019;*
4. *Whereas the joint committee of FWCC and IC determined PAC 13 lacks definition and instructions for faculty as counselors;*
5. *Whereas the joint committee of FWCC and IC met with MSU Dean of Students, Mr. Max Ammons and MSU Mental Health Counselor, Ms. Julia Dahmane, and both agreed that PAC 13 is deficient of any useful and substantive information to guide faculty as counselors;*
6. *Whereas the joint committee of FWCC and IC found no other university in Kentucky as having a similar policy for faculty to serve as counselors to students, and that services of this kind are provided by certified professionals at MSU's Mental Health Center;*
7. *Whereas the joint committee of FWCC and IC voted to strike this policy from the list of active PACs;*

*Resolved, that the Faculty Senate*

1. Support the revocation of PAC 13, Faculty Counseling, from the list of active PACs at Morehead State University.

Movers: Kimberlee Sharp, Chair of FWCC

Sherif Rashad, Chair of IC

**Policy:** PAc-13

**Subject:** Faculty Counseling

**Approval Date:** 07/01/85

**Revision Date:** 09/15/05

**PURPOSE:**

To define the role of faculty members as student counselors.

**COUNSELING OBLIGATIONS:**

Counseling of students is an integral part and obligation of each faculty member.

**OTHER COUNSELING SERVICES AVAILABLE:**

Students may be referred to professionals in the Office of Counseling and Health Services for special assistance.

**Policy:** PAc-31

**Subject:** Professional Librarians

**Approval Date:** 05/17/91

**Revision Date:**

**Last Review Date:**

## **PURPOSE:**

To establish the employment category of Professional Librarian within the Division of Academic Affairs and to delineate generally their rights, privileges, and responsibilities.

## **PRINCIPLES:**

Professional Librarians are academic personnel employed to serve the University community through the Camden-Carroll Library in the Division of Academic Affairs.

## **ELIGIBILITY:**

Professional Librarians must qualify as Librarian I, Librarian II, Librarian III, or Librarian IV by virtue of their degrees, experience, and professional development and achievement (as defined in UAR 116.05, “Guidelines Specific to Librarians”). Professional Librarians must undergo annual review of performance, and they must undergo peer and administrative review when applying for promotion.

Professional Librarians participate in the shared governance of the University through regular membership on appropriate standing and ad hoc committees.

## **RIGHTS AND RESPONSIBILITIES:**

As academic personnel, Professional Librarians are eligible for sabbatical and educational leaves and may apply to the University for institutional funds set aside for research and other forms of professional development. Professional Librarians have the rights and responsibilities of academic freedom and due process. Professional Librarians are subject to the guidelines pertaining to termination for cause or financial exigency.

Policy: PG-8

Subject

### University Holidays

Approval Date: 07/01/85

Revision Date: 11/17/89,

Last Review Date:

#### PURPOSE:

To establish conditions for observing established University holidays by regular, full-time faculty and staff members and those designated as continuing part-time.

#### ANNUAL ESTABLISHED HOLIDAYS:

The official annual established University holidays are as follows:

New Year's Day  
Martin Luther King, Jr. Birthday  
Memorial Day  
Independence Day  
Labor Day  
Presidential Election Day  
Thanksgiving Day  
Christmas Day

#### ADDITIONAL HOLIDAYS:

Additional holidays may be designated by the University.

#### HOLIDAY TIME OFF:

Each holiday established or designed by the University is intended to give an employee the benefit of one (1) workday of paid time off. ~~A continuing, part-time employee receives paid time off prorated on the basis of the percent of the employee's work schedule to the normal full-time work schedule in the employee's department.~~ If an employee is required to work on a holiday, equivalent time off will be granted at another time. If a holiday falls on a regularly scheduled day off of an employee, equivalent time off will be granted at another time. Equivalent time off is scheduled in the same manner as vacation leave and is to be used before vacation leave is used. If a holiday occurs while an employee is using vacation leave or sick leave with pay, the holiday will not be charged as a day of vacation time or sick leave time.

#### ELIGIBILITY FOR HOLIDAY PAY:

To be eligible for a holiday with pay, an employee must be in pay status the employee's workday-before and following-the holiday. A holiday that occurs between an employee's active periods of employment or while an employee is on leave without pay shall not be granted to an employee. Faculty or staff on less than twelve months service are entitled to the holidays which fall during their contract period.

Policy: PG-33

Subject

Deceased Employee's  
Final Salary Payment

Approval Date: 07/01/85

Revision Date: 03/26/87; 09/15/05,

Last Review Date:

PURPOSE:

To outline the policy to be followed when determining a deceased employee's final salary payment.

DETERMINING FINAL  
DATE FOR PAYMENT  
FOR A DECEASED  
EMPLOYEE:

The final salary payment will be calculated on a pro rata daily basis to and including the date of death if the deceased was actively employed, while using vacation, sick leave, other paid time off, or on leave with pay. If the deceased employee was included in a vacation plan that provides for the payment of unused vacation at the time of termination of employment, a payment for unused vacation time, if any, will also be included in the final salary check.

DEDUCTIONS FROM  
FINAL PAYMENT:

Applicable taxes and benefits deductions shall be made as appropriate from the final salary payment.

ISSUANCE OF FINAL  
SALARY CHECK:

~~The final salary check for a deceased employee shall be issued to the proper payee in accordance with Kentucky State laws. The~~ Payroll Office shall issue the final payment to the estate of the employee following state and federal guidelines. ~~Office of Human Resources shall determine the proper payee from the laws and beneficiary designation on file.~~

Policy: PG-38

Subject

Rest Periods

Approval Date: 07/01/85

Revision Date: 03/26/87

Last Review Date:

PURPOSE:

To comply with legal requirements to provide rest periods to employees during periods of work.

LEGAL REQUIREMENT:

KRS 337.365 states that "no employer shall require any employee to work without a rest period of at least ten (10) minutes during each four (4) hours worked, except those employees who are under the Federal Railway Labor Act. This shall be in addition to the regularly scheduled lunch period. No reduction in compensation shall be made for hourly or salaried employees."

UNIVERSITY  
PHILOSOPHY:

The University feels that a reasonable amount of time for this purpose should not exceed 15 minutes during each half-day work period. At the discretion of the administrative head of department, it is permissible for employees to take a reasonable amount of time off from a sustained work period to make use of the restroom facilities or to refresh themselves from physical and mental energies expended in the performance of work. It should also be understood that work routines must continue and absences from the work area should be arranged in such a manner as not to disrupt the services of the office/department. The University expects all employees to exercise this privilege in a reasonable manner and to return to their work without undue delay.

**Policy:** PG-42

**Subject:** Employee Responsibility for University Keys and Property

**Approval Date:** 11/04/85

**Revision Date:** 06/17/88

**PURPOSE:**

To inform employees of their responsibilities regarding the care and attention of University keys and property.

**KEY CONTROL SYSTEM:**

Implementation of a key control system allows convenient access to facilities and provides for facility security. To obtain a key for personal use, the employee must receive approval from their vice president or dean and obtain a key from the Office of ~~Facilities Management Safety and Security~~. Key Request Forms can be obtained from the offices of the vice presidents or deans. Upon appropriate approval of the request, the ~~employee will personally deliver the~~ approved key request form ~~will be sent~~ to the Office of ~~Facilities Management Safety and Security~~. Upon issuance of a key, an employee is required to sign a key agreement indicating that he/she will not duplicate the key or loan the key to unauthorized personnel and will return the key to the Office of ~~Facilities Management Safety and Security~~ when no longer needed or upon separation from University employment. Lost or stolen keys should be reported immediately to the appropriate supervisor(s) at which time a lost key report will be completed. In the event of negligence, a charge for a lock change may be assessed when a key is lost or stolen. This charge must be paid by the employee before a new key is issued.



## UNIVERSITY PROPERTY:

Employees may be issued University property and other equipment necessary to perform their day-to-day duties and responsibilities. In addition, employees may be given access to the University's *technology resources* ~~computer systems~~ via passwords. It is the employee's responsibility that this equipment and material, as well as individual *technology account* ~~computer~~ passwords, *electronic* ~~computer~~ databases, and access to ~~computer~~ *technology* resources and equipment be maintained with the utmost care and be protected from misuse and/or abuse. ~~Once materials have been provided, the employee is responsible until appropriately returned to the supervisor.~~

## EMPLOYEE PENALTY UPON VIOLATION OF POLICY:

Violation of any part of the key agreement or the misuse and/or abuse of *technology account* ~~computer~~ passwords, *electronic* ~~computer~~ databases, or ~~computing~~ *technology* resources and equipment may result in revocation of all key or *technology* ~~computer~~ privileges and/or subject the employee to disciplinary action *as described in PG-55*. Under Kentucky Revised Statutes, any person who knowingly makes, or causes to be made, any University key shall be guilty of a Class A misdemeanor. Likewise, misuse and/or abuse, destruction, or unauthorized access to University property and/or *technology resources* ~~computer systems~~ is subject to disciplinary action and/or dismissal from University employment.

## **Policy: PG-50**

Subject: Staff Performance Management System

Approval Date: 12/14/1990

Revision Date: 09/15/2000

Revision Date: 09/20/2007

Revision Date: 06/08/2017

*Draft Date: 10/16/2019*

### **PURPOSE:**

Morehead State University utilizes a performance management process that sets job expectations and evaluates personnel by their performance. The evaluation process recognizes opportunities for those that are meeting or exceeding expectations as well as assists personnel not meeting expectations in order to maximize employee potential.

### **ADMINISTRATION OF THE SYSTEM:**

The Board of Regents authorizes the President to develop procedures for administering the Performance Management System.

### **MANAGEMENT RIGHTS AND RESPONSIBILITIES:**

The President may allocate funds for performance pay to be determined annually based on budgetary considerations. If performance pay is available, those considered will be employees rated as meeting or exceeding expectations.

### **EMPLOYEE ELIGIBILITY:**

All full-time non-faculty staff of both exempt and nonexempt status shall be eligible to complete probationary and annual performance evaluations. All part-time non-faculty staff who complete four or more months of employment in the fiscal year are eligible.

### **DEVELOPMENT OF STAFF EVALUATION FORMS:**

Staff evaluation forms are developed with certain core expectations in mind. The University's supervisors are to utilize the appropriate evaluation forms depending on the classification of the employee. Both forms evaluate different core expectations and a completed performance evaluation instrument shall enable supervisors to identify the rating of each core competency as well as the overall rating of the employee to meet one of these three available categories:

- Consistently exceeds the performance requirements of the position

- Completely meets the expectations of the position, indicating all assignments and objectives were performed according to the established requirements of the position
- Does not meet or partially meets some, but not all, expectations and further improvement is required for successful performance of the area in question.

## **SUPERVISOR RESPONSE:**

### **Performance Improvement Planning:**

Supervisors should contact the office of Human Resources for performance improvement planning assistance with any of the three possible over-all scores.

For Staff Performance Management System procedure information, refer to UAR 301.04.

**APPROVE YEAR END AMENDMENT  
TO 2018-19 OPERATING BUDGET**

**BOR (V-A-5)  
December 5, 2019**

---

**Recommendation:**

That the Board of Regents approve the amended operating budget for the fourth quarter of the 2018-19 fiscal year.

**Background:**

On October 18, 2019, the Board accepted the audit report for the fiscal year ended June 30, 2019 as presented by Dean Dorton Allen Ford, PLLC. The information contained in the audited financial statements is reflective of all transactions for the fiscal year and served as the University's fourth quarter financial report to the Board. In addition to the audit report are amendments to the operating budget and a capital outlay status report that are generally presented in combination with the fourth quarter financial report. The attached operating budget amendment information corresponds with the audit report for fiscal year ended June 30, 2019 as previously presented and accepted.

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period April 1, 2019 to June 30, 2019**

<b>Description</b>	<b>Opening Budget As of 4/1/2019</b>	<b>Adjustments</b>	<b>Amended Budget As of 6/30/2019</b>
<b>Revenues and Other Additions</b>			
Tuition and Fees	\$ 67,605,693	\$ 92,413	\$ 67,698,106
Government Appropriations	38,852,400	-	38,852,400
Indirect Cost Reimbursement	820,000	-	820,000
Sales and Services of Ed. Activities	2,039,783	638,615	2,678,398
Other Sources	4,222,891	479,376	4,702,267
Budgeted Fund Balance - E&G	9,974,772	-	9,974,772
Auxiliary Enterprises	22,393,259	244,040	22,637,299
Budgeted Fund Balance - AUX	3,540,000	-	3,540,000
<b>Total Revenues and Other Additions</b>	<b>\$ 149,448,798</b>	<b>\$ 1,454,444</b>	<b>\$ 150,903,242</b>
<b>Expenditure Authorizations by Division</b>			
<b>Educational &amp; General</b>			
President & Administration	\$ 2,103,539	\$ (6,360)	\$ 2,097,179
University Advancement	2,502,196	19,653	2,521,849
Administration & Fiscal Services	18,169,031	102,256	18,271,287
Student Affairs	17,348,002	614,124	17,962,126
Academic Affairs	51,173,634	910,616	52,084,250
Debt Service & Mandatory Transfers	4,053,677	(90,891)	3,962,786
Other	33,102,790	(484,016)	32,618,774
<b>Total Educational &amp; General</b>	<b>\$ 128,452,869</b>	<b>\$ 1,065,382</b>	<b>\$ 129,518,251</b>
<b>Auxiliary Enterprises</b>			
Administration & Fiscal Services	\$ 14,563,812	\$ 264,315	\$ 14,828,127
Student Affairs	793,542	14,359	807,901
Debt Service	5,099,597	90,891	5,190,488
Other	538,978	19,497	558,475
<b>Total Auxiliary Enterprises</b>	<b>\$ 20,995,929</b>	<b>\$ 389,062</b>	<b>\$ 21,384,991</b>
<b>Total Expenditure Authorizations</b>	<b>\$ 149,448,798</b>	<b>\$ 1,454,444</b>	<b>\$ 150,903,242</b>

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period April 1, 2019 to June 30, 2019**  
**Notes of Significant Adjustments to Revenue and Other Additions**

**Sales and Services of Educational Activities**

Unbudgeted revenue allocated during the fourth quarter totaled \$638,615

- Other miscellaneous revenue allocations totaled \$293,847
  - \$157,156 Student Affairs
  - \$131,803 Academic Affairs
  - \$3,988 University Advancement
  - \$900 Administration & Fiscal Services
- Athletic revenue allocations totaled \$186,970
  - \$93,658 Other Athletic Revenue
  - \$44,902 Game Guarantees
  - \$37,509 Athletic Camp Revenue
  - \$6,429 Other Miscellaneous Athletic Revenue
  - \$4,472 Gate Receipts
- Eagle Excellence Fund (EEF) support from the MSU Foundation totaled \$157,798

**Other Sources**

Unbudgeted revenue allocated during the fourth quarter totaled \$479,376

- Endowment income allocations primarily to Academic Affairs totaled \$252,021
- Unbudgeted support from the MSU Foundation totaled \$120,825
  - \$98,162 Academic Affairs
  - \$15,458 University Advancement
  - \$5,511 Student Affairs
  - \$1,694 Administration & Fiscal Services
- Other miscellaneous revenue totaled \$106,530
  - \$112,127 Student Affairs
  - \$12,540 Academic Affairs
  - \$2,355 Undistributed Institutional Support
  - (\$20,492) Administration & Fiscal Services

**Auxiliary Enterprises**

Revenue allocated during the fourth quarter totaled \$244,040

- Housing revenue allocated during the fourth quarter totaled \$221,486
- Soft Drink Commission revenue allocations totaled \$22,554
  - \$18,417 Food Services
  - \$4,137 Golf Course

**MOREHEAD STATE UNIVERSITY**  
**Budget Amendments Greater Than \$200,000**  
**For the Period April 1, 2019 to June 30, 2019**

<b>From:</b>	<b>To:</b>		
<b>Revenue and Other Additions</b>	<b>Division/ Budget Unit</b>	<b>Amount</b>	<b>Description</b>
Other Sources	Academic Affairs		
MSU Foundation	Nursing	\$ 203,243	Allocation of funds transferred from the MSU Foundation to purchase equipment for clinical laboratories used by the Nursing program, where students are trained to work with patients under simulated conditions.



**MOREHEAD STATE UNIVERSITY**  
**Capital Outlay Status Report**  
**Agency Funds**  
**For the Period of April 1, 2019 to June 30, 2019**

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
<b>I. Equipment Purchases \$200,000 or Greater</b>			
None			
<b>II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$1,000,000 or Greater</b>			
Water Treatment Plant Sediment Basin	\$ 1,600,000		In Planning

**APPROVE REAFFIRMATION OF KENTUCKY  
ADMINISTRATIVE REGULATIONS (KARs)**

**BOR (V-A-6)  
December 5, 2019**

---

**Recommendation:**

That the Board of Regents approve (as required by KRS 13A.336), the reaffirmation of the attached Kentucky Administrative Regulations (KARs) promulgated by this Board prior to March 1, 2013.

**Background:**

On March 28, 2019, the Kentucky General Assembly enacted KRS 13A.336 requiring Kentucky Administrative Regulations, effective prior to March 1, 2013, be evaluated and reaffirmed by the University Board of Regents and a certification letter be submitted stating same to the Legislative Research Commission by March 1, 2020. If a certification letter is not submitted by this deadline, the regulations expire.

General Counsel, Jane Fitzpatrick, has reviewed all attached regulations and recommends the regulations are appropriate and necessary as written. One additional Morehead State University regulation, 755 KAR 1:080, effective November 14, 2016, does not require reaffirmation at this time. All regulations effective subsequent to March 1, 2013 will require reaffirmation seven (7) years following their effective dates.

**755 KAR 1:010. Acquisition and disbursement of funds, accounting system - records and annual report.**

RELATES TO: KRS 164A.560, 164A.565

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provisions of KRS 164A.560 and 164A.565 at Morehead State University.

Section 1. The Morehead State University Board of Regents elects to perform the financial management functions set forth in KRS 164A.560, Section (2), related to the receipt, deposit, collection, retention, investment, disbursement, and accounting of all funds; and KRS 164A.565 related to the installation of and accrual basis accounting system, other records and annual reports.

Section 2. The Morehead State University Board of Regents elects to comply with KRS 164A.560, Section (2)(b) to limit disbursements to the accounts and for the purposes for which the state appropriations, or other monies have been received for through the enacting resolution of the institution's annual operating budget.

Section 3. The Morehead State University Board of Regents shall use an accrual basis accounting system and fund structure that conforms with generally accepted accounting principles and procedures established for colleges and universities by the National Association of College and University Business Officers and the American Institute of Certified Public Accountants, and shall act to ensure further compliance with Sections (2), (3), (6), (7), and (8) of KRS 164A.565. (16 Ky.R. 2292; eff. 6-10-90.)

**755 KAR 1:020. Delegation of financial management responsibility.**

RELATES TO: KRS 164A.560, 164A.565, 164A.575, 164A.620

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.560 at Morehead State University.

Section 1. The Morehead State University Board of Regents, under the provision of KRS 164A.560, elects to delegate responsibility for the financial management provisions of KRS 164A.560, 164A.565, 164A.575 and 164A.620 to the president of the university. Further, the Board of Regents delegates to the president responsibility for submitting to the state property and buildings commission information and requests for approval of any bond project approved by the Board of Regents. (16 Ky.R. 2293; eff. 6-10-90.)

**755 KAR 1:030. Annual audit.**

RELATES TO: KRS 164A.570

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.570 at Morehead State University.

Section 1. The Morehead State University Board of Regents elects to engage a qualified firm of certified public accountants for the purpose of submitting an independent opinion concerning the internal accounting controls and compliance with the provisions of KRS 164A.560, 164A.565, 164A.575, and 164A.620. The engagement of the qualified firm, scope of the audit, and report of findings shall be in accordance with the provisions of KRS 164A.570. (16 Ky.R. 2293; eff. 6-10-90.)

**755 KAR 1:040. Purchase - inventories - sales of surplus property procedures.**

RELATES TO: KRS 164A.575

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.575 at Morehead State University.

Section 1. The Morehead State University Board of Regents, under the provisions of KRS 164A.560, elects to purchase and manage interests in real property, contractual services, rentals of all types, supplies, materials, equipment, printing, and services in accordance with Sections (1), (2), (3), (4), (5), (6), (7), (8), (10), (11), and (12) of KRS 164A.575. (16 Ky.R. 2294; eff. 6-10-90.)

**755 KAR 1:050. Issuance of bonds.**

RELATES TO: KRS 164A.605

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.605 at Morehead State University.

Section 1. The Morehead State University Board of Regents, under the provision of KRS 164A.560, elects the authority to issue bonds subject to the conditions as set forth in KRS 164A.605. (16 Ky.R. 2295; eff. 6-10-90.)

**755 KAR 1:060. Fund for excellence.**

RELATES TO: KRS 164A.410, 164A.620

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.620 at Morehead State University.

Section 1. The Morehead State University Board of Regents, under the provisions of KRS 164A.560, elects and authorizes the establishment of a fund for excellence under the conditions and for the purpose as set forth in KRS 164A.620. (16 Ky.R. 2296; eff. 6-10-90.)



**755 KAR 1:070. Affiliated corporations.**

RELATES TO: KRS 164A.610

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to perform the financial management functions of KRS 164A.555 to 164A.630 by issuing administrative regulations to do so. This administrative regulation implements the provision of KRS 164A.610 at Morehead State University.

Section 1. The Morehead State University Board of Regents, under the provisions of KRS 164A.560 elects to organize and operate one (1) or more affiliated corporations in accordance with KRS 164A.610. (25 Ky.R. 959; eff. 12-3-98.)

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

**BOR (V-B-1)  
December 5, 2019**

---

**Recommendation:**

That the Board accept the financial statements and amend the operating budget for the first quarter of the fiscal year that will end June 30, 2020.

**Background:**

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of September 30, 2019, the first quarter of the fiscal year ending June 30, 2020. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Morehead State University**  
**Management's Discussion and Analysis**  
**First Quarter Financial Statements**  
**September 30, 2019**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the three months that ended on September 30, 2019. The statements and this discussion and analysis have been prepared by Accounting and Financial Services staff.

**Using These Financial Statements**

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

**Financial Highlights**

Morehead State University's financial picture remains stable through the first quarter of the 2019-2020 fiscal year. During the period July 1, 2019 through September 30, 2019, the University operated with a surplus of revenues over expenditures and transfers in the amount of \$19,090,891. This level of operating surplus is expected at this time, since most of the billings for the Fall 2019 semester are reflected in the tuition and fees revenue and only expenditures through September 30, 2019 are reflected. As the fiscal year proceeds, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

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

- Total revenues decreased approximately \$2.1 million from last year to \$59 million. The decrease primarily relates to reductions in tuition and housing revenue due to declines in undergraduate and graduate enrollment.
- The percent of actual total revenue to budget was 41.78% at September 30, 2019 and 41.16% at September 30, 2018. This percentage would be expected at this time, since most of the billings for the Fall 2019 semester are reflected in revenue.
- Total expenses were approximately \$40 million at September 30, 2019 and 2018. Expenditures reflect the commitment to advance the University's mission by focusing on the goals and objectives as defined in SOAR 2018-2022 Vision & Strategic Plan. Resources continue to be aligned to support instruction and student services to strengthen the University's financial position in the state's Performance Based Funding Model.
- Net change in net position was \$19.1 million at September 30, 2019 and \$20.4 million at September 30, 2018. As the fiscal year proceeds, the variance will continue to decrease and should reflect a more appropriate operating surplus or deficit.

**Morehead State University**  
**Unrestricted Current Funds**  
**Statements of Revenues, Expenditures & Changes in Net Position**  
**For the Three Months Ended September 30, 2019 and 2018**

	2019-2020			2018-2019		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
<b>Revenues</b>						
<b>Educational and General</b>						
Tuition and Fees	\$64,897,984	\$34,205,111	52.71%	\$67,410,031	\$35,662,409	52.90%
State Appropriations	38,466,800	11,540,000	30.00%	38,852,400	11,655,700	30.00%
Indirect Cost Reimbursement	815,000	184,329	22.62%	820,000	205,032	25.00%
Sales & Services Ed Activities	1,764,664	932,625	52.85%	1,765,968	903,784	51.18%
Other Sources	3,641,725	2,103,215	57.75%	3,668,817	2,190,994	59.72%
Budgeted Fund Balance-E&G	9,020,125	-	0.00%	9,974,772	-	0.00%
<b>Total Educational and General</b>	<b>\$118,606,298</b>	<b>\$48,965,280</b>	<b>41.28%</b>	<b>\$122,491,988</b>	<b>\$50,617,919</b>	<b>41.32%</b>
<b>Auxiliary Enterprises</b>						
Housing	\$15,138,300	\$7,921,995	52.33%	\$15,168,300	\$8,310,737	54.79%
University Store	3,724,000	1,672,596	44.91%	5,360,800	1,755,869	32.75%
Food Services	760,000	166,900	21.96%	716,500	92,221	12.87%
Other	1,060,000	274,705	25.92%	1,123,500	305,162	27.16%
Budgeted Fund Balance-Auxiliary	1,944,000	-	0.00%	3,540,000	-	0.00%
<b>Total Auxiliary Enterprises</b>	<b>\$22,626,300</b>	<b>\$10,036,196</b>	<b>44.36%</b>	<b>\$25,909,100</b>	<b>\$10,463,989</b>	<b>40.39%</b>
<b>Total Revenues</b>	<b>\$141,232,598</b>	<b>\$59,001,476</b>	<b>41.78%</b>	<b>\$148,401,088</b>	<b>\$61,081,908</b>	<b>41.16%</b>

**Morehead State University**  
**Unrestricted Current Funds**  
**Statements of Revenues, Expenditures & Changes in Net Position**  
**For the Three Months Ended September 30, 2019 and 2018**

	2019-2020			2018-2019		
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget
<b>Expenditures and Transfers by Division</b>						
<b>Educational &amp; General</b>						
President & Administration	\$2,127,151	\$464,598	21.84%	\$2,170,068	\$462,145	21.30%
University Advancement	2,438,298	717,298	29.42%	2,438,381	619,326	25.40%
Administration & Fiscal Services	17,592,188	6,944,195	39.47%	17,108,867	6,270,532	36.65%
Student Affairs	16,012,732	5,050,635	31.54%	17,121,246	5,024,130	29.34%
Academic Affairs	49,212,263	10,281,509	20.89%	50,099,420	10,681,592	21.32%
Other	35,051,268	12,461,255	35.55%	38,541,777	12,955,498	33.61%
<b>Total Educational &amp; General</b>	<b>\$122,433,900</b>	<b>\$35,919,490</b>	<b>29.34%</b>	<b>\$127,479,759</b>	<b>\$36,013,223</b>	<b>28.25%</b>
<b>Auxiliary Enterprises</b>						
Housing	\$11,998,357	\$2,760,599	23.01%	\$14,152,288	\$2,566,187	18.13%
University Store	3,416,857	790,570	23.14%	4,526,591	1,589,390	35.11%
Food Services	158,694	53,102	33.46%	210,154	59,364	28.25%
Other	3,224,790	386,824	12.00%	2,032,296	405,405	19.95%
<b>Total Auxiliary Enterprises</b>	<b>\$18,798,698</b>	<b>\$3,991,095</b>	<b>21.23%</b>	<b>\$20,921,329</b>	<b>\$4,620,346</b>	<b>22.08%</b>
<b>Total Expenditures and Transfers by Division</b>	<b>\$141,232,598</b>	<b>\$39,910,585</b>	<b>28.26%</b>	<b>\$148,401,088</b>	<b>\$40,633,569</b>	<b>27.38%</b>
<b>Net Change in Net Position</b>		<b>\$19,090,891</b>			<b>\$20,448,339</b>	

Morehead State University  
Statements of Net Position  
September 30, 2019 and 2018

	2019	2018
Current assets:		
Cash and cash equivalents	\$35,863,045	\$31,402,730
Accounts, grants and loans receivable, net	17,987,967	16,641,517
Prepaid interest	16,083	16,083
Inventories	1,956,102	2,094,648
Other current assets	58,848	210,007
Total current assets	55,882,045	50,364,985
Noncurrent assets:		
Accounts, grants and loans receivable, net	3,241,683	3,901,508
Prepaid interest	128,663	144,745
Prepaid lease	3,236,509	3,370,709
Investments	14,257,475	14,525,017
Capital assets, net	261,075,198	266,415,320
Total noncurrent assets	281,939,528	288,357,299
Total Assets	337,821,573	338,722,284
Deferred Outflows of Resources:		
Pensions	25,595,846	38,283,821
OPEB	2,997,853	3,720,183
Total deferred outflows of resources	28,593,699	42,004,004
Total assets and deferred outflows	\$366,415,272	\$380,726,288
Liabilities, Deferred Inflows and Net Position		
Current liabilities:		
Accounts payable and accrued liabilities	\$4,471,455	\$4,719,480
Unearned revenue	1,843,099	2,514,336
Bonds, notes and capital lease obligations, current portion	5,441,807	6,193,331
Total current liabilities	11,756,361	13,427,147
Long-term liabilities:		
Bonds, notes and capital lease obligations, noncurrent portion	83,404,111	88,189,617
Advances from federal government for student loans	3,296,670	3,405,264
Unearned revenue	290,235	290,235
Net pension liability	126,215,896	183,736,890
Net OPEB liability	27,878,680	31,623,052
Total long-term liabilities	241,085,592	307,245,058
Total Liabilities	252,841,953	320,672,205
Deferred Inflows of Resources:		
Deferred bond reoffering premium	1,857,933	2,044,806
Pensions	90,495,047	66,508,954
OPEB	3,991,902	563,591
Deferred gain on disposal	1,286,860	1,358,352
Total deferred inflows of resources	97,631,742	70,475,703
Net Position:		
Net investment in capital assets	170,516,093	170,154,752
Restricted:		
Expendable	6,586,132	7,999,720
Nonexpendable	11,518,075	11,513,173
Unrestricted	(172,678,723)	(200,089,265)
Total net position	15,941,577	(10,421,620)
Total liabilities, deferred inflows and net position	\$366,415,272	\$380,726,288

See Attached Notes To Statements of Net Position

**Morehead State University**  
**Notes to the Statements of Net Position**  
**September 30, 2019 and 2018**

1. The Statements of Net Position include the unrestricted current funds, restricted current funds, endowment funds, loan funds, and plant funds of the University. Agency funds held for others are not included.
2. Cash and cash equivalents increased \$4.5 million primarily due to decreases in expenditures as a result of operating expense budget reductions.
3. Accounts, grants, and loans receivable are shown net of allowance for uncollectible student accounts of \$1,427,222 at September 30, 2019 and \$1,558,161 at September 30, 2018. Also, included in this category is \$8.8 million in receivables from federal and state agencies at September 30, 2019 and \$6.9 million at September 30, 2018. The increase in receivables from federal and state agencies is primarily related to the timing of when drawdowns were completed for the Ford Loan program. This was offset by the receipt of capital appropriations for the student services facility renovation/expansion project.
4. Other current assets include financial commitments from the MSU Foundation for campus construction and renovation projects.
5. Noncurrent accounts, grants and loans receivable represent balances owed to the University from borrowers who have participated in the Federal Perkins Loan Program.
6. Capital assets, net decreased approximately \$5.3 million from the previous year primarily due to depreciation expense. The decrease was offset by expenses reported as construction in progress for the renovation/expansion of ADUC that were capitalized and moved to capital asset categories. Accumulated depreciation on buildings and equipment was \$208,316,968 at September 30, 2019 and \$196,932,020 at September 30, 2018.
7. Deferred outflows of resources include the amount of pension and OPEB contributions paid to KTRS and KERS from July 1, 2018 through June 30, 2019. These amounts were paid subsequent to the June 30, 2018 measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2020. Deferred outflows also include amounts related to changes in assumptions used in the calculations by the actuaries.
8. Accounts payable and accrued liabilities include amounts due to vendors and amounts due for withheld and matching portions of payroll taxes and estimated claims payable, but not paid until after the Statements of Net Position date.
9. Unearned revenue from federal and state grants represent amounts received but not expended at the Statements of Net Position date.
10. Bonds and capital lease obligations include the current and long-term portions of amounts borrowed for the purchase of plant assets. On April 26, 2019, the University entered into a lease agreement with Dell Financial Services for infrastructure equipment in the amount of \$607,835. The University also made principal payments on outstanding debt in the amount of \$6 million and amortized \$145,000 in Bond Reoffering Premiums from October 1, 2018 through September 30, 2019.
11. Net pension and OPEB liability is due to the implementation of GASB 68 and GASB 75, which required Morehead State University to record its proportionate share of the Commonwealth of Kentucky's net pension and net OPEB liability.
12. Deferred inflows of resources include bond premiums from the issuance of the 2014 Series A and B and 2016 Series A General Receipts Bonds. Also, included in this category are deferred inflows from changes in assumptions and changes in proportionate share of contributions related to GASB 68 and 75.

**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period July 1, 2019 to September 30, 2019**

Description	Opening Budget As of 7/1/2019	Adjustments	Amended Budget As of 9/30/2019
<b>Revenues and Other Additions</b>			
Tuition and Fees	\$ 64,897,100	\$ 884	\$ 64,897,984
Government Appropriations	38,466,800	-	38,466,800
Indirect Cost Reimbursement	815,000	-	815,000
Sales and Services of Ed. Activities	1,542,458	222,206	1,764,664
Other Sources	2,937,217	704,508	3,641,725
Budgeted Fund Balance - E&G	9,020,125	-	9,020,125
Auxiliary Enterprises	20,682,300	-	20,682,300
Budgeted Fund Balance - AUX	1,944,000	-	1,944,000
<b>Total Revenues and Other Additions</b>	<b><u>\$ 140,305,000</u></b>	<b><u>\$ 927,598</u></b>	<b><u>\$ 141,232,598</u></b>
<b>Expenditure Authorizations by Division</b>			
<b>Educational &amp; General</b>			
President & Administration	\$ 2,343,514	\$ (216,363)	\$ 2,127,151
University Advancement	2,399,310	38,988	2,438,298
Administration & Fiscal Services	17,177,031	415,157	17,592,188
Student Affairs	15,774,176	238,556	16,012,732
Academic Affairs	47,510,112	1,702,151	49,212,263
Debt Service & Mandatory Transfers	3,481,488	128,000	3,609,488
Other	33,289,980	(1,848,200)	31,441,780
<b>Total Educational &amp; General</b>	<b><u>\$ 121,975,611</u></b>	<b><u>\$ 458,289</u></b>	<b><u>\$ 122,433,900</u></b>
<b>Auxiliary Enterprises</b>			
Administration & Fiscal Services	\$ 10,537,911	\$ 430,865	\$ 10,968,776
Student Affairs	834,392	(22,362)	812,030
Debt Service	5,108,075	250,000	5,358,075
Other	1,849,011	(189,194)	1,659,817
<b>Total Auxiliary Enterprises</b>	<b><u>\$ 18,329,389</u></b>	<b><u>\$ 469,309</u></b>	<b><u>\$ 18,798,698</u></b>
<b>Total Expenditure Authorizations</b>	<b><u>\$ 140,305,000</u></b>	<b><u>\$ 927,598</u></b>	<b><u>\$ 141,232,598</u></b>



**MOREHEAD STATE UNIVERSITY**  
**Unrestricted Current Funds**  
**Budget Amendments**  
**For the Period July 1, 2019 to September 30, 2019**  
**Notes of Significant Adjustments to Revenue and Other Additions**

**Sales and Services of Educational Activities**

Unbudgeted revenue allocated during the first quarter totaled \$222,206

- Athletic revenue allocations totaled \$166,570
  - \$60,463 NCAA Proceeds
  - \$59,980 OVC Media Revenue
  - \$31,098 Athletic Camp Revenue
  - \$15,029 Game Guarantees
- Other miscellaneous revenue allocations to Academic Affairs totaled \$45,400
- Eagle Excellence Fund (EEF) support from the MSU Foundation totaled \$10,236

**Other Sources**

Unbudgeted revenue allocated during the first quarter totaled \$704,508

- Unbudgeted support from the MSU Foundation totaled \$392,273
  - \$379,053 Academic Affairs
  - \$11,070 University Advancement
  - \$2,150 Student Affairs
- Endowment income allocations primarily to Academic Affairs totaled \$249,979
- Other miscellaneous revenue totaled \$62,256
  - \$53,161 Administration & Fiscal Services (*includes \$47,116 from Auto Registration revenue for a new student parking lot*)
  - \$6,447 Academic Affairs
  - \$1,679 President & Administration
  - \$969 Student Affairs

**MOREHEAD STATE UNIVERSITY**  
**Budget Amendments Greater Than \$200,000**  
**For the Period July 1, 2019 to September 30, 2019**

<b>From:</b>	<b>To:</b>		
<b>Revenue and Other Additions</b>	<b>Division/ Budget Unit</b>	<b>Amount</b>	<b>Description</b>
Other Sources	Academic Affairs		
MSU Foundation	MSU Teach	\$ 315,842	Allocation of funds transferred from the MSU Foundation to support personnel and operating expenses of the MSU Teach Program. This program is designed to integrate best teaching practices within the content areas of math and science that allow students to complete a Bachelor of Science degree within four years while earning teacher certification.

**MOREHEAD STATE UNIVERSITY**  
**Capital Outlay Status Report**  
**Agency Funds**  
**For the Period of July 1, 2019 to September 30, 2019**

	<u>Estimated Project Scope</u>	<u>Completion Date</u>	<u>Project Status</u>
<b>I. Equipment Purchases \$200,000 or Greater</b>			
None			
<b>II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$1,000,000 or Greater</b>			
Water Treatment Plant Sediment Basin	\$ 1,600,000		In Planning

**RATIFY 2020-2022  
BIENNIAL BUDGET REQUEST**

**BOR (V-B-2)  
December 5, 2019**

**Recommendation:**

That the Board of Regents ratify the 2020-2022 Biennial Budget Request for Morehead State University.

**Background:**

On October 31, 2019, the Council on Postsecondary Education approved a 2020-2022 Operating and Capital Budget recommendation for public postsecondary education institutions to the Governor and General Assembly. Morehead State University, as well as the other public postsecondary institutions, was required to submit a 2020-2022 Biennial Budget Request by November 15, 2019 to the Office of State Budget Director, Governor's Office for Policy and Management (GOPM) and the Legislative Research Commission (LRC), via the Council on Postsecondary Education. This submission was made by the deadline and in accordance with the Council's recommendation regarding the operating and capital project request for Morehead State University.

**Operating Request:**

The following is a summary of the Council's 2020-2022 General Fund operating budget request for Morehead State University:

<b>Operating Funds</b>	
Beginning Base (2019-20 General Funds)	\$38,466,800
Adjustment to Base:	
Performance Funding Contribution (2% stop-loss provision)	(712,900)
Fiscal Year 2020-21	\$37,753,900
Fiscal Year 2021-22	\$37,753,900

Senate Bill 153 (i.e. the Postsecondary Education Performance Funding Bill) was signed into law by the Governor on March 21, 2017. The enacted legislation (KRS 164.092) called for the funding model for public universities to be phased in over three years, beginning in fiscal year 2018-19. A hold harmless provision, which prevented the transfer of any state General Fund appropriations among institutions, was included in the first year. In the second and third year, the bill instituted 1 percent and 2 percent stop-loss provisions, which limit the amount of potential transfers among institutions in fiscal years 2019-20 and 2020-21,

respectively. Unless action is taken by the legislature in construction of the *2020-2022 Budget of the Commonwealth* through bill language and appropriation amounts, all hold harmless and stop-loss provisions will sunset beginning fiscal year 2021-22, allowing 100 percent of allocable resources to be determined by the formula. The impact of losing these provisions would be immediate and severe. For example, in the 2019-20 iteration of the university performance funding model, Morehead State University's hold harmless allocation was over \$2.8 million or 7.9% of our adjusted net General Fund. Without an infusion of new operating funds – appropriated to the Postsecondary Education Performance Fund and distributed using the funding model – and barring any unanticipated large gains in performance, it is estimated that MSU would lose the amount currently allocated as hold harmless. The Council has recommended that the Governor and General Assembly take action to maintain a stop loss provision in fiscal year 2021-22, limiting the reduction in funding to any institution to 2% of that institution's formula base amount. This recommendation has unanimous support among campus presidents, chief budget officers, and CPE senior staff.

The 2020-2022 operating funds request reflects the 2 percent stop-loss provision in fiscal year 2020-21 as a Performance Funding Contribution. Two percent of net General Funds (total General Funds minus funding for mandated programs) from all institutions will be transferred to the Postsecondary Education Performance Fund and subsequently distributed to the institutions based on an updated iteration of the funding model.

In addition to maintaining the current base funding for postsecondary education, the Council has requested \$52.5 million (6.1% increase) in fiscal year 2020-21 and \$75.0 million (8.7% increase) in fiscal year 2021-22 for Performance Funding. If the requested funds are authorized, it is anticipated that 7 of 8 universities, including Morehead State University, will have achieved equilibrium in the performance funding model.

### **Capital Request:**

Each biennium the Council is asked to present a recommendation to the Governor and General Assembly that identifies the capital needs of Kentucky's public postsecondary institutions. While investment in new construction, information technology, and equipment are important needs for the postsecondary institutions, due to the magnitude of accumulated renovation and renewal needs, the Council's 2020-22 request for capital construction focused exclusively on asset preservation projects. If the requested capital investment funding is authorized, \$400 million in state General Fund supported bond funds would be allocated among the postsecondary institutions using an agreed upon allocation method. Specifically, CPE senior staff and a majority of campus presidents and chief budget officers (CBOs) agreed that one percent (1%) of the total bond funds (or \$4 million) would be distributed to each university as a base level of funding, and two percent (2%) of the total bond funds would be distributed to KCTCS. The remaining funds (\$360 million) would be distributed based on each institution's share of total asset preservation need, identified in the 2013 update to the *Facility Condition Assessment & Space Study*, VFA, 2007. The proportionate share identified for Morehead State University is \$23,019,500. In keeping with the notion of a long-term partnership among state government, postsecondary institutions, and students and families to address renovation and renewal needs, the recommended state funding

appropriated for asset preservation would be matched fifty cents on the dollar with institutional resources. An institutional match of \$11,509,750 would be required to access the full amount of asset preservation funds allocated for MSU. Should any institution be unable to fully match their allocation of asset preservation pool funds, those unmatched funds will be distributed to institutions that are able to provide matching funds.

Morehead State University's foremost priorities for the 2020-2022 biennium include construction of a new academic science building to replace Lappin Hall, construction of a new academic multi-purpose classroom building, and renovation of the Bert T. Combs Building.

The chart on the following page details capital projects that were included in Morehead State University's 2020-2022 Biennial Budget Request. Projects included were based on the University's 2020-2026 Six Year Capital Plan ratified by the Board on March 28, 2019 and capital funding recommendations made for Morehead State University in the Council's 2020-2022 biennial budget request.

CAPITAL PROJECTS REQUEST 2020-2022					
Priority	Project Title	Total Scope	State Bonds	Agency Bonds	Other
1	Construct Science & Engineering Building	\$ 98,000,000	\$ 98,000,000		
2	Construct Center for Excellence in Education	52,380,000	52,380,000		
3	Renovate Combs Classroom Building	30,733,000	30,733,000		
4	Postsecondary Asset Preservation-Institutional Match	11,510,000		11,510,000	
5	Renovate Third Street Eats	2,982,000	2,982,000		
6	Replace Electrical Switchgear B	1,891,000	1,891,000		
7	Capital Renewal & Maintenance Pool-E&G	7,600,000	7,600,000		
8	Water Plant Sediment Basin	1,921,000	1,921,000		
9	Upgrade Campus Fire & Security Systems	2,729,000	2,729,000		
10	Repair Camden-Carroll Library Façade & Interior	10,000,000	10,000,000		
11	Enhance Network/Infrastructure Resources-Additional	3,150,000	3,150,000		
12	Enhance Library Automation Resources	1,573,000	1,573,000		
13	Upgrade Instructional PCs/LANS/Peripherals	4,088,000	4,088,000		
14	Capital Renewal & Maintenance-University Farm	1,235,000	1,235,000		
15	Comply with ADA-E&G	3,921,000	3,921,000		
16	Renovate Button Auditorium	18,129,000	18,129,000		
17	Renovate Howell-McDowell	4,139,000	4,139,000		
18	Renovate Jayne Stadium	39,761,000	39,761,000		
19	Acquire Land Related to Master Plan	4,000,000	4,000,000		
20	Renovate Lappin Hall	7,975,000	7,975,000		
21	Capital Renewal & Maintenance Pool-Auxiliary	4,539,000		4,539,000	
22	Comply with ADA-Auxiliary	2,034,000		2,034,000	
23	Construct New Residence Hall	37,956,000		37,956,000	
24	Construct New Volleyball Facility-Phase 2	2,380,000		2,380,000	
25	Renovate Alumni Tower Ground Floor	3,812,000		3,812,000	
26	Renovate Cartmell Residence Hall	15,188,000		15,188,000	
27	Replace Exterior Precast Panels-Nunn Hall	3,148,000		3,148,000	
28	Replace Turf on Jacobs Field	1,102,000		1,102,000	
29	Guaranteed Energy Savings/Performance Contracting*	0			0
<b>TOTAL 2020-2022 CAPITAL PROJECTS</b>		<b>\$ 377,876,000</b>	<b>\$ 296,207,000</b>	<b>\$ 81,669,000</b>	<b>\$ 0</b>

\*The state's Guaranteed Energy Performance Projects pool serves as a central project pool authorization for Guaranteed Energy Savings Performance Contracts in any University-owned building. These contracts will function as a lease-purchase procurement, using energy savings as payments for improvement, as provided by KRS 56.770 to 56.784.

# **AUTHORIZE MODIFICATION AND CONSOLIDATION OF EXISTING LEASE AGREEMENTS**

**BOR (V-B-3)  
December 5, 2019**

---

## **Recommendation:**

That the Board of Regents authorize the University President to modify the terms of two existing lease agreements with Kentucky Bank, Inc. and to consolidate the obligations into one lease agreement.

## **Background:**

On September 25, 2014, the Board authorized the University President and/or the Vice President for Administration and Fiscal Services to execute a lease agreement either through the Commonwealth of Kentucky Master Lease Program or a separate third party lender in an amount not to exceed \$10 million to finance the upgrade and expansion of the University's information technology infrastructure network and campus security systems. MSU selected Kentucky Bank, Inc. through a competitive bid process to provide financing for the project and entered into a lease agreement with the bank on June 19, 2015. The terms of the lease agreement included a \$10 million obligation to be repaid over a ten year period at a fixed interest rate of 2.92% as a non-bank qualified tax free lease. On August 9, 2018, the Board authorized the University President to modify the terms of the original lease agreement for the remaining principal balance (\$8,529,113) for a term of fifteen years at an interest rate of 3.5% for years 1-5, 4.0% for years 6-10, and 4.5% for years 11-15. As of November 21, 2019, the remaining principal balance of the lease obligation is \$8,015,955.

On June 10, 2008, Morehead State University issued \$10 million General Receipts Bonds, 2008 Series A for the purpose of refunding outstanding Housing and Dining Systems Revenue Bonds, Series N, P, and R and paying the cost of the new bond issue. The interest rate on the 2008 Series A Bonds was 3.00 – 3.80% with a maturity date of November 1, 2022. The University had the option to redeem the bonds on or after the call date of November 1, 2018 at the price of par plus accrued interest. In December 2018, MSU requested formal letters of interest from local and regional banking institutions with locations in Rowan County who may have an interest in providing financing to allow the University to redeem the bonds and restructure the debt. Of the responses received, the banking institution with the most competitive terms and favorable lease structure was Kentucky Bank, Inc. On March 28, 2019, the Board authorized the University President to execute the University's option to redeem the General Receipts Bonds, 2008 Series A prior to maturity and to enter into a lease agreement with Kentucky Bank, Inc. to finance the principal balance of the bonds plus accrued interest to the redemption date (\$2,066,763). The term of the lease agreement was eight years at a fixed interest rate of 3.65%. As of November 21, 2019, the remaining principal balance of the lease agreement is \$1,561,667.

Given the institutional obligations and current budget constraints, it will be advantageous to the University during the next several years to restructure our debt portfolio to substantially reduce



annual cash payments. On October 23, 2019, University administrators discussed with a Kentucky Bank representative the possibility of consolidating the two existing leases into one lease with the following parameters:

- Twenty (20) year term
- Interest payments only for first four (4) years
- Principal and interest payments for remaining sixteen (16) years

On November 21, 2019, Kentucky Bank, Inc. provided an outline of initial proposed terms to modify and consolidate the lease agreements for the combined remaining principal balance of \$9,577,622 for a term of twenty years. The proposed interest rate is 3.99% for years 1-7 and 5.25% for years 8-20. Payments would include interest only for the first 4 years, and would include principal and interest for the remaining 16 years. If authorized, the resulting lease modifications would reduce annual lease payments by approximately \$645,000 in years 1-4 of the proposed lease term.

**APPROVE BACHELOR OF SCIENCE IN  
SYSTEMS INTEGRATION ENGINEERING**

**BOR (V-B-4)  
December 5, 2019**

---

**Recommendation:**

That the Board of Regents approve the proposed Bachelor of Science in Systems Integration Engineering.

**Background:**

The School of Engineering and Computer Science has developed a new engineering program (as a revision and replacement of its current Bachelor of Science in Engineering Management) designed to meet the pressing needs of industrial corporations in MSU's service region for highly skilled multidisciplinary engineering professionals. The proposal has recently completed the Kentucky Council on Postsecondary Education's (CPE) preproposal round and pending approval by the Board of Regents will be presented to the CPE for final approval during the spring of 2020.



---

Morehead State University is committed to providing equal educational opportunities to all persons regardless of race, color, national origin, age, religion, sex, sexual orientation, gender identity, gender expression, disabled veterans, recently separated veterans, other protected veterans, and armed forces service medal veterans, or disability in its educational programs, services, activities, employment policies, and admission of students to any program of study. In this regard the University conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. This includes: Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Executive Orders 11246 and 11375, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and Kentucky Revised Statutes 207.130 to 207.240; Chapter 344 and other applicable statutes. Vocational educational programs at Morehead State University supported by federal funds include industrial education, vocational agriculture, business education, and the associate degree program in nursing. Any inquiries should be addressed to: Affirmative Action Officer, Morehead State University, 301 Howell-McDowell Administration Building, Morehead, KY 40351, 606-783-2097.