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Board of Regents, Murray State University

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MINUTES OF THE MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
January 30, 1982

The Board of Regents of Murray State University met January 30, 1982, at 3:30 p.m., in the oard Room, Third Floor, Wells Hall, on the campus of the University. The following members were present: Mr. J. W. Carneal, Dr. Charles E. Howard, Mr. Mark McClure, Mr. Jere McCuiston, Mr. Bill Morgan, Mrs. Sara L. Page, Dr. Ed Settle, Mr. Steve West, and Mr. Ron Christopher, Chairman, presiding.

Mr. Jerry Woodall was absent.

Present for the meeting were Dr. Constantine W. Curris, President; Mrs. Patsy Dyer, Secretary of the Board; Mr. Jim Hall, Vice-President for Administrative Services and Treasurer of the Board; Vice-Presidents Marshall Gordon and Richard Butwell; Mr. James Overby, University Attorney; Dr. Rick Stinchfield, Administrative Assistant to the President; Dr. Tom Posey, President, Faculty Senate; members of the news media and visitors.

Chairman Christopher called the meeting to order and Mr. Morgan gave the invocation.

Agenda

The following agenda was presented for the meeting:

AGENDA
for
Meeting of the Board of Regents
Murray State University
Saturday, January 30, 1982
3:30 p.m.

1. Approval of the Minutes of the following Meetings

- A. September 26, 1981
- B. October 24, 1981
- C. November 14, 1981
- D. November 21, 1981

2. Report of the President

3. Faculty Personnel/Payroll Items

A. Resignations, Retirements

RETIREMENTS:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Alta V. Presson	Professor, Home Economics	12/30/81

RESIGNATIONS:

Vicki E. Shell	Project Director & Asst. Prof., Continuation of Writing Mining Performance Objectives, Industrial Education	12/31/81
Joan Soulier Adams	Asst. Prof., Nursing	12/18/81
Martha M. Parker	Visit. Lec., Management & Marketing	12/31/81
Ralph Firedgen	Asst. Football Coach & Inst., Athletics	1/29/82

TERMINATION OF CONTRACT:

Wade A. Northington	Veterinarian III, VDRC	12/15/81
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B. Leave of Absence (without pay)

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Donald W. Johnson	Professor, Biological	2/1/82--5/31/82

C. Adjustments in Salary

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Judy S. Payne	Inst., Home Economics	\$500.00 for directing workshop on Reading Strategies, Grant #610; effective 11/4/81
James B. Carlin	Professor, Instruction & Learning	\$125 for consultant, workshop on Directed Reading, Grant #610, effective 11/4/81
Bonnie Higginson	Inst., Home Economics	\$125 for consultant, workshop on Grant #610 effective 11/4/81
Paul McNeary	Asst. Prof., Industrial Education	\$800 for Directpr. 8-day workshop for Vocational Administrators, effective 11/23/81
Paul R. McNeary	Asst. Prof., Industrial Education	\$200 for class in Shop Ethics & Attitudes for W. KY Yourh Skills & Trn. Center, effective 11/19/81
Muckatira Chengappa	Vet. Michrobologist, VDRC	From \$27,000/yr to \$28,500 p/yr effective 11/16/81; earned certification as Diplomate of Amer. College of Vet. Microbiologists
Paul Naberezny	Counselor/Instructor, Counseling & Testing Center	\$60 for down marker linesman, 4 football games, effective 11/9/81
J. Kenneth Purcell	Assoc. Prof., Recreation & PE	\$60 for down marker linesman, 4 football games, effective 11/9/81
Michael Stepto	Asst. Prof., Military Science	\$60 for down box operator 4 football games; effective 11/9/81
Gary Brockway	Assoc. Prof., Management & Marketing	\$170 for basketball timer 17 games; effective 3/6/82
James B. Carlin	Professor, Instruction & Learning	\$150 for consultant, In-Service Ed. Workshop; effective 11/12/81
Anne S. Swan	Asst. Prof., Nursing	\$130.00 for continuing education services "Basic EKG Interpretation, effective 10/21 & 28/81
A. C. Krizan	Asst. Prof., Office Administration & Business Education	%600.00 for co-presenter of Seminar, Conferences & Cont. Educ. effective 11/4 & 5/81

✓ Admustrments in Salary (continued)

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Jules Harcourt	Professor, Office Administration & Bus. Education	\$600.00 for co-presenter of Seminar, Conferences & Cont. Educ. effective 11/4 & 5/81
Steven H. Jones	Inst., Sociology & Anthropology	Additional \$50.00 p/mo. effective 12/14/81; doctorate completed
Frank Nelson Ford, Jr.	Asst. Prof., Computer Studies	From \$21.620 (acad) to \$22,120 (acad) effective 1/1/82; Ph.D completed
Allan L. Beane	Asst. Prof., Spec. Educ.	\$75 for consultant to Workshop, 10/28/81
Lowell Latto	Asst. Prof., Prof. Studies	\$75 for consultant, Center for Leadership Studies, effective 12/7/81

D. Employment

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
Hashim N. Abid	Veterinary Pathologist VDRC	\$37,000/yr	11/24/81
C. Russell Jensen	Visiting Asst. Prof., History	8,640 for	1/1/82--5-31-82
Ann G. Minor	Clin. Inst., Nursing	6,500 (spring)	1/4/82
Diana M. Spillman	Inst., Home Ec/Child St.	1,350/mo	1/1/82--5/31/82
Debra J. Jeter	Visit. Lec., Management	8,500 (spring)	1/1/82

E. Adjunct, Special Non-Credit, and Overload Compensations

ADJUNCT FACULTY

<u>Name</u>	<u>Course</u>	<u>Semester</u>	<u>Amount</u>
Ronald D. Dayley	GSC 510-01	Spring	\$1,000.00
Freddie P. Allgood	ENT 380	Spring	1,000.00
Cynthia W. Turnbow	ENG 102-05	Spring	1,000.00
Marcia M. Johnson	ENG 103-30	Spring	1,000.00
Deborah M. Sparks	ENG 101-02	Spring	1,000.00
Mary A. Anderson	VST 120	Spring	1,000.00
Mary A. Anderson	VST 121	Spring	1,000.00
Robert W. Hopkins	PHE 150-01	Spring	1,000.00
	PHE 260-01		
Leo F. Green	JOU/RTV 546	Spring	1,000.00
Sandy Forrest	PHE 119-01	Spring	200.00
Frances M. Clark	MUS 316-01	Spring	240.00
Dan J. Lauby	PHE 119-03	Spring	200.00
Roland H. Oddera	PHE 118-01	Spring	200.00
John R. Reagan	PHE 416-01	Spring	670.00
Vicki D. Stayton	SED 526-01	Spring	1,000.00
Susan H. Blackford	CDI 378-01	Spring	666.66
Delbert Honchul	MGT 570	Spring	1,000.00
Lisa S. Houston	ECO 231-09	Spring	2,000.00
	ECO 231-10		
Frank H. Julian	LST 310	Spring	1,000.00
Joann P. Niffenegger	SED	Spring	1,000.00
David Travis	FIN 331-01	Spring	1,000.00
Ted L. Vaughn	MKT 566	Spring	1,000.00
Maura C. Yoo	MAT 109-06	Spring	1,000.00
Sally T. Guy	ART	1st 3 wks.	187.50
Emily W. Wolfson	ART	1st 3 wks.	375.00
Emily W. Wolfson	ART	last 3 wks. of fall sem.	561.00

OVERLOAD

<u>Name</u>	<u>Course</u>	<u>Semester</u>	<u>Amount</u>
Joseph N. Jackson	RTV 270-02	Spring	\$1,000.00
Frank E. Blodgett	RTV 450	Spring	500.00
Tommy D. Kennedy	RTV 450	Spring	500.00
Melvin E. Page	IDC 101	Fall	1,000.00
Elizabeth G. Blodgett	CDI 672-01	Spring	1,000.00
Lewis L. Bossing	ELE 649-81	Spring	1,000.00
Viola P. Miller	CDI 648-01	Spring	666.66
Nancy G. Smith	CDI 340-01	Spring	1,000.00

NON-CREDIT SPECIAL INTEREST COURSES

<u>Name</u>	<u>Course</u>	<u>Amount</u>
John G. Taylor	Understanding Self and Others In The Work Place	\$ 50.00
Cathy V. Mattis	Dancaerobics	543.75
Elmo Reed	Guitar (Beginning)	168.75
Laverne C. Ryan	Beginning Typewriting	540.00
Adam B. Lanning	Beginning Marathoning	67.50
Linda Haverstock	Dancaerobics	543.75
Alma L. Tracy	Bridge (Beginning) Bridge)Advanced)	375.00
Charles R. Thurman	Ballroom Dancing	262.50
Diana L. Rabatin	Tole and Decorative Painting	236.25
Dorothy M. Byrn	Genealogy	168.00
Betty L. Boston	Securities and Investing-How It Affects You	
Connie J. Boltz	Selecting or Changing Your Career	20.00
Paul F. Blankenship	The Book of Psalms	56.25

4. Staff Personnel/Payroll Items

A. Retirements, Resignations, Terminations

Reduction in Force:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Tommy Kimbro	Carpenter B, temp. Phys. Plant	12/22/81
Timothy Cooksey	Electrician B, temp. Phys. Plt	12/22/81
Billy Walker	Mechanical Servicemen, temp. Physical Plant	12/22/81
William Kinsolving	Electrician A, temp. Phys. plt	12/22/81
Homer Lovett	Carpenter A, temp. Phys. Plant	12/22/81
Terry McClard	Laborer, temp., Physical Plant	12/22/81
Ellen Buskuehl	Secretary, YACC	11/30/81
Gregory Wheatley	Employability Prep Specialist, West KY Youth Skills & Training	11/30/81

Retirement:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Frances A. Thurmond	Locker Room Attendant, Recreation & Physical Education	1/ 4/82
Mary E. Warren	Salad Worker, Food Services	12/16/81
Opha B. Spiceland	Cashier, University Store	12/ 9/81
Dorothy Farris	Library Clerk, Library	1/29/82

Resignation:

Robin M. Farley	Mover, Physical Plant	1/12/82
Kevin C. Wilson	Serviceman B. Physical Plant Environmental Systems	1/15/82
James W. Yapple	Work Coord., YACC	12/ 7/81
Keneth J. Canady	MOS Inst., Fort Campbell	12/11/81
Regena M. Baggett	Library Assistant, Library	1/15/82
Jim Baurer	Bus Driver, Inst. & Learning	12/22/81
Phyllis G. Price	Clerk Typist, Speech & Theatre	1/27/92
Lola P. Lewis	Secretary, Learning Center	1/20/82
Carlton D. Litchford	Sub. Worker, Food Services	1/ 7/82
R. C. Miller	Auto Mechanic, Physical Plant	2/25/82

Discharged:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Willie O. Reed	Dishroom Wrkr, Food Services	11/16/81

B. Adjustments in Salary

<u>Name</u>	<u>Assignment</u>	<u>Change/Explanation</u>
Pamela G. Underwood	Director, Jackson Purchase Area Health Education System	From \$23,600/yr to \$11,800/yr effective 11/1/81; part-time 2/1/82
Harold Hutson	Custodian Leader, Physical Plant	From Custodian G2 at \$3.52 p/hr to Leader G4 at \$3.91 p/hr effective 11/14/81
Kathleen D. Fleming	Adm. Sec. G7, Teaching & Media Resources	From Sec. G6 at \$4.49 p/hr to Adm Sec G7 at \$4.79 p/hr effective 1/4/82; job audit reclassification
Nancy F. O'Cain	Adm. Sec. G8, Athletic Department	From Sec. Athletic Promotion at \$4.14 p/hr to Adm Sec at \$5.04 p/hr effective 1/4/82
Stephen S. Hobbs	Swine Herdsman, Farm	From 5.17 p/hr to \$14,000 p/yr effective 7/1/81
William N. Rice	Farm Coord., Farm	From 15,666/yr to \$16,300/yr effective 7/1/81
Claire M. Benton	Exec. Sec. G10, VP for Administrative Services	From Adms. Sec. G8, Athletic Dept. at \$5.14 p/hr to Exec. Sec G10 at \$5.85 p/hr effective 1/4/82
William L. Call	Electronics Engineer, Environmental Sciences	\$195 for use of van for PA System jobs for period 8/25/81--12/11/81
Ann M. Palormo	Work Coord., Kenlake, YACC	From Program Devel/Writer, W KY Youth Skills at \$14,244.38/yr (reduction in force) to Work Coord., Kenlake, YACC at \$4.75/hr 1/1/82--4/30/82
Dana J. Bullock	Secretary, Learning Center	From YACC to Learning Center effective 1/11/82, at \$4.40/hr.
M. Lucille Rudolph	Cashier, University Store	From Clerk G4, at \$3.99/hr to Cashier G5, at 4.14/hr effective 12/10/81
Colleen A. Boarman	Sec., YACC	From W KY Youth Skills to YACC Sec., \$3.71/hr effective 1/1/82 -- 4/30/82
Carol H. Hoffman	Sign Graphics Designer, Eng. & Arch. Services, Physical Plant	\$1200 for 1/4/82--2/26/82 for Graphic Artist Silk Screen, KY Human. Grant #79G117

C. Employment

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
P. Ann Henry	Projector Director, temp. p-t, Fire Personnel Training Materials, Industrial Education	\$3,720 for	1/1/82--6/30/82
Calvin R. McKay	LRC Operator, Fort Campbell	7.01/hr	11/2/81
Barbara Alexander	Dishroom Wrkr, Food Service	3.52/hr	11/30/81
James L. Geurin	Pots & Pans Wrkr, Food Srvc.	3.52/hr	11/30/81

Employment (continued)

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Effective</u>
Larry Lomax	Pathologist, temp. VDRC	140/da	11/16--21/81
Martha Roberts	Hostess, Racer Room	275 for	9/5--11/21/81
James Bramley	Custodian, Physical Plant	3.52/hr	11/30/81
Karen A. Jones	Sec. G6, Safety Engineering & Health	4.40/hr	11/ 9/81
Michael Stepko	Basketball timer, 17 games, Athletic Tickets	170 payable	3/6/82
Pamela Rusk	Presenter of Seminar, Conferences & Cont. Educ.	350 for	12/ 8/81
Arthur Jeffery	Scorer, 17 games, Athletic	170 payable	3/ 6/82
Randy Herndon	PA Announcer, 19 games, Athletic Tickets	190 payable	3/ 6/82
James R. Baurer	Gamesroom Supv., Vniversity Center	12,000/yr	12/14/81
Johnny R. Miller	News writer, Information & Public Services, p-t, Temp.	8,000/yr	11/ 2/81
Richard Stacy	MOS Inst., Fort Campbell	7.50/hr	12/14/81
Gary Crum	Director, Energy Management Assistance Program	1,600/mo	1/1/82 -- 4/30/82
Judy C. Mitchell	Bus Driver, Inst. & Lrn.	3.35/hr	12/22/81
Timothy Cooksey	Electrician B, Repair fire alarm & smoke dec. systems, Physical Plant, temp.	5/42/hr	1/11/82
Willian Kinsolving	Electrician A, Repair fire alarm and smoke dec. systems. Physical Plant, Temp.	6.34/hr	1/11/82
Fred L. Thomas	Model, Art Department temp., p-t	4.50/hr	1/13/82
Katherine Thweatt	Cashier G4 University Store	3.91/hr	12/10/81
Rosemary Warner	Adm. Asst/Secretary, W KY Small Bus. Dev. Center	4.70/hr	1/ 6/82
Phyllis D'Angelo	Computer Operator, CAUSE Grant, p-t	4.25/hr	1/11/82

D. Student Assistantships

RESIGNATIONS:

<u>Name</u>	<u>Department</u>	<u>Date Effective</u>
Andrew J. Rice	Baseball	11/ 9/81
Donna C. Harris	Rural Development Institute	11/20/81
Deborah A. Plummer	Special Education	12/21/81
Amy B. Spears	Special Education	12/21/81
Toni M. Warren	Human Development & Learning	1/11/82
Timothy W. Highbaugh	Recreation & PE	12/18/81
Janna Presley	Professional Studies	12/31/81
Mary M. Browning	Psychology	12/21/81
Gerry T. Cagle	Criminal Justice	1/ 1/82
Gary L. Atkinson	Dean, Business & Public Affairs	1/ 5/82
Farrukh Mahmood	Dean, Business & Public Affairs	1/ 5/82
Linda L. Begley	Speech & Theatre	12/16/81

<u>Name</u>	<u>Department</u>	<u>Date Effective</u>
I-Cheng I. Yu	Mathematics	12/31/81
Pattye A. Primm	Mathematics	12/31/81
Alan D. Bradbury	Chemistry	1/ 1/82
Gary W. Cobb	Environmental Sciences	12/16/81
Kenneth G. Houser	Biological Sciences	12/17/81

APPOINTMENTS:

<u>Name</u>	<u>Department</u>	<u>Amount</u>	<u>Semester</u>
Philip E. Meier	MARC	\$1800	Spring
Samuel K. Kelley	Biological Sciences	1200	Spring
Carlos A. Peralta	Biological Sciences	1200	Spring
Allen D. Hack	Chemistry	1800	Spring
Michael J. Soltys	Mathematics	1800	Spring
Dorothy L. Curtsinger	Journalism & Radio-TV	1200	Spring
Elizabeth B. Calman	Journalism & Radio-TV	1200	Spring
Henry A. White	Journalism & Radio-TV	1200	Spring
James M. Rakiey	Journalism & Radio-TV	1200	Spring
Johnny R. Miller	Journalism & Radio-TV	1200	Spring
John C. Bolton	Industrial Education	1800	Spring
Kamran Shahlaei	Industrial Education	1200	Spring
Kris A. Robbins	Dean, Business & Public Af.	1200	Spring
Gerald L. Watkins	Dean, Business & Public Af.	1200	Spring
Michael T. Lanier	Real Estate Grant	1200	Spring
Charles R. Lovett	Criminal Justice	1200	Spring
Mark A. Creamer	Psychology	1200	Spring
Carla K. Harper	Recreation & PE	1200	Spring
Diane M. Baumgarten	Recreation & PE	1200	Spring
Linda P. Stroud	Human Development & Learn.	1200	Spring
Beverly G. Fridy	Home Ec./ Child Studies	1200	Spring
Ellen L. Willett	Special Education	1200	Spring
Myra S. Gradisher	Special Education	1200	Spring
Jacob sydney	Special Education	1200	Spring
Gary D. Crutchfield	Rural Development Institute	1800	Spring
Joe E. Neeley	University Center	1800	Spring
Sandy K. Miller	University Center	1800	Spring
Sylvia T. Garrison	Vniversity Center	1800	Spring
Keith D. Barber	University Center	1800	Spring
Thomas A. Lossner	Center, Leadership Studies	1200	Spring

5. Appointment of Chairman, Department of Instruction and Learning

I recommend the appoint of Dr. Truman Whitfield as Chairman and Associate Professor of Instruction and Learning, effective January 1, 1982, at an annual salary of \$30,000.

Dr. Whitfield, a native of Central City, received his bachelor's and master's degrees from Western Kentucky University and earned his doctorate from Ohio State. He joined Murray State University in 1977, after having taught in the public schools and at the University of Houston. The author of several publications and presentations in the areas of curricular design and field responsive education, Dr. Whitfield has headed the University's in-service education program working with the public schools in our region for the past two and one-half years.

6. Policy on Summer Session

I recommend that Murray State return to the eight-week summer session, replacing the two five-week summer sessions operational the past two summers. While the two five week sessions proved satisfactory, the financial limitations suggest a return to the eight-week session. The University anticipates as auxiliary operation savings as a result of this action.

7. Office of Civil Rights mandated endorsement of the State Higher Education Desegregation Plan

The Office of Civil Rights has accepted a revised higher education desegregation plan prepared by the Council on Higher Egucation at the request of the Governor. Each university was required to submit a letter indication that it accepted the goals and benchmarks of the plan. That letter, in a prescribed format, was signed by Chairman Christopher and me, and forwarded to Frankfort this Monday, Enclosed is a copy of that letter.

We are also enclosing a) copy of the full State's Desegregation Plan, and b) Dr. Stinchfield's summary of that plan as it affects Murray State. The impact upon us is minimal. We must 1) modify in a limited way the affirmative action plan the Board previously adopted, 2) strengthen our effort to attract more Black students, especially community college graduates, and 3) participate in a plan for the relocation of Black faculty at Kentucky State (if necessary), yet we would retain our hiring autonomy. Inasmuch as these commitments were consistent with earlier policy decisions of the Board, both the Chairman and I felt comfortable in signing the required letter and bringing those commitments to you for formal action at this meeting.

I recommend that the board adopt the desegregation goals and interim benchmark adjustments directly relating to Murray State University as official policy of the University.

8. Registrar's Report

Upon recommendation of the Faculty and certification by the Registrar, the attached list of University graduates are recommended for official degree conferral.

9. Executive Session (Mr. Overby on litigation matters)

Minutes of the Meetings of the Board of Regents held on September 26, 1981; October 24, 1981; November 14, 1981; and November 21, 1981, Approved

Chairman Christopher called for additions or corrections to the minutes of the meeting held on September 26, 1981; to the minutes of the meeting held on October 24, 1981; to the minutes of the meeting held on November 14, 1981; and to the minutes of the meeting held on November 21, 1981. There being no additions or corrections, Mrs. Page moved that the minutes of the foregoing meetings be accepted and approved as presented. Dr. Settle seconded. Upon call for the vote, all voted aye and the Chairman declared motion passed.

Report of the President

Dr. Curris: Inasmuch as this meeting has been called on a rather limited time notice, the Chairman indicated that he thought it would be helpful if I would give some kind of report on the issue of funding for higher education. So, I will confine my remarks to that topic.

I wish to pass around a statement describing Kentucky's regional universities. This information has been and is being circulated in Frankfort. It is basically a summary of our position as we are involved in working with legislators and other officials in Frankfort. Governor Brown has indicated that he will submit his recommendations for funding to the General Assembly. The exact time of his funding recommendation is unknown, but most individuals seem to feel that this coming week he will make his funding recommendations. He did indicate to me last Thursday that he is not satisfied with the proposal submitted to him by the Council on Higher Education, that he really is not satisfied with any of the proposals that have been submitted, and he will take whatever time is necessary to do the right thing, and until he is satisfied with a proposal he will delay proffering one to the General Assembly.

It is also evident from some of the discussions with some of the leadership in the House and the Senate that they are very much interested in coming up with some kind of compromise to avoid this issue hitting the floor of the General Assembly; and I would expect between now and the time in which the Governor makes an official announcement, there will be considerable discussion geared to finding an appropriate answer to the dilemma, basically that confronts the State relative to funding. I should also point out that the Governor has expressed and reiterated his concern about program duplication at all the universities, and his lack of comfort in that there hasn't been substantive action taken thus far to eliminate what he deems as unnecessary duplication. As has been reported in the newspapers, this issue is being discussed quite widely among legislators, the Governor's cabinet, and among observers of the Frankfort scene. I think there is a desire on the part of most people to come up with some kind of compromise resolution. Whether that can come to pass, of course, is still up in the air. As I mentioned to you in the letter I sent, both the Chairman, Mr. Christopher, and the Vice Chairman, Mr. Carneal, have given special efforts in working the chairmen and vice chairmen of other regional universities in an effort to present the case for the regional universities. At this point, I guess unless some other development occurs, we are awaiting some actions. It is my understanding that yesterday faculty leaders from throughout the Commonwealth met with the Governor to discuss the implications of higher education funding for faculty salaries and virtually all the feedback you get from the various meetings the Governor is having, is that he is interested in the problem, he is trying to learn as much as he can about the problem, and is slowly moving to some kind of position that he will enunciate to the General Assembly.

Mr. Christopher: Any questions? Any other comments?

Mr. West: Tom Posey and I did have the opportunity to meet with the Governor yesterday afternoon. He indicated to us that he would reach some kind of decision by Tuesday or Wednesday, which is certainly the middle of next week. Program duplication definitely was on his mind. The group did try to make the point, especially at the undergraduate level, that the savings that might be made are not significant and, of course, there were those in the room that had graduate programs, but we didn't get into a discussion of that.

Mr. Christopher: Any other comments?

Mr. Carneal: I apologize publicly that we had Ron standing on the runway out here the other morning at seven o'clock, and we made three or four passes. So, the Vice Chairman went up without the Chairman of this Board.

I would like to make one comment about this duplication of effort in programs. The Governor went through the same program he's outlined many times, and I told him I've heard that about five times before, and he said you'll probably hear it again. I said I would like to make this one point with you. We met down at Murray about every other week last year. Maybe we didn't accomplish a whole lot, but if we had devoted our entire time to duplication of programs between our university and others, I doubt if we would have been able to make any changes at all because it takes time. Everyone on your boards of regents are busy people; they have other things to do. When you meet once a month and start talking about something, invariably there's information that you need that you don't have. So, you have to go back another time and meet and say, well, you'll have this information next time, and the first thing you know, a year's gone. It gets away so quickly. The thing, I think, that frustrates him and all of us in business is the fact that we can't get things done as fast with government entities as you can in private industry. He said he was aware of that, and I pointed out--even though I didn't make the meeting--we have had one joint meeting with Western's Board, and I was pleased that we had. I never thought there would be one. I said there would be others--Ron, I hope we follow up on that--and that there were committees working and possibly he was making a lot more progress in that area than he anticipated.

The first point that we made on the budget was not the proposal that was later talked about, but was to restore all the universities to where they were; we made two cuts in the last budget. Just put everybody back to where they are; whatever money you've got, just put it in back in the same proportion that we gave it up until you get us back to where we were, and then we'll talk about excess funds. That didn't go over too good, but anyhow we advanced that idea, but I think it has a lot of merit.

Another thing there seems to be a lot of confusion about is this mission formula. I'm not sure that I understand it, but it is also my understanding that this Board has not adopted a mission formula. We talked about that and some people are of the opinion--and I think he was--that that was an exact scientific formula. You put your dollars in there and apply the formula to it and out comes all the answers without a flaw. We said that just is not so.

Mr. Christopher: That came about in 1977, isn't that right. And some of the regionals did adopt the formula. It might be of some benefit, Dr. Curris, if that were explained briefly.

Dr. Curris: Our mission is spelled out in the Statutes of the Commonwealth of Kentucky. The Statutes also give authority to the Council on Higher Education to prepare plans that are consistent with the Statutes and submit them to the Governor as to the future of the Commonwealth of Kentucky. It doesn't say the Council has any authority to determine anybody's mission, but obviously, there is an impression that the Council has that authority, but it's not there in the Statutes. The Council adopted mission statements in 1977. Those mission statements are vague, general.

Dr. Zacharias at Western frequently comments that he has authority to operate a hippopotamus farm under that mission statement, but there is some area where there is some detail in those Council mission statements and that was an effort to delineate what the role of the University of Louisville would be as opposed to the role of the University of Kentucky because there had been a great deal of competition between those two institutions. Those mission statements were adopted. When the Council on Higher Education met at Murray this past summer, there was discussion of mission statements. Sara, you were there, and the consensus was that the mission statements were not sufficiently precise and understandable and that they needed to be worked on. There was also discussion there that the institutions should be involved in determining what their mission statements were, and if I recall, one or two members of the Council told the staff to make sure the institutions get involved in the event there's going to be any kind of revision of the mission statements. Then came the Council's funding recommendations, and the substance of the funding recommendations were basically a new approach taken by the Council that very few people and none of the regional presidents were aware was going to occur. This new funding approach which has been discussed extensively was called mission model, saying that what we were doing with this new funding approach was to relate financing of higher education to the missions, and that for the first time we were going to fund institutions to do their missions. Well, we dispute that as a myth. We feel since Murray State was established as a normal school, we've been funded to do our mission, and the mission hasn't changed but the Council has changed the way they want to finance higher education and are calling it mission model funding.

Some institutions have adopted a mission statement or adopted the mission statement adopted by the Council--adopted it or their own. This Board has never adopted the Council's mission statement as our own mission statement. We've adopted a set of policies and objectives for the institution, but we've never adopted the mission statement. One of the reasons was that in 1977 when the Council passed this, it was so vague that it really wasn't understandable from the standpoint of what does it mean. The sentiment that was prevalent in the University among the people that discussed it was that why take something to the Board to adopt when you can't explain what it means to the Board, plus the fact if we adopted the same thing the Council on Higher Education adopted and the Council interpreted it in a given way, this Board may not be happy with that interpretation, so it ought not to be on record as interpreting something that wasn't clear and precise. My understanding is that some institutions have adopted mission statements the same as or akin to what the Council adopted. That is pretty much my understanding of the question.

Mr. Christopher: Thank you, Dr. Curris. Any other comments or questions?

Faculty Personnel/Payroll Items, Approved

Dr. Curris: We knew this would be a rather short meeting. We thought it would be rather helpful if we could proceed to deal with those personnel items that needed action since it had been some time since the Board has met. I believe these are routine in nature, and I would recommend approval by the Board.

Mr. Christopher: Any questions?

Dr. Howard: I move that the Board approve the Faculty Personnel/ Payroll items listed in item 3 A-E of the agenda.

Mr. Carneal: Second.

Mr. Christopher: Madam Secretary, call the roll, please.

Mr. Carneal	aye
Dr. Howard	aye
Mr. McClure	aye
Mr. McCuiston	aye
Mr. Morgan	aye
Mrs. Page	aye
Dr. Settle	aye
Mr. Christopher	aye

Mr. Christopher: Motion passes.

Staff Personnel/Payroll Items, Approved

Dr. Curris: I recommend approval of the staff personnel items.

Mr. Christopher: Any questions?

Mrs. Page: I move we accept the recommendation and the Staff Personnel/Payroll Items listed in item 4 A-D be approved.

Mr. West: Second.

Mr. Christopher: Mrs. Dyer, would you call the roll, please.

Mr. Carneal	aye
Dr. Howard	aye
Mr. McClure	aye
Mr. McCuiston	aye
Mr. Morgan	aye
Mrs. Page	aye
Dr. Settle	aye
Mr. West	aye
Mr. Christopher	aye

Mr. Christopher: Motion passes.

Dr. Truman Whitfield appointed Chairman of the Department of Instruction and Learning

Dr. Curris reviewed the recommendation in item 5 of the agenda.

Mr. Christopher: Any questions?

Dr. Howard: I move the recommendation be approved and Dr. Truman Whitfield be appointed Chairman and Associate Professor of the Department of Instruction and Learning effective January 1, 1982, at an annual salary of \$30,000.

Mr. Carneal: Second.

Mr. Christopher: All those in favor, say aye; opposed, nay. There being no nays, motion passes.

We congratulate Dr. Whitfield.

Policy on Summer Session, Adopted

Dr. Curris: I wrote members of the Board several weeks ago on this matter. We are recommending that Murray State University return to an eight-week summer session replacing the 2 five-week sessions that have been operational for the past two summers. While the two sessions proved satisfactory, the financial limitations at this and other universities suggest a return to the eight-week session. We anticipate savings in our auxiliary operations as a result of this action and perhaps some savings in the area of energy conservation. Dr. Butwell, do you recall the figures? They were discussed a while back.

Dr. Butwell: In originally making the proposals, we estimated a savings of \$35,000-\$50,000 depending on what facilities were not used during the two-week shorter period. So, it could be as high as \$50,000, but certainly in the range of \$30,000-\$35,000, and that has nothing to do with the auxiliary services you mentioned.

Mr. Christopher: I was informed that Mr. Pool wished to address this Board, perhaps on this issue. Is that right, Mr. Pool?

Mr. Steve Pool: Yes, I'm just a common ordinary John Doe. My name is Steve Pool. I don't often appear at a place like this, but I believe that this is something that is being considered that involves several students who make maximum use of the summer school facilities. I think that Dr. Curris has already stated that they do operate satisfactorily, there's advantages to them there's no doubt, and that the one concern is for the cost of money. I can understand that and that you people want to get maximum dollars for your services rendered to people at the University, but you have several students of the 2 five-week summer sessions who have anticipated that this program would continue for some time. They're in the middle of acquiring degrees and they were expectant that this would go ahead and continue. I feel that probably the 2 five-week summer sessions are worth the additional costs, but I'm not knowledgeable on that basis. I would plead that there is a group of students that you should allot a certain amount of time to and that the decisions that they have made would not be jolted to the extent that they couldn't go ahead and acquire their degrees in at least one more 2 five-week summer sessions. That would also post them more notice that they may be discontinued or that they are going to be. I could go into some detail with you and stress individual items, but I don't believe I should take your time or anything like that. I do think that you need to consider that these students have a right to expect a fair shake in the planning of the courses that are offered them. For you to abruptly change it affects a considerable amount of your students.

I also would say to you that people who make maximum use of the full summer session are some of your most dedicated students that you have at this university. With 2 five-week summer sessions, it would be possible for a student to acquire 14 hours. I don't know what the maximum would be under the 1 eight-week summer session, but this would, of course, eliminate crowded schedule of courses with lab. When you go to 1 eight-week summer session, it's not practical to get two of those in and still get another course in. I thank you for your time.

Mr. Christopher: Thank you, Mr. Pool

Mr. McClure: Just an echo of what's been said. I'll start it off by saying this week students took a unanimous stand against going to a single eight-week session. They didn't feel that it would benefit the students from the perspective of the student. Like Mr. Pool said, there are a lot of individual items that could be examined when you're considering going to a single eight-week session, but if you effect the happiness of 12 students at this university and for some reason you lost 12 students at this university due to the change, you're talking about a loss of approximately the same amount of money you gained by changing the system. When you put it into that kind of perspective, you're not doing yourself a whole lot of good. I've received a thousand calls and so have a lot of people on this Board about the issue. You're going to upset a whole lot of people if you go to a single eight-week session. I don't necessarily think it's worth the savings.

Mrs. Page: How many students do you think are really going to have to change their plans? Will there be some who will not be able to graduate?

Mr. McClure: I've got at least eight calls under that sort of situation.

Mrs. Page: How many hours would they lack? What about a correspondence course or something?

Mr. McClure: Each case would have to be analyzed. I didn't go into it in that kind of depth, but I've gotten many calls--a lot more than 12.

Dr. Matarazzo: I teach out in the field, and it affects the people who use the summer school. They have told me that it is going to interrupt their programs for the summer. They were planning on coming for 2 five-weeks. The point that Mr. Pool makes is that they didn't get sufficient notice to make the adjustment. If there was a lag time where they could say, well, you notified us, and we could plan for the next year to do it. I told the people to write backing the 2 five-week plan for one more year so then they could plan for the following year, but out in the field they talked to me about it, and that's what I told them. I said I think they're going to give us a lead time, but the decision was made here the last few weeks. I think they should have some lead time; I think it ought to go one more summer until we can get the thing going, and it would be fair to everyone concerned.

Dr. Butwell: Mr. Chairman, could I just quickly fill you in on the facts as to the schedule we have followed. The proposal came from the Deans Council and myself in September more or less at the same time a proposal of a similar sort was made by the Vice President for Academic Affairs at Western Kentucky University, which has adopted in a single year the transition from 2 five-week summer sessions to 1 eight-week summer session. They went the way we did three years ago, and they are changing it this time as well. In October the proposal was thoroughly reviewed by the Deans Council and unanimously recommended to President Curris and was discussed in the Cabinet. At the suggestion of Dr. Curris, I met with the Faculty Senate at their November meeting--all this incidentally was reported at the time in the Murray State News--and the Faculty Senate took the proposal and assigned it to three of its major standing committees: Curriculum, Personnel, and Finance. At the next meeting, which I think was a special meeting devoted to this subject, only two of the committees had completed their review. They reported back positively and at the regular December meeting of the Faculty Senate by a vote of 28 to 3, the Faculty endorsed the proposal. I have not had a complaint to my office from any source. I haven't had a written complaint. I haven't had a telephone complaint. This past week examining--in view of the bad weather for January--the starting date and possible impact of snow days, Dr. William Payne in my office called all the superintendents' offices. Now, he did not poll them on should we go ahead with this, but he said something to the effect that given the fact we're talking about eight, not ten weeks, we do have a little leeway. We could start a little bit later, save energy earlier rather than later in the year. Not a single superintendent's office took advantage of the fact that they were on the phone to my office to say, well, we're thinking you shouldn't do it at all. We got no complaints as recently as the past week.

In my judgment--and I'm not an attorney, and I don't know because I haven't reviewed this with Dr. Curris--universities are generally regarded as bound by the

terms of the catalog under which a student enters. My own personal feeling is that it would behoove the University for any student who had planned on twelve hours this summer to make some special arrangement. Now, it seems to me the proper way to do this would be a public notice to ask the students by a certain date to communicate with my office and to find out how many there are and see what we have to do. To permit an overload with an additional period for completion of the course requirements would be one method, but not the only method. In excess of 80% of the people enrolled in summer sessions in the last summers have limited themselves to the 9-hour versus the 12-hour option. So, we're talking about a minority of persons who would have taken advantage anyway. I realize this is speculation but if school teachers and school administrators have taken advantage of the Carroll salary reforms, we have noticed in recent summers and during the regular year a decline in graduate teacher participation in our program, and I think we have every reason to expect the decline will continue this summer. The decline last year was overwhelming in terms of graduate teacher education. I guess what I'm saying is the bulk of the 20% who went for the 13 hours--and by the way some of them tried to take 15 and 18; policing this thing is unbelievably difficult--were in teacher education. For those who say, I was counting on 12 hours; I took only so many courses this fall and this spring; I cannot believe this institution is not capable of coming up with accommodations. I personally would strongly recommend that we do that. The saving of \$35,000 to \$50,000 is essentially savings without cutting programs, without separating staff, and I'd rather see us save money by energy conservation than having to find savings some other time. This question came up with Dr. Curris' budget review task force. It's not on their list of recommendations and --again I take responsibility for my own statement--I believe it's not there because they were talking about recommendations for 1982-83 and they assumed that this savings would be accomplished already. But it is a savings of \$35,000 to \$50,000 without the curtailment of any single program and without the separation of a single faculty member. And we would try to accommodate students, but not a single student, for example, has come to my office nor have the Deans reported to me a single student who has come by and said, hey, I'm not going to graduate as a result of what you folks are doing. There may be students in that category; I don't question that at all; but we haven't come up with an accommodation strategy because we haven't been asked to. No one has said we have that problem.

Mr. Christopher: The thing that struck me is the fellow that has planned ahead. He knows that he was going to take Statistics I the first half, and he was going to take Statistics II the second half. Those combination courses where they've got to have them, but you can't take number two until you've had number one.

Dr. Butwell: I would be surprised if we had that many students taking that kind of course at this stage anticipating graduating this year. Now, if there is such a person, even for one individual, I think the University should by some means accommodate, perhaps special tutoring. We teach in the classroom in the United States essentially because it's an economical way of doing it. Instruction, for example, in the United Kingdom has historically emphasized the tutorial method. There are other ways of teaching other than a 20 to 30-student classroom. And as I say, if there are students in that category, I certainly agree with the the Student Regent said and that is we have an obligation to those students. I think we can do it infinitely less expensively, and it may be that the personal attention that the student gets as we have to make this special adjustment out of equity and fairness will give him more individual attention for all I know. Other institutions this year, not least of all our neighbor in Bowling Green, are making it in a single year. We're doing it because we on the faculty like yourselves on the Board of Regents have been faced with the external requirement of cutting costs. I came from Frankfort, not from my office; and I know not from your office.

Mr. Christopher: I think the question we seem to hear is the problems created by the short notice. Do you have personnel or could you suggest someone to hear or review the problems that may be brought about, and there be some assurance that those with particular problems have a place to go and someone will try to work them out?

Dr. Butwell: Mr. Chairman, I can give you that assurance right here. I personally think we have a legal obligation. I think a student could sock it to us, not because we discussed in the fall for the first time, but he could say, I'm governed by the catalog under which I entered Murray State University. Out of equity, fairness, and affection for students, we certainly can and that would involve, at least in the administration of the thing, no additional expense. We might take from our summer budget stipends, if it is necessary to provide additional support for the students. We can do that. I can promise you that right here on the floor.

Mr. Christopher: Thank you, Dr. Butwell.

Mr. Overby: I feel compelled to make one remark, and that's this. As a matter of policy, equity, and fairness, you may decide that you want to continue with the two short semesters. As a matter of law, I am not convinced absent a statement in the handbook to the contrary notwithstanding that it's mandated. In other words, Dr. Butwell, I respectfully disagree with your conclusion.

Mr. McClure: A major part in my mind that hasn't been addressed yet is the majority of the students that attend this university depend on summer earnings to be able to do so and if you're going to attend summer school at all, it could only be for one session. If you have to have a certain amount of earning power during the summer, and if you extend it to an eight-week single session, you're eliminating a lot of people from that summer school opportunity simply from a financial standpoint. People are either going to have to work or go to summer school. There's a two-week difference in the amount of time you have there in the summer when you're talking about an eight-week session, and they're going to have to make that decision. You're going to cut a lot of people out of summer school. Many people come for just one session during summer school.

Mr. Morgan: Mr. Chairman, in thinking about this matter, I really have little information about it and have not even heard it discussed until the agenda was announced in the paper that it was going to be recommended for approval today. I have had some input. The first one Mr. Pool communicated to me. I think he stated that his daughter had her curriculum course work planned out to graduate in three years and that she was not going to be able to do so and possibly might even have to transfer since she was a serious student in that she wanted to get the maximum. I think she told me she could get up to 14 hours and the lab was a problem, but I'm not sure. Maybe she's the only one affected that way, and, of course, these other things that have been brought up--the earnings, the combination courses, etc. What would be the cost if we were to make the decision on this? Dr. Butwell has determined that they could be accommodated and if we do go to the 18-week, I think we certainly would have to accommodate. We're going to have additional costs to accommodate. Shouldn't we have some idea before a decision is made what the cost is? The cost there could begin to affect savings to the point that we might want to look at this and delay it a year as the catalog as published dictates. If we delay making a decision, then this is going to affect people who are trying to determine when they're going to school this summer. We couldn't delay it long if we do make that review. I just hadn't had any input on it until recently, but there have been several conversations on it in the past week. Maybe we could get a quick determination of the number of students effected and what the cost would be to accommodate those students, and it could be that maybe we would want to do that. Some things we need to consider, I think.

Mr. Christopher: Do you wish Dr. Butwell to answer some of your points? Dr. Butwell, could you hear Mr. Morgan?

Dr. Butwell: Let me mention if I might, Mr. Chairman, Mr. Morgan, and other Regents, that we have different kinds of ground rules for operating the summer session and one of these, which we feel increasingly strongly about and our faculty feel strongly about, is that once we undertake a commitment to a faculty member for summer school, we honor that commitment whether his course makes it or not. Most successful summer schools are self-supporting, and we're trying to do the same thing here. One of the tentative recommendations by the Budget Review Task Force is that this be done. We will have, and I don't know who they are because we can't perfectly predict shifting student demand and societal interest, but we will have some courses this summer that won't make it and as an administrator functioning on your behalf, I just can't let money be spent for services not rendered. It's my opinion, and I may be wrong in this regard, that we have a flexibility within the amount of money available for personnel this summer to ask for the assistance of individuals who will have low enrolled courses that won't make it. In some cases we will continue with the course and will ask him to do something else besides teach because what they're doing frankly in any kind of cost-efficient analysis doesn't justify the salary. We will also have some people this summer--it happens every summer, and it's in the range of \$14,000 to \$20,000 --who will turn back their appointments to summer school. They will get a grant; they will leave Murray State University for employment elsewhere. Mr. Morgan, my answer would be in terms of the budget for summer school that we're using. We've got real problems on this one because half of our budget for the first half of summer school is what you folks passed for us a year ago and the other half is dependent on what the Governor and the Legislature will come up with. We finance the summer school in two parts. We're operating on the assumption that we will be spending no more this summer than we spent last year, not anticipating an increased expenditure. I have no doubts within the personnel dimension of that budget that if it is necessary to provide some kind of supplementary instruction or tutorial assistance, we can do this without spending one dollar or two that we're lucky enough to get by without spending for the reasons I mentioned a moment ago. I think we can do this without additional expenditures and still register the savings from having the classroom facilities closed down for the two weeks of energy savings that prompted the idea in the first place. I hasten to add that was the exclusive reason for the proposal--the saving of unnecessary energy consumption.

Mr. West: It is mentioned and it is correct the Faculty Senate did approve going back to this plan but there were some reasons for that other than budgetary reasons.

Three years ago when you went to the 2 five-week sessions, the Faculty Senate opposed that for the reason that many of the faculty felt academically you just can't cover the material in a five-week period. The reason that we went ahead with the 2 five-week plan was that was going to save money, so three years ago going to 2 five-weeks was going to save money, and now I guess we've had time to review it and realize you can save money the other way. Our budget committee really couldn't get specific numbers on that one way or the other. That's one of the committees, but from an academic point of view, the Senate felt like it was best to go to the eight-weeks. In terms of faculty convenience, in the past faculty have not known whether they would be teaching summer school or not until virtually the last minute. An attractive part of the current proposal was that faculty would be given advance notice about the courses that would be available and could make their plans. They shouldn't have to wait until the first day they walked into class to decide whether they needed to go out and get a lawnmowing schedule to supplement their incomes. But I think that problem can be solved by giving notice early on about who's going to do the 2 five-weeks. From an academic point of view, I think it's pretty clear that the eight-week session has much more appeal to the faculty. In terms of student convenience, if we need to go one more year before we go back to the eight-weeks, fine. If the students can feel they can be accommodated in an eight-week process to get the courses they need, I think that's fine. I think Ron's correct. I think we need to make sure that happens one way or the other.

Mr. McCuiston: Dr. Butwell mentioned we pay faculty if a class is not filled. We pay them for the whole summer school. If they don't teach at all, is that the way it is, Dr. Butwell?

Dr. Butwell: Mr. McCuiston, what we do is we tell them that we will compensate them, but there must be alternate duty assigned to the faculty member and the reason for doing this is we just wouldn't have the faculty signing up on this "maybe I do, maybe I don't." No, they do not do nothing. They do something, and if they are unwilling to do this, and sometimes we have been unable to come up with something acceptable, then they don't teach, they don't do anything, and they don't get paid. My suggestion was within that framework since there will be some courses that do not have sufficient enrollment, we have an opportunity to negotiate with faculty members in what they could do by way of tutorial or other teaching assistance to the student.

Mr. Christopher: Anybody else have any comments? Dr. Curris is recommending that we return to the 1 eight-week session. What's the pleasure of the Board?

Mrs. Page: It seems to me that if Dr. Butwell can guarantee that all the students will be accommodated, which I think he is guaranteeing, to save this amount of money, we ought to go back to the eight-weeks, and I would move we do it.

Dr. Settle: Second.

Mr. Christopher: Any further discussion?

Mr. West: It's part of your motion that Dr. Butwell's office will coordinate..?

Mrs. Page: Yes, accommodate any students.

Mr. Christopher: Dr. Butwell, can you hear her comments? Her motion includes that the Vice President for Academic Programs will assure the people that are affected by this change that you will work with them in any manner possible.

Dr. Butwell: The deans will discuss it on Tuesday, and we will have it before us at the Academic Council on Thursday.

Mr. Morgan: Alright, the motion is then to accommodate these people. Shouldn't we communicate to the student population immediately and let those that are affected know who to see within the next week or two? If they find they have a problem, that the numbers are more than they anticipate now, I guess we'd agree they would be reviewed again. That's what you're saying, isn't it, Sara?

Mr. Carneal: For my own clarification, your motion is that Dr. Butwell has assured you that students with problems will be taken care of and on that basis your motion is we return to the eight-week schedule. Bill, you make a good point in reviewing and looking at it, and I'm concerned, too, about those students, Mark, but we have to make a few hard decisions around here. I have a feeling if there is any indication of a delay, it will be another delay and so on, and I think it needs to be resolved one way or another this afternoon.

Dr. Settle: I think you could assume that if Dr. Butwell's office gets the pulse that we're talking about losing 200 students from summer school session because of this, then it's not going to save \$35,000. He's going to come back to us right away and say, look, we've made a big mistake.

Mr. Morgan: That's the point. That's the very point I want to make.

Mr. Carneal: Of course, we'd have to review it, but I don't think we need to imply that there will be another review.

Mrs. Page: My motion is that we accept the recommendation.

Mr. Carneal: That is my understanding.

Mr. McClure: Dr. Butwell, is not summer school now being coordinated on the assumption that it will be under a eight-week plan?

Dr. Butwell: That's right, Mr. McClure, because we have reached a point where we have to plan, but if the Board of Regents said you started planning in the wrong direction, fellows, change your direction, obviously, we could do that. But, that's what we've planned. That's because we've discussed this. We've had a recommendation, discussed it with Faculty Senate, November, December, widely reported in MSU NEWS, and we're planning in that regard, but not a single word of copy has been submitted to my office, let alone to to Frank Fazi's operation because we don't do anything official to implement this until we get the go ahead from yourselves, so we have done nothing except plan, but we have planned on that assumption. But that's a plan we could drop if the Board of Regents told us to.

Mr. McClure: At this point, the departments are making arrangements for an eight-week session trying to schedule what classes they are going to offer. Correct?

Dr. Butwell: That is correct.

Mr. McClure: Aren't we sort of playing kamikaze if we say we'll look at this again in three weeks if there is a problem?

Mr. Christopher: That is not included in the motion.

Mr. McClure: What I'm saying is that concern was relayed, and if we're going to lose this many students and if it's going to be that big of a problem, we can call back our decision. What I'm saying is I'm opposed to doing it at all, but if you are going to do it, it might be a good idea to do it next summer.

Mrs. Page: But what about the \$35,000 that will be saved, Mark?

Mr. McClure: I'm not so competent that if it is \$35,000 or if it's more, it's worth what it is going to generate. You can look at other analogies within the University. Budget Task Force considered raising parking stickers \$15, which may not seem like much. I think it was going to generate \$20,000 to \$25,000, and that recommendation bit the dust because the money wasn't worth the amount of hassle it was going to cause everyone on campus, grumblings, and morale problems you were going to have. So, \$35,000 may not be worth the trouble you're causing a lot of students who have invested \$10,000 or \$12,000 each in this University.

Mrs. Page: I personally wish we didn't have to cut on anything, but I think we do, and this might be one of the more painless ways to do it.

Mr. McClure: I'm opposed to it, but if you're going to do it, I recommend you at least wait until next summer to implement it.

Dr. Posey: The role of the Faculty Senate has come up perhaps three times. I thought I would speak to that. This was probably the best considered or longest considered issue in the Faculty Senate, at least this year. The Senate leaders were involved in it with the Deans and Dr. Butwell as early as early October. Dr. Butwell made the proposal to the Senate in November. Our standing committees each studied them for a month. Their recommendation was unanimous among the three committees. We looked at it from a curriculum and a student point of view, and then we passed it in December with only three opposing votes. I feel that the faculty took a good long look at it. We had the feeling that we were making--well the joke was--the right decision for the wrong reason. It was brought up on the basis of saving money, but in fact the faculty was of the opinion that the five-week session was academically indefensible. There are many things we can't teach in five weeks that we can teach in eight weeks. We were happy to vote to return to eight, perhaps for the wrong reason.

Mr. Christopher: Any other comment? Patsy, would you read back the motion as you have it?

Mrs. Dyer: Mrs. Page moves that we accept the recommendation of the President with the guarantee that the Vice-President for Academic Programs will assure people effected that the University will work with them in making this change.

Mr. Christopher: Ther's a second by Dr. Settle. Any other Comment? All those in favor, say aye" opposed, nay. Motion passes.

Dr. Curris: Can I make one comment here? I find this a little disturbing, and I'm frustrated by it because there's not much you can do about it. Mark, this isn't directed to you but to the degree a issue comes up in the Student Senate, I'd appreciate it if you would communicate it. This is one of those issues that, as it has been pointed out, has been pretty thoroughly reviewed. I recall--Mrs. Green, was it the last issue of the Murray State News, fall semester, was that about the first of December?--one of the headlines, I think on the front page, was that the President had accepted the recommendation that had come from the Faculty Senate, from the Deans, and from the Cabinet to go to an eight-week session. We spent a long time discussing it, and the frustration that I have is that at no time prior to that or between the first of December and here we are the 30th of January was I aware or apparently Dr. Butwell aware, they would have brought up--that it would have a negative impact on students. My frustration is simply that the kind of consideration that went on today I wish had occurred previously. I think the accommodation that was made in Mrs. Page's motion is going to be a step forward, and I think we can work out most of the problems that way, but simply I'd like to communicate that any time an issue comes up that gets this kind of curculation and if people are affected, it certainly would help if we could get that out on the front end so that it can be considered before, not after, a recommendation is made.

Mr. McClure: Even in the position I'm in, the first I heard of it was at the end of last semester. It was passed before the Academic Council last week is my understanding, and it seemed to have a cascading effect. We haven't been back that long and this thing generated rather quickly, and I thought the only action that could be taken on it would be next summer.

Mrs. Page: But you were aware that it was being discusses back last fall.

Mr. McClure: At the end of last semester I was. That was the first mention, and it was by word of mouth--not by Murray State News and not from the administration.

Mrs. Page: I don't know where I heard about it, but I've known about it for a long time.

Mr. McClure: First time I heard of it was someone calling because they were mad.

Mr. West: Dr. Butwell did come to the Faculty Senate very early on and in fairness to the Academic Council, we've just gotten our bylaws written and really had our first meeting dealing with issues last week. I guess what I would point out here are some of the plans about summer school that perhaps students need to know about now and maybe write their legislators or something and to make their plans accordingly. There are plans being considered right now that would make the number of offerings available at summer school directly related to how many students there are per class. I think you'd be running a year behind on the way it would work, but that is being studied right now, and I think students need to get involved with the Student Government Association about getting more students to come to summer school perhaps. The more students that can come, the more courses we can teach, and there are some issues like that, Mark, that are going on now, too.

Mr. Morgan: I'd like the record to reflect as far as this issue that I think it's objective. We don't really have any facts. As far as the vote is concerned, I really don't know. I'd just like that my vote show that I passed on it.

Mr. Christopher: The vote will not reflect anyone's vote because it was a voice vote, unless you want to go back and have a roll call vote. Everybody satisfied?

Mr. McClure: Dr. Curris, my statement wasn't directed toward you, either. The Student Senate is usually pretty prompt in its reaction time and the first time that it ever came before the Student Senate was this week when we received the recommendation from the Budget Task Force, and we were operating under the assumption that those were to be implemented in the following fiscal year.

Dr. Curris: As we approach final time--maybe more than that, but at least when we approach final time, students aren't reading the NEWS.

Mr. McClure: Well, a lot of students pick it up and clip the ads out.

State Higher Education Desegregation Goals and Interim Benchmark Adjustments, Adopted

Mr. Christopher: Item 7 is a matter that came up last week concerning the Office for Civil Rights and its mandated endorsement of the State Higher Education Desegregation Plan.

Dr. Curris: As part of the Office of Civil Rights requirement, each university was required to submit a letter indicating that it accepted the goals and benchmarks of the Plan. I sent you a copy of the letter that was signed by the Chairman and me. We got that to them on Monday. I understand we were the last university to get it to them, but we got it to them in time. We've enclosed for your information a copy of the desegregation plan and a summary of the plan that was compiled by Dr. Stinchfield in my office. I indicated the impact on Murray State University is minimal: 1) We must modify in a limited way the Affirmative Action Plan that the Board has previously adopted. 2) We are called upon to strengthen our efforts to attract more black students, especially community college graduates. 3) If it proves necessary to relocate black faculty presently at Kentucky State University, this University along with all the other universities would participate in that plan. The participation entails doing two things: 1) notifying an office that will be set up under the auspices of the Council of any vacancy we have, and 2) if any faculty member from Kentucky State University, who is to be relocated or displaced as a result of the State Desegregation Plan, applies to us and meets the qualifications, we have an obligation to interview that person. The decision on whether we hire or not would remain as it is now with the University. Inasmuch as these commitments were consistent with earlier policy decisions of the Board, the Chairman and I discussed it and felt we should go ahead and sign the required letter and then bring these commitments to you for formal action at this meeting.

Mr. Christopher: Any questions or comments?

Mr. West: I guess I intend to support it, but I guess there are some pitfalls that perhaps we ought to be aware of in this document. We talked earlier about the Council and the fact that they are getting away from a monitoring or coordinating role--I don't know what the term is anymore--to more control. One thing that is referred to in the document on Page 22 is this Board is, in effect, giving the Council the power to implement the management study which the Governor has ordered to be completed. There are a lot of things in that management study that Jim Hall and I talked about. Again, it is just like those formulas that are not really directly related to the Civil Rights issue but will have consequences for Murray State, so I think it is very important if there is still an opportunity to have input into that Management Study that our staff and administration do that and question the data that's in that study. Also, in the document on various pages it talks about four main campuses-- U of L, UK, Eastern, and Kentucky State--cooperating, but it also has some general catch-all language which again transfers some authority to the Council to look at programs throughout the state in terms of duplicative programs. If that's interpreted narrowly, then the impact on Murray State would probably be minimal. But if the Council interprets that broadly, there may be some problems there. In general, I support the document. I just want to point out some possible potholes along the way.

Dr. Howard: Are you going to move to abolish the Council?

Mr. West: I think there's legislation that's already been introduced.

Dr. Curris: Let me just add one thing that is consistent with what Steve has indicated. There are certainly things in this document that any university would want to remove from that document. The Office of Civil Rights works with the Governor, and it is the Governor's responsibility to prepare the plan and consequently what we or someone else might say we would like to see in it is secondary to the requirements of the Office of Civil Rights. The letter that we were asked to sign did not say that we agreed with the document. I want to make that one point clear. What the Chairman and I signed was that the Board, this institution, adopts as its official policy the achievement of the goals and interim benchmark specified therein, and please don't interpret the letter that we had as a full endorsement of everything in this plan, only of the interim benchmarks and the goals that are specified.

Mr. Carneal: It is a negotiated document as I understand it, and in all fairness to the Council, there may be some things in there that they'd rather not have in there.

I move the Board adopt the desegregation goals and the interim benchmark adjustments directly affecting Murray State University as official policy of the University.

Mr. West: Second.

Mr. Christopher: Any further discussion or comments? All those in favor, say aye: opposed, nay. Motion passes.

See attachment #1 for letter of adoption, goals and benchmark adjustments. The final revision, January 1982, of Kentucky's Plan in Response to the Office for Civil Rights Letter of January 15, 1981, is filed with the Board's records, but not incorporated in the minutes of this meeting.

Registrar's Report, Adopted, and Degrees, Conferred

Dr. Curris: Upon recommendation of the faculty and certification by the Registrar, the list of graduates is recommended for official degree conferral. As an oversight, we did not take action on those who graduated in August and officially sanction them, so what we have today is both August and December 1981, graduates.

Dr. Howard: I move the Board accept the recommendation and confer degrees on the following graduates:

August 7, 1981
ASSOCIATE OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

George A. Athenas

ASSOCIATE OF SCIENCE

Robin Denise Cunningham
Tammie J. Lynn
Mostafa Pournejat

Cynthia Lorraine Ruppert
Leslea Claudine Rutt
Cheryl Lynn Schneider

Jill White

ASSOCIATE OF ARTS

Kathryn Lynn Hedges
Elizabeth Ann Rush

Morris Edward Smock
Peter Lyle Tribbett

Sherry Vancleave

BACHELOR OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Kenneth Dobson
Grace Futrell Howard

Nancy White Jarrett
Donal R. Rowlett

Gene E. Turner

BACHELOR OF MUSIC EDUCATION

Nancy Carol Beard
Lisa Karen Cates

Deborah Jo Grimes
Laurie Jo Small

BACHELOR OF SCIENCE IN NURSING

Wilma Pitt Anderson
JoAnne Auer
Barbara A Beard
Carole Ann Beeny
Katherine Rich Dollahan
Jerry Jean Higgins
Sandra Hill Hubbert
Janice Hurst
Vida J. Ismael

Mark Douglas LeNeave
Alice Cheryl Platt Moody
Debra Davis Mulligan
Janice Jill Myers
Joan Audas Robards
Eva Jo Rogers
Patricia A. Spicuzza
Pamela Marie Pheneger Tapp
Janet Henry Uzzle

BACHELOR OF SCIENCE IN HOME ECONOMICS

Mary Joan Williams Ferrell

Sharon King Melton

Brenda Elizabeth Shimkus

BACHELOR OF SCIENCE IN BUSINESS

Dale Brian Arnold
Edward Bush Chandler
Marsh W. Chumley
Bonita E. Dooper
William W. Furgerson Jr.
Gini Gay Grace
Robert Steven Green
Roger Houston Grogan
Thomas Keith Hancock
Karen Faye Haney
Jayne Elizabeth Harris
Torrell Daniel Lee Harris
Tracy Neil Henderson

Rodney Lynn Jones
John F. Lewis II
Jerry Daniel Minuth
Dennis Earl Morgan
Nedra Nolan
Jeffrey Carlton Pyle
Graig D. Roper
Cindy Rae Schisler
Jackson Dale Thomas
JoAnn Toms
Charlotte Kay Wells
Jeffery Noel Wilkerson
Catherine Rose Williams

Lisa Gay Smith Wilson

BACHELOR OF SCIENCE IN AGRICULTURE

David Bruce Ackley

Mahmood Jafari

Edward G. Gallrein III

BACHELOR OF SCIENCE

Susan Jean Adams
 Terrie Lee Hatchett Allen
 Carolyn L. Beadly
 Larry Thomas Bolen
 Kimberly Ann Boswell
 George A. Bowles
 Kenneth Ray Bowman
 Herbert Everett Case
 Beth Ann Charles
 Richard Lee Clark
 Tamra Lynn Curd
 Donna Fay Desilets
 Michal Doerge
 Kyle Lynn Doom
 Ronald Dunn
 Tamara G. Edwards
 Shelia Dawn Emmert
 Parviz Entekhabi
 Diane Escobedo
 Brenda Brandon Estes
 Connie Lyons Evans
 Geln F. Farmer
 Mary Jane Flora
 Kimberly Ann Forrester
 Kathleen K. Furrow
 Amy Jane Michiko Choo Gambrell
 Rachel Dvonne Hall
 David Lee Hargrove
 Kenneth L. Heintzelman

Belinda Renee Hendon
 Janice Wilkins Herzog
 Vicky G. Hoka
 Jennifer Ferrell Hudder
 Sadie M. Humphreys
 Lars Alexander Hunt
 Melvin Hunter
 Mary Jannette Jarrett
 Perry James Jennings
 Michael Cook Johnson
 Randal Lee Johnson
 Walter E. Jones
 Cathy J. Lamb
 Deborah Ann Lampe
 Cynthia Mary Leahy
 James Randall Lee
 Joseph John Lukac
 Christopher H. Lyons
 Sharon Macy
 Elizabeth Ann Mathis
 Timothy Ray Mathis
 Margaret Alline McCallon
 Mary Polk Thomson McLean
 Larry D. Melton
 Judith Wood Mills
 Judy Ann Mott
 Kathy Phelps Murphy
 David Kaiser Nakashige
 Tony Wayne Oglesby

James Randal Owens
 Mostafa Pournejat
 Nancy J. Prichard
 Gregory D. Pruitt
 Marica LaDonne Roberts
 Emily Byrn Scarborough
 James Richard Schaeffer
 Judy Kay Schardein
 Daniel Matthew Seals
 Phyllis Anne Seals
 Douglas Lamont Shelton
 Jane Suffill Shupe
 Thomas Elliott Shupe
 James Keith Smith

Roger Frank Smith
 Ali Tokhmefourosh-Ahrabi
 Rosemary Teas Warner
 Nancy Suzanne Waters
 Carolyn Mae Wathen
 Dwight Daniel Watson
 John Reid Watson
 Elizabeth Kate Whalin
 Joseph Theodore Wethington
 Hunter Byrd Whitesell II
 Beverly Loray Wilkes
 David R. Wills
 Thomas Edward Wilson
 Donald R. Woods

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Tamara Danette Cummins
 Steven E. Farmer

Robi Lu Phifer
 Melinda Ann Wigginton

MASTER OF ARTS IN EDUCATION

Margaret Moore Ashby
 James Patrick Bagsby
 Kathy Jones Biggs
 Therolyn Gail Blankenship
 Linda Hyde Bondurant
 Collie Ray Brown
 Elizabeth Howard Brown
 Michael Wayne Brown
 Nancy Smith Bruce
 Kevin P. Caines
 Joy Allen Champion
 Teresa Simpson Combs
 Dorothy C. Cornell
 Karen Jayne Crick
 Karen Faye Denison
 Nancy Thurman Dill
 H. Marie Dolchan

Janet Lee Eberhardt
 Judith S. Edwards
 Julia Toussaint Felton
 Sabra Earlynn Freeman
 Margarete A. Gosnell
 Willis Eddie Green
 Diane Tucker Griffith
 James Andrew Groves
 Sarah A. Hail
 Nancy C. Hall
 Karen Mary Jane
 Fredrickia Jones Hargrove
 Roxanne Martin Hendrix
 Rachel Byrd Hicks
 Oneida Ann Hill
 Debra Faye Hoffman
 Robert Neil Hovekamp

Master of Arts in Education (continued)

Lorri Weston Hudson
 Rebecca Turner Hudson
 Nancy Phelps Huffstutter
 Leica Walker Johnson
 Robert Franklin Johnston
 Tina Hogsett Kinhead
 Sarah Jane Kranz
 Samuel Wayne Larkins
 Doris Ann Lents
 Glenda A. Lipps
 Martha Elease Mabrey
 Robert Howard Markum Jr.
 Jeane Ann Masters
 Dennis Harold Mayfield
 Myrtle Knedrick McCain
 Mary Ruth McCuiston
 Sandra Roberts McGinnis
 Elizabeth Ford McKenney
 Teresa Ann McKinley
 Ralph David Meredith
 Frankie Lee Merritt
 Beverly Benjamin Miller
 Robin Holman Mills
 Deloris Vinson Mitchell
 Linda Fay Montgomery
 Marilyn Eagan Morris
 Gloria Owens Muzzall
 Cynthia Gail Nelson
 Zoe Cranor Nunn
 Rita Gisela Owen
 Ellee Juanita Peoples

Donna G. Pinner
 Charlotte M. Reber
 Jean Neeley Reeder
 Sarah Davis Ricketts
 Sherian Kaye Rorer
 Mary Cayce Ross
 Sharon Ann Sacra
 Sharon D. Sanders
 Delta Ann Shelton
 Tena Jacinta Shults
 David M. Simpson
 Catherine Mary Smith
 Sharon Ann Smith
 Beverly Stutler Soria
 Richard Delmar Stanley
 Phillip Swayne Steels
 Jeffery Richard Sturm
 Wilma Heath Suiter
 Christine Hansen Sutt
 Jana L. Tanner
 Richard Wayne Thompson
 Robert Elias Thorp
 Phyllis June Tucker
 Mary Jesse Vinson
 Stanley W. Watts
 Paula Dyson Wayland
 Paula Waggoner West
 Jenetta Carolyn Whitenight
 Cynthia Kalfas Williams
 Toni S. Worley
 Alan Coulter Yates

MASTER OF PUBLIC ADMINISTRATION

Donald Denty Brown

MASTER OF BUSINESS ADMINISTRATION

James David Coriell
 Tai-sheng Fu
 Linda Marie Garrett
 Debra Jean Jeter

Tenpao Lee
 Martha McKinney Parker
 Belinda Ann Frasier Ward
 Laura Ann Warren

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Harold W. Arnett
 Ivan Neal Baker
 Randall Thomas Barnes
 Johnnie Will Braswell
 Lawrence John Brown
 Roger Boyd Burgess
 Donald Eugene Cain
 Janel McKinney Coughlin
 Susan Marie Coursey
 Michael Alan Fisher
 Kenneth Joseph Frazer Jr.
 Dale Michael Gerstenecker
 Jerome Howard Gress
 Robert Winston Hargrove
 Richard Lee Hoffman
 Donnie Smith Hoskins
 Jennifer Jane Hutchens
 Tommy Mack Jones
 Merritt Michael Lake
 Thomas Michael Leary
 Dwight Gordon Lee
 John Edgar Lowry

Brian Keith Mader
 Margaret Helen McClure
 Delinda Templeman McCormick
 Steven Ray McFadden
 Vicki Ann Meltzer
 Ali REza Mesgarzadeh
 Richard Vernon Moman
 Kinnith Ray Morris
 Joan Ruth Mylroie
 Robert Steven Oddo
 Karen Louise Pfister
 R. C. Rickamn Jr.
 Joe P. Roberts
 Steven Francis Seltzer
 Pamela Lynn Stocks
 Dominic Anthony Strohlein
 Judith Walston Swinny
 Larry A. Tutt
 Michael George Wahlig
 Robert Allen Washum
 Jerry Mansker Wells
 Mark Alan Williams

Bobby Lewis Woods

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 Deborah Quinton Dulworth
 Richard Mark Fisher

Marcia McGurren Johnson
 Rose Marie Lanham
 Mark Tidwell Perkins

Cynthia Ann Williams Turnbow

MASTER OF MUSIC EDUCATION

Jane Myers Dyson

Jane F. Harold

Linda D. Wright

MASTER OF ARTS IN TEACHING

Kathleen Stanton Kelley

SPECIALIST IN COLLEGE TEACHING

Sharon Ann Alexander
Edward Allen Davis
Esther Mae EdwardsJulia Carland Ledford
Sarah McGregor Oglesby
David Bruce Perkins

December 17, 1981

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Susan Lyn Conn
Edwin Franklin DonohooEmily Cook Gore
Cenise Ann Schmittou
Marion Jean Wilson

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Willa Massie Carter

ASSOCIATE OF ARTS

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Synn Ann Aulbach
Sharion Lane Adams Bailey
Twilia Rose Baker
Lisa Kay Bell
Gina L. Bennett
John Robert Bowen
Kathleen R. Bullington
Charles Ray Crouse
Dwayne Scot DeWittCarloyn G. Fahn
Sonia Ann Wooton Houston
Joanna Fleming Orr
Charmaine Lee Reagor
Devonda Gail Riley
Nell M. Rogers
Anita Terese Simpson
Yolanda Sue Spears
Pamela Kay Treas
Maureen Angelia Williford

Marion J. Wyatt

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Ronald L. Walker

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Bridget Ann GreggLonnie Dee Klein
Harry Kenneth Welch Jr.

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Kathryn Ruth Rogers

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Gary Dean Crutchfield
Mark Alan DelCotto
Linda Jean Dumas
Lawana Kay Duncan
Michael T. Erwin

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 Debbie LeAnn Jones
 Troy E. Ladd
 Joe M. Leberman
 Patricia Ann Linn
 Rebecca Carol Fooks Magary
 Timothy Malone
 Larry Don May

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 Phyllis Kay Hassing Nanni
 Antony P. Panayides
 Amy Holland Sasseen
 Sharon Elizabeth Shepherd
 Jackie Lee Terrell Jr.
 Linda Gale Terry
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 Keryl E. Twiggs
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 Gerald L. Watkins
 Candy Hargis Webb
 Stacy Allynne Willson

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Dale Edgar Wise II

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 David Scott Brown
 John Curtis Brown
 Julia Anne Brown
 Nancy Isabell Burton
 Lawrence Lloyd Carter
 Susan Cartwright
 William Peter Cent
 David Holmes Clark
 Gary Wayne Cobb
 Jay Scott Cobb
 Virginia Ruth Coke
 Christopher Lee Cole
 Thomas H. Cole
 Banney Michael Conley
 Sysan Lyn Conn
 Lance Cowan
 Brian J. Crall
 Matlene Anita Cross
 Kathryn Elizabeth Culek
 Theresa Carol Cummings
 Michael Lee Davis
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 Mary Katrina Delnagro
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 Rick Charles Dye
 Dawn Michelle Edwards
 Robert Sam Elias

Ricki Lee Feezor
 Edward D. Folz Jr.
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 Earnestine Smith Foster
 Michaelene Ann Gorrfried
 Jerry Jerome Gray
 Richard Dion Groves
 Melissa Renee Hall
 Todd Franklin Harrison
 Kent E. Hayden
 Mary Leigh Holland
 Taylor Harden Hoover
 Robert Hardin Hopkins Jr.
 Carla Dayle Peas Horton
 Jolinda Gail Howard
 Martin R. Howard
 Diana Marie Hutchens
 Donnie JOe Hutcherson
 Kathy Jo Johnson
 Morman Todd Johnson
 John Frank Jones Kr.
 Lisa Rae Jones
 Rae Ann Elizabeth Keyes
 Koorosh Khataizadeh
 Fredrick Miles Kincais
 K. C. Klier
 Keith A. Koehler
 Pamela Drew Kuppert
 Joh Steven Lane
 Vanna Lanh
 Scott A. Lawson
 Phillip Edward Lee
 Terry Allen Lierman
 Nancy Ellen Lucas
 David Wayne Mason
 Carl Edward Mauer
 Jane Marie Mayfield
 Dona L. McClure
 Donstance Alisa Mikez
 Jeffrey Miller
 Steven Lyle Miller
 Roddy X. Monaghan
 John Brady Moore
 Melodie Sue Moore
 Russell Warren Moore
 Pamela Leigh Morgan

Bachelor of Science (continued)

Patricia Ann Morgan
 Brenda Louise Morris
 Tonia E. Morros
 Bonnie Nell Moss
 Eugene M. Parker
 Carlos A. Peralta-Farias
 Jane Ellen Perkins
 Margaret M. Perry
 Mary L. PHoenix
 Massoud Pouryadollah
 Thomas J. Powell
 Patty Le Puryear
 Ruth Faughn Quinn
 Douglas Alan Ramey
 Rebecca Jane Ransom
 Lane Rhodes
 Roy Glen Ringstaff Jr.
 Kris Alan Robbins
 John Eubank Roberts
 Jackie Don Robinson
 Daniel Lee Rockwell
 Shannon Re Nea Rogers
 Elaine Routh
 Jane Anne Russell
 Rory Dee Sadler
 Cynthia Iris Schaper
 Eddie DAle Schmidt

Lane Thomas Schmidt
 Nasser Shaarbafan-Aval
 Sarah Ellen Shacklett
 Kamran Shaklaei
 Cheryl A. Shelton
 Roger Terry Skinner
 John Leighton Solomon
 Kenneth O. Spittler
 Lea Ann Estep Staggs
 Susan CARol Stephenson
 James Stinnett
 Tammy Renee Stone
 Habibolah Taravat
 Barbara Susan Thorpe
 James Dennis Tucker
 Linda Margaret Turbett
 Timothy Melanchthon Tyler
 Susan Kay Valentine
 David Wayne Vitt
 Alesa J. Walker
 Sharon Lynn Wallis
 Dennis Howard Webb
 Jill White
 Christopher Alan Williams
 Tom K. Wilson
 Kelley Dewayne Wiseman
 Pamela G. Atkins Young

BACHELOR OF FINE ARTS

Jefferson Donald East

BACHELOR OF ARTS

Sandra Marie Bratcher
 Barbara Amelia Brodmerkle

Duane Perkins Spurlock

Therese Anne Kennedy
 Linda Jane McCuiston

MASTER OF ARTS

Melinda Hocker Craig
 Kathi Jo Hazlewood
 Nicolette Laura Murray

Isaac Marion Thacker IV

Kathryn H. Pasco
 Pattye Anne Primm
 James David Pritchard

MASTER OF BUSINESS ADMINISTRATION

Chia-Dung Cheng
 William Kehr France
 James Robert Hendrix Jr.

Jeng-Tong Tasy

Lisa Shelton Houston
 Hugh Anthony McKinnis
 Ernest S. Taliaferro Jr.

MASTER OF ARTS IN EDUCATION

Carol Anne Barnes
 Joyce Sprowles Beck
 Deborah J. Bell
 Diann L. Everitt
 Robert David Faulkner
 Anne Slaughter Flowers
 Patricia Ann Freeman
 Rebecca Elliott Griffin
 Kenneth D. Hamlet

Rebecca Ann Houser
 Bonita Gail Jones
 DAvid L. JONES
 Donna Hargrove Landrum
 Patricia Lousie Marquess
 Cynthia Jane Rodgers
 Judith A. Shepherd
 Marilyn McCarty Waldon
 Nancy Carolyn Cary Webb
 Jeanette Louise Wicker

MASTER OF SCIENCE

Melodie Bidwell
 Kenneth Allen Crawford
 Larry Dalt Edwards
 Julia Brooks Farmer
 Kenneth Joseph Frazer Jr.

Joe Steven Green
 Gary Peter Hyde
 Sister Judith A. Kissel
 Stanley Charles Marcieski
 John Patrick Moynahan

Master of Science (continued)

Adisak Naknouvatim
 Patricia Ann Oliver
 Clare Elizabeth O'Neill
 Debra Lynn Overfield
 Pamela Jean Pisoni

Rhonda Jeanan Plott
 Fredrick H. Sapp
 Nancy Marie Sills
 Susan Jolene Stuska
 Charles Bruce Vinson

Sandra Lee Wolfe

Mr. West: Second.

Mr. Christopher: All those in favor, say aye; opposed, nay. Motion Passes.

Discussion regarding MSU Medical Insurance Plan (see attachment #2)

Mr. Hall: The letter I have distributed is self-explanatory regarding the current status of our health insurance situation. I talked to the Chairman about reinstating our previous insurance committee so that the group can start to meet and deal with our insurance situation. If there are any questions, I'll be glad to try to respond to them.

Mr. Christopher: Jim and I talked briefly before the meeting. The problem as you can see is the increased expense of the medical coverage. We thought it might be best to reinstate our insurance committee. Bill Carneal, you were on that committee, as was Steve. Bill Morgan, could you add your expertise?

Mr. Morgan: I'll be glad to serve on it. I don't think I was on it before.

Mr. Christopher: I think before you said you said you couldn't, but if you can this time, I'd appreciate it. If you three would, constitute an Insurance Committee and Jim Hall will be in touch with you and will coordinate it from there.

Materials Distributed

Dr. Curris: Enclosed in your folder is the financial report for the six-month period. It is not on the agenda. It will be on the agenda next time for acceptance. It's given to you now so you'll have a chance to look at it.

Mr. Christopher: You've also received a report from Dave Kratzer with the magazine called College Union which featured the new University Center.

Mr. McCuiston: Dr. Curris, (regarding the financial report) just looking through this because we just got it today, I noticed it did not have on it the reserves which I asked at the last Board meeting that the reserves be listed here. I haven't seen it; I could be wrong.

Dr. Curris: I haven't even looked at the report. I just got it.

Mr. McCuiston: I got it right before the meeting; just looked through it, and I didn't see it. If they're not on there, I'd like them put on there.

Mr. Hall: What we've done is prepare the standard report, and whenever the Board takes action on it, prior to then, we'll be happy to supply that. As a matter of fact, I think it's already prepared.

Mr. Christopher: I would also like to acknowledge--I take it that each member of the Board received a copy--a letter from Drs. Guin, Moseley, and Newell. We may put that on the agenda for the next meeting, concerning a request.

Dr. Howard: When the Physical Plant Committee met--we're speaking now regarding the artificial turf at Roy Stewart Stadium--I don't believe many people were listening very well when we made that recommendation. You may recall that in the recommendation we reserved the right to look at it again after we know what we're going to get in the budget. The question was asked, and I remember Mr. McCuiston asked this question: What is the latest date we can change our mind on this? We estimated sometime in May. We understand what the problems are. I just wanted to make that comment that the Committee did recommend, I think the Board went along with the recommendation, but we also reserved the right to change our mind on the issue. I just wanted to make that clear.

Mr. Christopher: Thank you, Dr. Howard.

Mr. West: That's the question I had. I talked to Ron about whether we should put it on the agenda for this meeting. He said no. Is the May date still...?

Dr. Howard: That's the best information I have.

Mr. Christopher: We are looking at this meeting as more or less a special meeting. This will not constitute our first quarterly meeting.

Let me acknowledge a note from the Morgan Family thanking the Board for the thoughtfulness shown at the time of the death of Bill Morgan's mother, and I'll pass that around.

Any other items before we go into executive session?

Audit Committee

Mr. Christopher: The Audit Committee met this afternoon at 2:00 p.m. Dr. Settle, as Chairman of that Committee, said he would like to comment on their meeting.

Dr. Settle: The Audit Committee met with James R. Meany & Associates this afternoon at 2:00 p.m. The Committee was in full attendance accompanied by Dr. Curris and Mr. Hall. We were pleased and James R. Meany & Associates were very surprised to see the accomplishment that Murray State University has had in approaching its management letter or recommendation they received last year, and they were extremely surprised they had accomplished so much in such a short period of time. They felt that last year's managerial letter reflected routine first-year audit and in essence that's what we represented because the State had been auditing us prior to last year. Their audit process doesn't include the type of professional recommendations and positive input that James R. Meany & Associates have offered us the past two years. So, all of the constructive suggestions that they made last year have either been accomplished or in the process of being accomplished or left to be done. I think this is mainly because of our limitation in our computer ability at this time. So we have an official audited record. I think any regent that would like to look it up and perhaps use it, is welcome to do so.

Copies of the audits were distributed to each member.

Mr. Christopher: Anything Further?

Executive Session

Mr. McClure: I move we go into executive session for the purpose of discussing the litigation matters with the University attorney and one personnel item.

Dr. Settle: Second.

Mr. Christopher: All those in favor, say aye opposed nay. Motion passes.

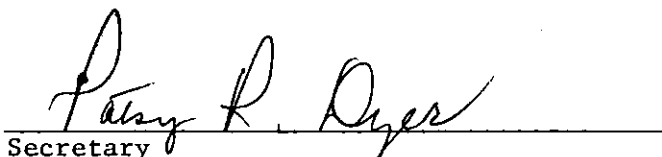
Let me say for the members of the press and anyone who wishes to stay, we hope to keep this executive session to no more than 15-20 minutes. It is not contemplated that any further business will be conducted. We will reconvene to to adjourn. Thank you very much.

The executive session began at 5:00 p.m. and ended at 5:45 p.m.; the meeting reconvened in public session.

Mr. McCuiston moved that the meeting be adjourned and Dr. Howard seconded.

Mr. Christopher: I might say before we adjourn that we plan to have our quarterly meeting hopefully within the next month. All those in favor of the motion, say aye, opposed, nay. Motion passes. We stand adjourned.


Chairman


Secretary

Murray State University

Board of Regents
Murray, Ky. 42071

January 19, 1982

The Honorable John Y. Brown
Governor
Commonwealth of Kentucky
Frankfort, KY 40601

Dear Governor Brown:

Upon review of Kentucky's Plan in Response to the Office for Civil Rights' letter of January 15, 1981, this is to acknowledge that the achievement of the goals and interim benchmarks specified therein has been adopted as official policy of this institution.

Sincerely,



Constantine W. Curris
President



M. Ronald Christopher
Chairman, Board of Regents

SUMMARY OF PROPOSED ACTIONS AFFECTING
MURRAY STATE UNIVERSITY, CONTAINED
IN KENTUCKY'S PLAN TO BE SUBMITTED
TO THE OFFICE FOR CIVIL RIGHTS

Kentucky's Plan in response to the Office for Civil Rights (OCR) letter of January 15, 1981 (hereafter referred to as "the Plan") affects Murray State University primarily in three areas. Probably the most significant is that the University would agree to increase its enrollment of black students fairly substantially over the next five years. Secondly, the University would agree to increase its employment of blacks under the provisions of our Affirmative Action Plan. (In effect, we would be simply reaffirming our commitment to our existing goals and timetables.) Thirdly, the University would be committed to participating in a program to relocate Kentucky State University faculty displaced under other provisions of the Plan. Analysis of all those provisions which directly affect Murray State is given below.

1. The University would be required to participate in a faculty-staff relocation program for displaced KSU employees. A relocation committee would be established by the Council on Higher Education to serve a broker function which would match candidates with available positions. All public higher education institutions in the state would be required to notify the committee of all vacancies for which individuals are sought. The committee will then transmit vitae of any displaced KSU employees who appear to meet job requirements to the universities for review. The universities would be required to interview all such KSU employees who have the qualifications for the position. Any KSU employee who is "equally qualified" with the other leading candidates is to be offered the position first. The definition and justification of the phrase "equally qualified" is to be done by the hiring institution.

2. The Council on Higher Education will discourage the traditionally white institutions (TWI) from submitting new program proposals that could reasonably be considered as competitive to a similar program proposal submitted by KSU. (All new programs proposed by KSU must be consonant with its new and more narrowly defined mission.)

3. The Commonwealth, in the Plan, is committing itself to withholding approval of any changes in institutional operations that might have the effect of thwarting the achievement of its desegregation goals. One sentence in this section bears repeating:

"The Commonwealth's commitment to withhold operational changes that in effect would thwart the achievement of its desegregation goals implicitly pledges the Council on Higher Education and each university governing board to take no action for operational changes that would be counter-productive to the achievement of desegregation goals."

4. The Plan establishes goals and timetables for increases in resident black undergraduate headcount enrollment and resident black entering headcount enrollment for each university. The tables showing our commitment are attached. It should be noted that our fall, 1985, goal of a black enrollment of 6.2 percent of the student body has been reduced considerably from earlier suggestions from OCR. They originally proposed that our goal be set at the percentage of the black population in our service area, which is considerably in excess of 6.2 percent. The approach now is to have as a goal a state-wide figure, and the Plan recognizes that our situation is directly affected by the four community colleges in our area. Two sentences from the report which are in reference to Murray State and the University of Louisville summarize the reasoning in the Plan:

"These universities may not be able to recruit greater numbers of black high school graduates, since to do so would adversely affect the recruitment and enrollment standards already established by Henderson, Hopkinsville, Madisonville, and Paducah community colleges in far western Kentucky and Jefferson Community College in Jefferson County. These universities' recruitment goals may be achieved by the recruiting of more black graduates of the community colleges in their respective areas."

The Council is given authority to review minority recruitment and retention efforts at all colleges and universities and make recommendations concerning the strengthening of these efforts. In the case of retention, the Council is to establish a task force to study existing and potential programs. Funds may be available for such strengthening.

5. Each institution will be required to develop specific minority enrollment goals for its graduate programs. Murray State's enrollment timetable in this regard is attached and is very modest.

6. In the area of employment, the University is committed to continue to vigorously pursue its own Affirmative Action Plan. Data illustrating our current situation is attached.

7. Kentucky State University is required, by August, 1982, to enter into agreements with at least two of the other public universities for the development of a faculty exchange program. State-wide, the faculty exchange program must provide for the appointment of not less than five KSU faculty to adjunct or visiting posts at the other institutions, along with the appointment of not less than five faculty members from the other institutions to posts at KSU.

Table 1

Resident Black Undergraduate Headcount Enrollment and
as a Percent of Total Undergraduate Headcount Enrollment*

<u>Institution</u>	<u>Fall 1980</u>		<u>Fall 1981</u>		<u>Fall 1982</u>		<u>Fall 1983</u>		<u>Fall 1984</u>		<u>Fall 1985</u>		<u>Total Increase in Black Enrollment</u>	<u>Approximate Annual Percentage Increase</u>
	<u>Head- count</u>	<u>Percent of Total</u>	<u>Head- count</u>	<u>Percent of Total</u>	<u>Head- count</u>	<u>Percent of Total</u>	<u>Head- count</u>	<u>Percent of Total</u>	<u>Head- count</u>	<u>Percent of Total</u>	<u>Head- count</u>	<u>Percent of Total</u>		
Eastern Kentucky University	742	7.4	742	7.4	742	7.4	742	7.4	742	7.4	742	7.4	0	0.0
Morehead State University	135	3.2	135	3.2	135	3.2	135	3.2	135	3.2	135	3.2	0	0.0
Murray State University	219	4.9	230	5.2	241	5.4	254	5.6	266	5.9	280	6.2	61	5.0
Northern Kentucky University	38	0.6	42	0.6	46	0.7	50	0.8	56	0.9	61	0.9	23	10.0
University of Kentucky	596	4.0	656	4.3	721	4.7	793	5.2	873	5.7	960	6.2	364	10.0
University of Louisville	1,405	9.9	1,447	10.2	1,490	10.4	1,535	10.7	1,581	11.0	1,629	11.3	224	3.0
Western Kentucky University	722	8.1	722	8.1	722	8.1	722	8.1	722	8.1	722	8.1	0	0.0
Four-Year Traditionally White Institutions	3,857	6.1	3,974	6.3	4,097	6.4	4,231	6.6	4,375	6.9	4,529	7.1	672	--
Community College System	1,990	10.7	1,990	10.7	1,990	10.7	1,990	10.7	1,990	10.7	1,990	10.7	0	0.0
Traditionally White Institutions	5,847	7.1	5,964	7.3	6,087	7.4	6,221	7.6	6,365	7.7	6,519	7.9	672	--

*White undergraduate headcount enrollment remains constant.

Note: Eastern Kentucky University, Morehead State University, Western Kentucky University, and the University of Kentucky Community College System have achieved racial parity.

Table 2

Resident Black Entering Headcount Enrollment and
as a Percent of Total Entering Headcount Enrollment*

Institution	Fall 1980		Fall 1981		Fall 1982		Fall 1983		Fall 1984		Fall 1985		Total Increase in Black Enrollment	Approximate Annual Percentage Increase
	Head- count	Percent of Total	Head- count	Percent of Total	Head- count	Percent of Total	Head- count	Percent of Total	Head- count	Percent of Total	Head- count	Percent of Total		
Eastern Kentucky University	261	8.1	261	8.1	261	8.1	261	8.1	261	8.1	261	8.1	0	0.0
Morehead State University	43	3.2	43	3.2	43	3.2	43	3.2	43	3.2	43	3.2	0	0.0
Murray State University	80	5.6	82	5.8	84	5.9	86	6.0	88	6.2	91	6.4	11	2.6
Northern Kentucky University	5	0.3	6	0.4	7	0.4	8	0.5	9	0.6	10	0.6	5	15.0
University of Kentucky	173	4.3	186	4.6	199	4.9	213	5.2	227	5.5	241	5.8	68	6.9
University of Louisville	406	10.5	412	10.6	418	10.8	424	10.9	430	11.1	436	11.2	30	1.4
Western Kentucky University	226	8.5	226	8.5	226	8.5	226	8.5	226	8.5	226	8.5	0	0.0
Four-Year Traditionally White Institutions	1,194	6.6	1,216	6.7	1,238	6.8	1,261	6.9	1,284	7.0	1,308	7.1	114	--
Community College System	742	10.2	742	10.2	742	10.2	742	10.2	742	10.2	742	10.2	0	0.0
Traditionally White Institutions	1,936	7.6	1,958	7.7	1,980	7.8	2,003	7.8	2,026	7.9	2,050	8.0	114	-

*White entering headcount enrollment remains constant.

Note: Eastern Kentucky University, Morehead State University, Western Kentucky University, and the University of Kentucky Community College System have achieved racial parity.

Revised August 28, 1981

APPENDIX III C-5

ADDITIONAL BLACK RESIDENT FIRST-TIME GRADUATE AND FIRST-PROFESSIONAL
ENROLLMENT NEEDED BY YEAR
MURRAY STATE UNIVERSITY
FALL 1981 - FALL 1985

<u>Discipline</u>	<u>Fall 1981</u>	<u>Fall 1982</u>	<u>Fall 1983</u>	<u>Fall 1984</u>	<u>Fall 1985</u>	<u>Total</u>
Agriculture and Natural Sciences	0	0	0	0	0	0
Architecture and Environmental Design	NA	NA	NA	NA	NA	NA
Biological Sciences	NA	NA	NA	NA	NA	NA
Business and Management	0	0	0	0	1	1
Engineering	0	0	0	0	0	0
Physical Sciences	0	0	0	0	0	0
Other Graduate	0	0	1	0	1	2
Dentistry	NA	NA	NA	NA	NA	NA
Medicine	NA	NA	NA	NA	NA	NA
Law	NA	NA	NA	NA	NA	NA
Total	0	0	1	0	2	3

NA = Not Available



COMMONWEALTH OF KENTUCKY
COUNCIL ON HIGHER EDUCATION
FRANKFORT
40601

HARRY M. SNYDER
EXECUTIVE DIRECTOR

August 26, 1981

Dear Deno:

This letter is to acknowledge the revision of Murray State University's Affirmative Action Plan as requested by the staff of the Office for Civil Rights. Specifically, the availability percentage for blacks in the Executive/Administrative/Managerial job category has been changed to 4.0; Faculty availability has been changed to 3.8; Professional Nonfaculty availability has been changed to 3.9. The goals and timetables for achieving parity in these categories have been amended accordingly per the instructions of Rick Stinchfield, Murray's affirmative action representative in this matter.

For your information, I have attached a copy of the matrix which displays these data for all state-supported universities and is a part of the state plan in response to the Office for Civil Rights letter of January 15, 1981. We are appreciative of the promptness with which you and your staff resolved this matter.

Sincerely,

Harry M. Snyder
Executive Director

Dr. Constantine W. Curris
President
Murray State University
Murray, Kentucky 42071

HMS/mm

Attachment

cc: ☒ Dr. Rick Stinchfield
Dr. Gary Cox

PERCENT DISTRIBUTION OF BLACKS BY EEO-6 CATEGORY

BENCHMARK GOALS

	1980 Employment	Availability	1981-82	1982-83	1983-84	1984-85	1985-86
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Eastern Kentucky University

Executive/Administrative/Managerial	0.00%	4.02%	0.00%	1.00%	2.00%	3.06%	4.08%
Faculty	1.05%	3.80%	1.19%	1.79%	2.54%	3.14%	3.89%
Professional Nonfaculty	3.82%	3.90%	3.82%	4.45%	4.45%	4.45%	4.45%
Secretarial/Clerical	1.44%	7.00%	1.72%	2.87%	4.31%	5.75%	7.18%
Technical/Paraprofessional	6.12%	4.60%	NOT UNDERUTILIZED				
Skilled Crafts	9.90%	8.20%	NOT UNDERUTILIZED				
Service/Maintenance	9.58%	6.40%	NOT UNDERUTILIZED				

Morehead State University

Executive/Administrative/Managerial	0.00%	4.02%	0.00%	1.96%	3.92%	3.92%	3.92%
Faculty	0.60%	3.80%	0.60%	1.78%	2.08%	2.97%	3.86%
Professional Nonfaculty	1.80%	3.90%	0.00%	2.70%	2.70%	3.60%	3.60%
Secretarial/Clerical	1.19%	1.28%	NOT UNDERUTILIZED				
Technical/Paraprofessional	0.00%	1.28%	0.00%	0.00%	2.63%	2.63%	2.63%
Skilled Crafts	0.00%	1.20%	0.00%	2.00%	2.00%	2.00%	2.00%
Service/Maintenance	0.60%	1.28%	0.60%	0.60%	0.60%	0.60%	1.20%

Murray State University

Executive/Administrative/Managerial	0.94%	4.02%	1.88%		2.83%		4.71%
Faculty	4.24%	3.80%	NOT UNDERUTILIZED				
Professional Nonfaculty	4.63%	3.90%	NOT UNDERUTILIZED				
Secretarial/Clerical	1.52%	1.82%	2.01%		2.01%		2.01%
Technical/Paraprofessional	2.70%	1.51%	NOT UNDERUTILIZED				
Skilled Crafts	0.00%	2.34%	1.67%		1.67%		2.94%
Service/Maintenance	17.59%	5.20%	NOT UNDERUTILIZED				

Northern Kentucky University

Executive/Administrative/Managerial	(1981) 2.00%	5.00%		3.01%		4.50%	
Faculty	DEPARTMENT SPECIFIC...REFER TO PLAN						
Professional Nonfaculty	2.00%	3.00%		2.51%		3.14%	
Secretarial/Clerical	1.00%	5.00%		2.53%		5.06%	
Technical/Paraprofessional	4.00%	5.00%	NOT UNDERUTILIZED				
Skilled Crafts	0.00%	4.00%				5.88%	
Service/Maintenance	6.00%	14.00%		7.89%		14.03%	

University of Kentucky

University of Louisville

Western Kentucky University

These three universities have developed availability data, current employment data, and benchmark goals that are departmental and not amenable to matrix display.

2000 10 0.00 0.00 0.00/0.00

Murray State University

Personnel Services Office
Murray, Ky. 42071 (502) 762-2146

January 28, 1982

Mr. Ron Christopher
Chairman, Board of Regents
Murray State University
Murray, KY 42071

Dear Mr. Christopher:

The 1981 claims on our self-funded medical insurance plan with The Travelers Insurance Company exceeded Travelers bid by approximately \$200,000. Unofficial figures received by letter on January 4 and by telephone January 19 result in a substantial and unrealistic increase in cost for 1982.

Our medical and prescription drug claims are estimated to be \$713,825 for 1981. Although our claims experience has been extremely high, I feel the proposed increase is very excessive in most areas of coverage.

The following calculations are projected increases based on these proposed figures. This information is based on the number of employees covered by our plan for January 1982 to reflect an accurate comparison.

	<u>1981</u>	<u>1982</u>	<u>% Increase</u>
Medical Premiums	\$423,397.68	\$1,234,125.00	191%
Prescription Drugs	88,639.20	179,883.00	103%
Administrative Fees	27,839.28	67,329.36	142%
Stop-Loss Premium	4,047.12	11,037.60	173%
Plus Life Insurance	47,304.00	52,560.00	11%
Total Cost	\$591,227.28	\$1,544,934.96	161%

Mr. Drane Shelley, Director of Purchasing, notified The Travelers in writing on January 21, 1982, that they have not followed the provisions of the contract. These provisions allow Murray State one hundred and twenty (120) days to consider and evaluate the new premium structure for the coming year before making a decision as to the renewal of the contract. Mr. Shelley advised Travelers that it is our position that they must continue to pay claims at the premium rate specified in the original contract until they meet the conditions and terms of the contract.

Mr. Ron Christopher


Page 2

January 28, 1982

My experience with The Travelers during the year has not been favorable. Claim payments have been satisfactory, however, the administration and service of the plan have been unsatisfactory.

Due to the proposed increases and difficulties experienced, I recommend that consideration be given to rebidding the plan to become effective July 1, 1982.

Sincerely,



George L. Stockton

Director of Personnel Services

GLS:rjm