

9-11-1987 12:00 AM

**1987-09-11**

Board of Regents, Murray State University

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MINUTES OF THE MEETING OF THE BOARD OF REGENTS  
Murray State University  
September 11, 1987

The Board of Regents of Murray State University met September 11, 1987, for the summer quarterly meeting, in the Board Room, Wells Hall, on the campus of the University. The meeting was called to order at 1:30 p.m., C.D.T., by Chairman William E. Beasley. Mr. Dean Ross gave the invocation.

Upon call of the roll the following members answered present: Mr. William E. Beasley, Mr. Robert C. Carter, Dr. James Hammack, Jr., Dr. Billy G. Hurt, Mrs. Irma LaFollette, Mr. Wendell Lynch, Mr. Chris McNeill, Mr. Frank Nichols, Mrs. Virginia Strohecker, and Mr. C. Waitman Taylor, Jr. None were absent. The Chairman stated a quorum was present to conduct business.

Present for the meeting were Dr. Kala M. Stroup, President of the University; Mrs. Patsy R. Dyer, Secretary of the Board; Vice President for Academic Affairs Dr. James Booth; Vice President for Student Development Dr. Frank Julian; Vice President for University Relations and Development Dr. David Perrin; Interim Vice President for Finance and Administrative Services Dr. Robert Ramsey; Assistant to the President Dr. Lanette Thurman; Dean of Admissions and Records Phil Bryan; University Attorney James Overby; Deans Ken Winters and Coy Harmon; Staff Congress Vice President Butch Hutson; Director of Accounting Services David Whitmire, Assistant to Vice President for Budget Donna Harris; members of the news media; and visitors.

Agenda

The following agenda was presented for the meeting:

AGENDA  
Meeting of the Board of Regents  
Murray State University  
September 11, 1987  
1:30 p.m.

1. Roll Call
2. Minutes of the Meeting of the Board of Regents held June 22, 1987
3. Report of the President Dr. Stroup
4. Report of the Chairman Mr. Beasley
5. Report of the Treasurer  
(Financial and Investments Reports for the period July 1, 1986 - June 30, 1987)
6. Personnel Changes Dr. Stroup
  - A. Recommendation on Athletic Director
  - B. Recommendation on Director of Purchasing and General Services
  - C. Recommendation on Director of Minority Faculty and Staff Recruitment and Retention/Affirmative Action Officer
  - D. Recommendation on Interim Vice President for Finance and Administrative Services
  - E. Resignations/Terminations January 1 - July 31, 1987
  - F. New Employment January 1 - July 31, 1987
  - G. Salary Roster effective August 1, 1987
  - H. Leaves of Absence
7. Election of Treasurer of the Board
8. Report of the Dean of Admissions and Records Dr. Stroup (August 1987 graduates)

9. Committee Reports/Recommendations
  - A. Academic Affairs Mr. Taylor
    1. Elimination of listed graduate programs
    2. Dual Credit Report
    3. Report on Accreditations
  - B. Athletic Mr. Lynch
  - C. Buildings and Grounds Mr. Carter
    1. Progress Report on Industry & Technology Building
  - D. Development/Investments Dr. Hurt
  - E. Faculty/Staff Affairs Mr. Lynch
  - F. Finance/Audit Mr. Nichols
    1. Report from Arthur Andersen & Co. on Financial systems Review
    2. Report from Arthur Andersen & Co. on Payroll/Personnel Implementation Plan and authorization to engage the firm to assist the University in implementation of the System
    3. Biennial Budget Request
    4. Investment Policy for Endowed Chair Funds
    5. Capitalization Policy
    6. CERR Funds

10. Report of the MSU Alumni Association Dr. Perrin

11. University Planning Dr. Stroup

Minutes of the Meeting of the Board of Regents held June 22, 1987,  
Approved

Mr. Carter moved that the Minutes of the Board Meeting held June 22, 1987, be approved as received and corrected. Mrs. Strohecker seconded and the motion carried.

Report of the President

President Stroup called attention to the story on the Board of Regents in this week's issue of the Murray State News, recognized Lisa Jackson, Editor of the Murray State News, and thanked Lisa for the story. She stated that Dean Ross is a good example of the type of involvement we have from people. Dean is a campus minister, works very closely with our football team, his son, Todd, is an outstanding journalism student, and his wife, Molly, is a non-traditional student and secretary in the College of Science. She added that Todd has won a number of awards including the prestigious Gannett award. We are eligible for the Gannett award because we are now accredited in journalism.

President Stroup recognized President Young of the University College of Belize. She stated that we have a good working relationship with the University College of Belize and that President Young is here shadowing the President of Murray State University and learning about our university.

She called attention to the printed version of the Economic Impact Study that Gil Mathis did a year ago, and stated it is ready for distribution. She asked the Board to please tell her if you think there are people who should have this piece of information. She stated that it is important for people in our region to know the role we play and the economic impact we have in the region.

She referred to the annual State of the University address that was made to the faculty and staff, and added that this year a similar presentation was made to the hourly staff. This address sets the tone and direction and highlights some issues for the institution for the coming year. She stated that we will be talking about planning later today and some statements made in the Address are pertinent to the planning. She pointed out that when compared against our benchmarks, other institutions in Kentucky, or any comparison group, Murray State is in the top 25% of universities of our type in the number of professional accreditations that we maintain. Institutions that have more professional accreditations than Murray State are those that are

significantly larger institutions, are research universities, are institutions located in metropolitan areas, and/or are significantly older or private institutions. This means that we compete with institutions with accredited programs when it comes to faculty. In faculty salaries, we are significantly behind institutions that maintain the type of accreditations that we do. If we are serious about quality improvement, we must have salaries that come closer to the median or average of institutions with the kinds of accreditations that this institution maintains.

President Stroup further pointed out that we have seen significant changes in the quality of our students. We still maintain a strong second place among Kentucky institutions in ACT test scores. Our test scores are above the national and the state averages, and have significantly improved over the last four or five years. These scores have improved because we have the precollege curriculum, strong admission requirements, a successful honors program, a gifted and talented series for young people, international programs, and professional accreditations. Academically, this year's class is the strongest we have every had. We have more national merit semi-finalists than before, and we have six national merit finalists. We continue to get our share of the Governor's Scholars and the best students from this region. The Regents have been concerned from time to time about our recruitment and retention efforts. Our enrollment this summer was the largest since 1981. In addition, we had 2100 young people on campus this summer in all kinds of educational programs. We had strong summer freshman orientation programs and added a new activity in which the community invited parents to a special evening with community leaders. Although the official statistics are not final, our fall enrollment is quite strong. We will be up around 3-4%. Our undergraduate and graduate credit hours are up. We have added an additional recruiter who will be working in the Louisville area, and the Stein Marketing Company is doing an extensive evaluation of our recruiting efforts, surveying both the students who choose to come here and those who do not choose to come here. She called attention to the recruitment and retention newsletter and to a study done this summer by Laurie Marvin in conjunction with Stein. It is an analysis of impressions of this institution before the process with Murray State is started. This will provide data on our image and the recruitment of students.

Next, the mission of the University was discussed by the President. The Murray-based campus is the residential campus with a rigorous curriculum, honors program, international component, strong general educational curriculum, and focus on learning assessment. There is another Murray State University, and this university is an emerging one equally as important to us in terms of mission, recruitment, and retention. Murray State has had off-campus offerings from the beginning as a normal school. In the last few years, we have introduced the MBA programs in Owensboro and Paducah, upper-division courses in Madisonville, the Fort Campbell Center, the adult learning center, the organizational communication weekender college, and over 80 courses taught off campus each year. This other Murray State is significant to our growth and development. This campus offers the BIS program. We grant the only external degree in the state and region. It has just received full SACS accreditation; SACS has called the degree innovative and of high quality. We have upper-division course offerings at Paducah Community College, Henderson Community College, and Madisonville Community College. We have a Fort Campbell transition grant which is to assist service personnel when released at Fort Campbell to make college selections. We have a cable television network program, KET courses, articulation agreements between the College of Education with Henderson, Madisonville, and Paducah Community Colleges. We now have demands from all community colleges in our region for upper-division courses, and we are now recruiting more heavily in the community colleges. This next week we will be working with Boy Scouts of America to be its degree-granting institution; and we now have a very good community education program with the public schools. These programs are non-traditional, appeal to the place-bound and adult learner, are innovative and flexible. It is a way of providing education to large numbers of people in our region who do not have a college degree. This "other" Murray State is important to nurture.

President Stroup called attention to the emerging themes from the campus-wide planning program, and Vice President Julian distributed a set of recommendations from the Task Force on Recruitment and Retention.

Regarding articulation agreements with the College of Education, Dr. Stroup stated that a teacher shortage is anticipated. She added that until last year we were unable to recruit in the community colleges. One of the largest sources of potential teachers are community college students. The College of Education believed that by developing a close working relationship some of these students could finish more hours in the community colleges and then transfer to Murray. That means delivery of not only professional courses, but of the accompanying courses. That development of articulations agreements has to be done curriculum by curriculum. Teacher education has taken the lead, but it will involve upper-division courses in other areas.

(See Attachments #1 a-e)

#### Report of the Treasurer

President Stroup presented the Financial and Investment Reports for the period July 1, 1986, through June 30, 1987, and the Board received the Reports.

(See Attachments 2 a-b)

#### Personnel Changes, Approved

Mr. Nichols moved that the Board upon the recommendation of the President of the University approve the appointment of Michael D. Strickland as Athletic Director effective September 1, 1987, at an annual salary of \$49,500. Mr. Taylor seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

President Stroup introduced Mr. Strickland to the Board.

Mr. Nichols moved that the Board upon the recommendation of the President of the University approve the appointment of John R. Fitzgibbon as Director of Purchasing and General Services effective September 14, 1987, at an annual salary of \$32,750. Mrs. Strohecker seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

Mrs. LaFollette moved that the Board upon the recommendation of the President approve the appointment of Dr. Lewis Liddell as Assistant to the President (Director of Minority Faculty and Staff Recruitment and Retention/Affirmative Action Officer) at an annual salary of \$30,000, and the effective date dependent upon his release from Kentucky State University. Mr. Lynch seconded.

President Stroup pointed out that Dr. Liddell will hold a half-time joint appointment as Assistant Professor in the Department of Elementary and Secondary Education during the academic year and that additional salary for this appointment will be determined by the College of Education.

Upon call for the vote, the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

Mr. Carter moved that the Board upon the recommendation of the President approve the appointment of Dr. Robert R. Ramsey, Jr., as Interim Vice President for Finance and Administrative Services effective September 1, 1987, at an annual salary of \$55,000. Mr. Taylor seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

President Stroup introduced Dr. Ramsey to the Board.

Mr. Nichols moved that the Board approve actions listed as e) Resignations/Terminations January 1 - July 31, 1987, f) New Employment January 1 - July 31, 1987, g) Salary Roster effective August 1, 1987, and h) Leaves of Absence. Mr. McNeill seconded and the following voted: Mr. Carter, yes; Dr. Hammack was present but did not vote; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

(See Attachments #3)

Dr. Robert R. Ramsey, Jr. elected Treasurer

Chairman Beasley stated that James E. Cofer, Treasurer of the Board, has resigned and declared the office open for nominations. He reviewed the process for the election of the Treasurer.

For the Office of Treasurer, the Secretary alphabetically called the roll for nominations. Mr. Beasley nominated Dr. Robert R. Ramsey, Jr.. All other members passed in support of the nomination, and the Secretary reported one nomination for Treasurer: Dr. Ramsey. The Chairman stated Robert R. Ramsey, Jr. elected Treasurer for 1987-88.

Report of the Dean of Admissions and Records

Dr. Hurt moved that upon completion of all requirements, individuals recommended by the President and Dean of Admissions and Records be awarded the respective degree effective August 7, 1987. Mrs. Strohecker seconded and the motion carried.

(See Attachment #4)

Committee Reports/Recommendations

A. Academic Affairs - Mr. Taylor

At Mr. Taylor's request, Vice President Jim Booth stated that Murray State University initiated a comprehensive Graduate Program Review in 1985, utilizing a format outlined by the Academic Council entitled, "Criteria for Evaluation of Academic Affairs," and that the Council of Collegiate Deans served as the review committee. Six programs were recommended for elimination, and the recommendations for all other graduate programs are presented as information items.

(See Attachment #5)

Mr. Taylor moved that six programs be eliminated and withdrawn from the Council on Higher Education registration, as recommended by the Murray State University Graduate Program Review Committee:

01.0102	Agricultural Business (MS)
13.0499.01	School Business Administration (MAEd)
13.1301	Agriculture Education (MAEd)
13.1302	Art Education (MAEd)
13.1308	Home Economics Education (MAEd)
13.1315	Reading (EdS)

Mr. Nichols seconded and the motion carried.

Mr. Taylor called attention to the letter to Gary Cox, Executive Director of the Council on Higher Education, from Dr. Stroup pertaining to dual credit for courses and complimented Dr. Stroup on her letter and approach, but stated that if this doesn't work, the Board may have to face up to this situation.

(See Attachment #6)

Dr. Booth stated that this year it is anticipated that at least five public institutions, two or three independent colleges, and up to 10 community colleges will be offering dual credit. It will occur at 90

different locations across the state and more than 1700 students will be enrolled in those courses.

He further stated that dual credit is providing a course and allowing the student to receive both high school credit and college credit for that course. Murray State University is both philosophically and ethically concerned about these dual offerings. We have very serious reservations about that practice, and we have pointed out these reservations to the Council on Higher Education.

At Mr. Taylor's request, Dr. Booth stated U.K is estimating it will have approximately 160 students enrolled in dual credit this year, the community colleges will have 500 students, the University of Louisville will have 280 students, Kentucky State 125 students, and Western Kentucky will have in excess of 700 students enrolled in dual credit.

Mr. Taylor observed that this is a tremendous recruiting tool. The student gets his first year of College English out of the way while in high school. If the Council on Higher Education allows this to continue to happen, even though it may be against academic principles here, we have to take a strong look at this because we have to remember our budget is enrollment-driven. All you have to do is take 700 students at 3 hours each and that is over 100 FTE students.

President Stroup stated that a number of the CHE members are very concerned but it becomes an authority issue. The Council has program review authority but these are not programs, these are courses. The Council does not have course-review authority. The Council is searching for ways it can take a stand and have the authority to discontinue the practice.

Mr. Taylor asked, do you think I am overly concerned about the threat this poses to us?

Dr. Stroup stated no; we are very concerned at this institution.

Dr. Hurt stated that he sees it causing a threat to the concept of the regional universities, not just Murray State.

Mrs. Strohecker asked, why is Western's number so much higher than any of the other universities?

Dr. Booth responded that given the five state institutions involved in this, Western got into it more recently than anyone else. It has very aggressively moved throughout the school districts in its service region to offer these courses, and it is really a matter of aggressiveness, which he thought explained the numbers as compared to the other institutions.

Dr. Hurt asked, are these students required to pay tuition for college credit and are the high schools in which they are enrolled receiving ADA funding at the same time?

Dr. Booth responded yes on both counts.

Mrs. LaFollette asked, wouldn't the CHE then have a handle on that?

Dr. Stroup stated that the Council does not feel it has the authority because there is no over-lapping group between high schools and colleges. We believed the CHE was the appropriate group and we will see what it does.

Mr. Taylor asked, must a student have an ACT of 20 + to do this, or can one with an ACT of 15?

Dr. Booth responded that varies with the institution; for example, the University of Louisville is 20 or above; WKU is above 17.

Mrs. LaFollette asked, can or would the CHE consider requiring a student enrolled for dual credit to pass an exam in the subject before entering the university?

Dr. Booth stated that is one of the options the CHE is considering. The problem we have is if a student takes a course at a particular institution, normally he will transfer with that course on his transcript, and we would not know.

Mr. Beasley added that there is not a means for us to identify on the transcript what is a dual credit.

Mr. Taylor stated that we have to watch this practice and take a stand on it.

Dr. Booth distributed copies of the Accreditation Statistics as of September 1987.

(See Attachment #7)

Mr. Taylor moved that our Journalism Department take this information, prepared a full page ad to be run in the Owensboro, Hopkinsville, Louisville, and Madisonville newspapers, and that our alumni in each area be asked to pay for the publication of this ad. Mr. Carter seconded and the motion carried.

Mr. Beasley stated this is a very good idea and asked Dwain McIntosh to assist in the advertisement preparation.

#### B. Athletic - Mr. Lynch

Mr. Lynch stated the Athletic Committee met this morning to discuss the Athletic program and to be introduced to the new Athletic Director, Mike Strickland.

#### C. Buildings and Grounds - Mr. Carter

Mr. Carter stated that the Board approved on June 22, 1987, a plan for the Racer Arena facility prior to receiving the final document from the architect. He further stated that the Arena Feasibility Study has been received from the architect and that the plan approved June 22, is in keeping with the Study. Upon the recommendation of the Buildings and Grounds Committee, Mr. Carter moved that the Board receive the Arena Feasibility Study. Mr. McNeill seconded and the motion carried.

(See Attachment #8)

Mr. Carter stated that the Committee with President Stroup and her staff will be pursuing avenues for funding the construction of Racer Arena. He further stated that the Committee met this morning and heard a progress report from the architect on the Industry & Technology project.

#### D. Development/Investments - Dr. Hurt

At Dr. Hurt's request, Vice President Perrin distributed copies of the attached Report to the Development Committee.

(See Attachment #9)

#### E. Finance/Audit - Mr. Nichols

For the Finance/Audit Committee, Mr. Nichols moved that the Board accept the report from Arthur Andersen and Company entitled, "Financial Systems Review," and that the alternative of Salvaging the Existing Financial Accounting System Software be pursued with the assistance of Arthur Andersen and Company, that this assistance is expected to cost \$45,000 plus out-of-pocket expenses estimated at \$8,000 - \$10,000, for a total expected cost of approximately \$55,000.

Mr. Lynch seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

For the Finance/Audit Committee, Mr. Nichols moved that the Board accept the report from Arthur Andersen and Company entitled,



"Payroll/Personnel Implementation Plan," and that Arthur Andersen and Company be engaged to assist the University in the implementation of the Condata payroll/personnel system for costs not to exceed \$200,000 plus out-of-pocket expenses.

Mr. Lynch seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

Mr. Nichols presented and moved that the Board approve the attached 1988/90 Biennial Budget Request. Mr. Lynch seconded and the motion carried.

(See Attachment #10)

Mr. Nichols moved that the Board approve the investment of Commonwealth of Kentucky provided funds intended for the establishment of an Endowed Chair for Ecosystems Studies in accordance with the attached investment policy, that ten percent of the income generated from the investment of these funds and the investment income generated from the private matching funds shall be added to the endowment annually to ensure the growth and stability of the endowment, and that the balance of the investment income shall be made available to the College of Science for the purpose of a faculty chair position in Ecosystems Studies.

Mr. McNeill seconded and the motion carried.

(See Attachment #11)

Mr. Nichols stated that Murray State University has not formally defined capital assets and with the passage of HB 622, effective July 1, 1982, the University may establish criteria for capital assets. He added the proposed policy will update the current criteria for capitalization and bring Murray State in line with the new State of Kentucky capitalization criteria. For the Finance/Audit Committee, Mr. Nichols moved that the Board adopt the attached Capitalization Policy.

Mr. Lynch seconded and the motion carried.

(See Attachment #12)

Mr. Nichols moved that the Board approve the expenditure of Consolidated Education Renewal and Replacement (CERR) funds for assistance from Arthur Andersen and Company to salvage the current Financial Accounting System and to implement the Payroll/Personnel System for \$45,000 and \$198,000 respectively plus out-of-pocket expenses estimated at 20 percent of the contract cost.

Mr. McNeill seconded and the following voted: Mr. Carter, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mrs. LaFollette, yes; Mr. Lynch, yes; Mr. McNeill, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

#### Report of the MSU Alumni Association

On behalf of the MSU Alumni Association, Dr. Perrin reported on activities in conjunction with the MSU vs. University of Louisville football game on September 26, on the Homecoming activities scheduled for October 30-31, and on the Winner's Circle scheduled October 18. He called attention to the alumni chapter meetings held during the summer in Washington, D. C., New York City, Boston, and Philadelphia. Dr. Perrin informed the Board that the 1986 Homecoming theme and activities on Wildlife won a CASE bronze metal award and extended congratulations to Susan Zimmerman. He stated the Alumni Association is entering into a final contract with Citizens Fidelity for the Affinity Credit Card program for the Alumni Association.

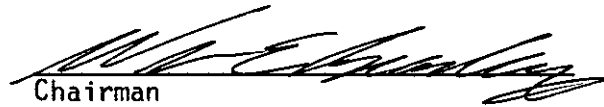
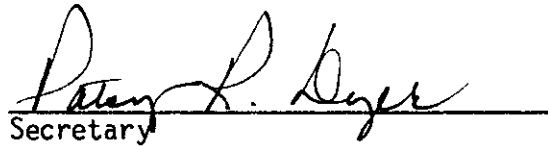
#### Information

President Stroup called to the Board's attention the Calendar of Events.

Adjournment

Chairman Beasley announced that upon adjournment the Board would convene in a Strategic Planning Session.

Mr. Nichols moved and Mrs. Strohecker seconded that the Board meeting be adjourned. Motion carried. The meeting adjourned at 3:10 p.m.

  
Chairman  
Secretary

PRESIDENT'S REPORT  
TO THE MSU BOARD OF REGENTS  
SEPTEMBER 11, 1987

I. INTRODUCTION

Summer at Murray State was busy with new student orientations, summer youth programs and the recruitment of new faculty and staff members. Institutes, reunions and strategic planning activities highlighted the months of June and July.

II. SUMMER AT MURRAY STATE

Summer school enrollment generated 14,200 credit hours, the largest number since the summer of 1981, and an increase of 518 over 1986. FTE was 2,627, an increase of 122, and total headcount 2,621, up 171 from 1986. Increases are attributed to Murray State's conscious effort to offer more credit programs for graduates and undergraduates.

A total of 275 students from 17 states and five foreign countries were granted degrees at Murray State at the end of the summer sessions, including 157 bachelor's, 103 master's, one specialist's, and 14 associate.

Summer youth camps enrolled 2,100, an overall increase of 13 percent. "Kid Power" and "Summer Enrichment" programs were added new this summer. Adult and non-traditional learners enrolled in 94 semester credit hours in the Bachelor of Independent Studies (BIS) degree program during two summer terms. The Adult Outreach Program enrolled 61 first-time students.

Summer Freshmen Orientation programs enrolled 1,117 new students who joined their parents in expressing compliments to faculty and staff for special attention they received. Murray-Calloway County Chamber of Commerce and Leadership Murray Alumni were hosts for ice cream socials and tours of the city for parents. Evaluations from both students and parents highlighted the friendly atmosphere of campus and community as strong selling points for MSU. In addition, the clean appearance of our campus was often mentioned.

Purchase Area Writing Institute

Twenty elementary and secondary school teachers attended the second annual five-week Purchase Area Writing Institute at Murray State in July. A joint effort between Murray State and the Kentucky Summer Writing Project, the Institute focused on writing as a process and the idea that good teachers of writing must be those who write. This program won praise from teachers and principals.

Conservation Education Association

The Conservation Education Association (CEA) held its 34th annual conference August 2-6 at MSU. William Penn Mott, Jr., Director, National Park Service, was keynote speaker. Kentucky State Parks Commissioner, June Hudson, was speaker for the conference opening, and MSU President Emeritus Harry M. Sparks was the banquet speaker.

### University School Reunion

Representatives from all 41 (1928-32 and 1935-70) of Murray State University Training School's graduating classes gathered for a weekend of celebration July 31-August 1. More than 500 alumni, faculty, staff, families, and friends attended the dinner and fundraiser (total graduates - approximately 1,065).

### Alumni Gatherings

More than 150 alumni and friends of MSU were visited July 9-13 by representatives of Murray State in Washington, New York, Philadelphia, and Boston. Approximately 60 people met in Washington; 60 in New York, for its first meeting; and 30 in Philadelphia, also a first meeting. The meeting in Boston was attended by a core group who met to organize an MSU alumni chapter there. Murray State is proud of the CEOs and national leaders who are our alumni.

### International Programs

Increases in numbers of MSU students participating in international programs included 55 in 1987 summer and other short-term programs; six MSU and eight foreign students participated in exchange programs of one semester or more in 1986-87. Twenty-two faculty members are participating in official MSU programs in 10 countries.

This fall Murray State will boast 88 international students from 34 different countries, an increase in both the number and diversity of international students over the past year, with 35 new students this semester. Significant changes are the increase in numbers of students from the People's Republic of China and Malaysia and the decrease in the numbers from Iran and Nigeria. These changes reflect national trends. Also, the scholars on the CAMPUS grant have returned to Belize.

### Special Marketing Project

Laurie Marvin, 1987 MBA graduate of Murray State, conducted a survey of prospective students this summer during Summer Orientation. Students identified positively: the quality and accuracy of our admissions literature; location of Murray State; appearance of campus; and friendliness of faculty, staff, students, counselors, and community people.

## III. FALL AT MURRAY STATE

### President's State of the University Address to Faculty and Staff

The State of the University address on Monday, August 17, highlighted Murray State's high quality academic programs, professional accreditations, talented student body, and selection for a Center of Excellence and an Endowed Chair as elements in its framework for the future. (Revised copy in BOR packet)

Faculty were commended for completing six professional accreditations during the 1986-87 academic year, which makes Murray State the top regional university in Kentucky in number of accreditations; we are

accredited by 12 different professional associations for 34 programs. Using any comparison group, MSU is in the upper 25 percent of universities in the country in number of accreditations. This fall, we held the first University-wide staff meeting and barbeque following the Faculty Luncheon.

#### Senator Mitch McConnell

U.S. Senator Mitch McConnell was our guest on Monday, August 24. He spoke at the first in the 1987-88 Series of Distinguished Lectures sponsored by the Center for International Programs on campus. Senator McConnell is a new member of the Senate Foreign Relations Committee, which puts him "in a better position to meet with foreign trade officials, initiate trade dialogues and market Kentucky products." The Senator gave his perspective on a number of international incidents occurring this summer.

#### National Task Force on State Policy and Independent Higher Education

I have been appointed to the Task Force by Missouri Governor John Ashcroft, Chairman of the Education Commission of the States. Composed of governors, state legislators, college and university presidents and other distinguished leaders in education, it will oversee an 18-month project leading to a major report in December, 1988. The project is supported by a grant from the Lilly Endowment, Inc.

#### University Presidents Organize to Advance School Reform and the Status of the Teaching Profession

Donald Kennedy, President of Stanford University, invited me to become one of 40 college and university presidents to meet September 3-5 to discuss influence presidents can bring to bear on the pressing need to reform schools and elevate the quality and status of the teaching profession. The meeting was inspired by the work of the Carnegie Forum on Education and the Economy. The presidents will develop a statement of convictions and commitments that will be shared with their colleague presidents across the country after the meeting.

#### Student Support Services

A funding grant written for the Student Support Services (SSS) program at Murray State tied for third position in national rankings and will serve as a model grant for schools throughout the United States. The three-year \$83,075 grant will be used to improve and continue the SSS program at the University.

#### Fall Enrollment

Fall enrollment headcount recorded on September 10 shows an increase of approximately 175 over the 1986 figure. Undergraduate and graduate credit hours have increased. A complete analysis of our 1987 recruiting effort is being done to determine our effectiveness. Stein Marketing Company is conducting an extensive evaluation of our recruiting efforts and image with students who choose not to attend this university. A full program of activities and events has been organized for intensifying and coordinating our efforts. We have hired an additional recruiter to assist in the Louisville area.

#### IV. CELEBRATION OF CENTER OF EXCELLENCE

Center of Excellence supporters and West Kentucky Legislators were our special guests at the Hancock Biological Station to celebrate MSU's recent designation as a Center of Excellence for Ecosystems Studies and Endowed Chair in Applied Ecosystem Ecology and to attend the opening football game on September 5.

#### V. COUNCIL ON HIGHER EDUCATION

The Conference of Presidents met on the campus of Kentucky State University in Frankfort on July 27 to plan for the upcoming session of the General Assembly. Mr. Bob Bell, Chair of the Kentucky Advocates for Higher Education, outlined plans for involving supporters of Kentucky's universities in activities to promote funding for higher education.

Dr. Gary S. Cox, Executive Director; Mr. Burns Mercer, Chair of the Finance Committee; and Mr. Michael Harreld, new Council Chairman and former MSU Regent, visited Murray State on August 13. Mr. Harreld initiated visits to each Kentucky university in his new role as Council Chairman to talk about issues facing higher education in general and the Council and each university in particular. Concerns discussed were: Dual Credit, time spent in CHE activities, funding problems, accreditations, and cooperative agreements.

Dr. Cox returned on August 18 to bring his freshman daughter to campus. We're pleased that Dana has chosen Murray State to begin her college career. During his return visit, Dr. Cox toured our agriculture facilities (of particular interest in light of the current Agriculture Study the Council is undertaking) and the new I&T Building site.

Ashland Oil has initiated a program, "A Day on Campus," with \$30,000 of two-one matching grant funds, to work with Kentucky universities and middle school students to decrease the dropout rate. An organizational meeting was held August 24 at the Council offices.

#### VI. UNIVERSITY ACHIEVEMENT

##### BIS Accreditation

MSU's Bachelor of Independent Studies (BIS) program has been approved by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS). The external degree program, the first of its kind in Kentucky, was approved by the Kentucky Council on Higher Education in September, 1986, and initiated in the spring of 1987. Approximately 40 students are enrolled in the program, which is administered through our Center for Continuing Education.

##### New Scholarship

The new Mary Helen Gregory Hoover Scholarship, a \$500 annual award, will be presented to a full- or part-time student from Graves or Marshall Counties majoring in education, music or history who has demonstrated academic achievement. It was established by Mrs. Hoover's son and daughter-in-law, Don and Carol Hoover of Schertz, Texas.

### Century Club

The Murray State University Century Club celebrated its 21st anniversary by achieving a \$140,000 endowment to fund its scholarships. At an annual cost of about \$460,000, the University Scholarship Program includes Presidential, University and John Wesley Carr scholarships.

### KHEAA Scholarships

MSU has 35 students who successfully competed for scholarships through the Kentucky Higher Education Assistance Authority; 16 students qualified for the Math/Science Incentive program, and 19 for Teacher Scholarship awards, bringing an aggregate of \$117,000 in state scholarship dollars to Murray State this year (most automatically renewable for 3-4 years).

## VII. ATHLETICS

### NCAA

I attended the NCAA's special convention June 28-30 in Dallas. The meeting was to re-affirm the presidents' statements on integrity issues and to consider further cost containment measures in intercollegiate athletics.

### Racer Club Drive

The Racer Club Fund Drive June 29 - August 17 was successful, with 240 new memberships.

### Racer Football

A University investigation involving 43 of 53 football players from the 1986 Murray State travel squad who are presently on the campus has turned up no evidence of misuse of pain-killing or performance-enhancing medication by players. The investigation followed an accusation of misprescribing drugs against the former team physician.

## VIII. PERSONNEL

On the agenda for today are recommendations I wish to mention:

Mr. Jim Cofer has resigned as Vice President for Finance and Administrative Services to take a position at the Mississippi Power and Light utility company in Jackson, Mississippi. Dr. Bob Ramsey, a Harvard graduate and native of Paris, Tennessee, has agreed to serve on an interim basis. His higher education experience includes serving as Deputy Commissioner for Academic and Health Affairs with the Coordinating Board of the Texas College and University System in Austin; Chancellor of the West Virginia Board of Regents in Charleston; Secretary of Education in the Virginia Governor's Cabinet; and Director of Evaluation for the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges in Burlington, Massachusetts. Prior to joining Murray State, Dr. Ramsey was self-employed as a higher education consultant and currently resides in Paris.

Mr. Clifford Wiley has resigned as Director of Minority Faculty and Staff Recruitment and Retention to begin private law practice in Kansas City. Dr. Lewis Liddell is being recommended to fill the position as Assistant to the President (Director of Minority Faculty and Staff Recruitment and Retention/Affirmative Action Officer). Dr. Liddell comes to us from Kentucky State University in Frankfort.

Mr. Drane Shelley retired this summer as Director of Purchasing. Recommended today to fill the position is Mr. John Fitzgibbon. Mr. Fitzgibbon previously served as Manager of Campus Services at Indiana University Southeast in New Albany, Indiana.

In keeping with our conversations, Mike Strickland was named Director of Athletics. He comes to us from Wichita State University, where he was Associate Athletic Director since 1983. We look forward to working with him.

#### IX. HONORS

Clifford A. Wiley will be recognized as a TRIO Achiever by the National Council of Educational Opportunity Associations (NCEOA) at its national conference in New Orleans, September 13-16. He is among 10 recipients of national awards, one from each of the NCEOA regions across the country. TRIO includes three campus-based programs: Upward Bound, Student Support Services, and Educational Talent Search.

MSU was awarded a Bronze Award in Special Events by the Council for the Advancement and Support of Education (CASE) for our Homecoming '86 entry. Chosen from over 6,500 entries from 701 educational institutions in the United States and Canada, MSU is one of two institutions in Kentucky (Kentucky State was awarded a Decade of Achievement Award for fundraising) to receive a CASE Recognition Award in 1987. MSU received the Exceptional Achievement Award for its Golden 100 Program in 1984, and CASE awarded Sid Easley, Murray alumnus, a Silver Medal in its 1986 Volunteer of the Year national competition for his leadership role in the fund-raising drive that exceeded a \$2.5 million goal for the National Museum of the Boy Scouts of America.

Lamda Chi Alpha social fraternity has won the Grand High Alpha Award, the highest honor given each year to individual chapters nationwide. It received its third consecutive Outstanding Academic Achievement Award for its high median grade-point average and the Chapter Involvement Award for its activities on campus.

#### Officers

Dr. John Taylor and Mrs. Donna Herndon were each re-elected president of Faculty Senate and Staff Congress, respectively. Other officers are: Faculty Senate - Oliver Muscio, Vice President and Sally DuFord, Secretary; Staff Congress - Mr. Butch Hutson, Vice President, Sandra Edwards, Secretary, and Lori Owens, Treasurer.



## X. EVENTS

### September 12

Joseph Patrick Kennedy II, U.S. Representative, will make his first visit to Kentucky on September 12. He will be on our campus tomorrow at 11:00 a.m. for a speech and reception in the Ballroom of the Curris Center. Members of the Board of Regents, area Legislators and campus representatives will join Congressman Joe Kennedy, Congressman Carroll Hubbard and their travel company as special guests of the University for a luncheon following the lecture.

Other area industrial leaders will be guests of the President for a light buffet at Oakhurst at 5:30, followed by the MSU football game with Southeast Missouri State University. Members of three advisory committees in the College of Industry and Technology will meet tomorrow afternoon.

### September 16-19

Murray State University will recognize its 10-year-old creative writing program with a four-day celebration September 16-19. "Writers and Readers: A Homecoming Celebration" will include readings and panel discussions featuring writers who have taught at Murray State in the past 10 years. Presentations will be held at public libraries in Calloway and Trigg Counties and in Paducah, as well as on campus during the four-day event. The conference is sponsored by the Kentucky Humanities Council, the National Endowment for the Humanities, the Kentucky Arts Council, the National Endowment for the Arts, Murray State's College of Humanistic Studies and Academic Affairs Office, and the Paducah, Trigg County and Calloway County public libraries. A reception for the group will be held at Oakhurst on Wednesday, September 16.

### September 18

A special convocation has been planned for September 18 at 10:30 a.m., in Lovett Auditorium. Dr. Forest McDonald, Professor of History at the University of Alabama, will deliver an address titled "In Celebration of our Founding." Dr. McDonald will also hold an informal seminar/question-and-answer session at 2:00 p.m. in Wrather Auditorium. He will discuss the writing of the United States Constitution and its relevance in this bicentennial year.

### September 22

The Murray State University/Executive Inn Recognition of Outstanding Jackson Purchase Scholars dinner will be held at The Executive Inn Riverfront in Paducah on Tuesday, September 22. High school seniors who have a 4.0 grade point average (after six semesters) and the National Merit Semifinalists who attend high schools in the Jackson Purchase Region (adding Lyon, Livingston, and Trigg Counties) and their parents will be special guests. The program will include Dr. Jim Schempp's theatrical group from the University, and the keynote speaker will be Mr. Robert D. Bell, Chairman, Kentucky

Advocates for Higher Education, Inc. Formal invitations have been issued to the special guests; some community leaders in the Jackson Purchase; MSU Student Ambassadors; and the high school principals, superintendents, and counselors. An example of business/university cooperation, the Scholars Dinner was proposed by Mr. Robert D. Green, General Manager of Green Construction of Indiana, Inc.

#### September 24

Kentucky Advocates for Higher Education is initiating plans for working with the 1988 General Assembly. This group was very effective in its work for higher education in the 1986 session, and we look forward to working closely with them again. A series of television commercials is being prepared, and Advocates Chairman, Mr. Bob Bell, is visiting each campus to determine ways we can combine our efforts in promoting higher education. He will be on our campus September 24. While in Murray, he will also speak to the Rotary Club on "Kentucky Advocates for Higher Education."

President Emeritus Harry M. Sparks will address the contributions made by Murray State's first president, Dr. John W. Carr, as part of our 64th Founders Day celebration September 24 at 7:30 p.m., in Wrather West Kentucky Museum.

MSU representatives will attend one of three state-wide hearings on tuition on the campus of Western Kentucky University September 24. Tuition, the second largest source of income for state universities, has traditionally been kept relatively low in Kentucky. The Council on Higher Education is examining the current method of determining tuition rates based on a formula which includes per capita personal income of Kentuckians.

#### September 29

An appreciation luncheon will be held on campus September 29 for administrators from area high schools to thank them for their support over the past year. School Relations officials will explain criteria for scholarship selection and announce upcoming application deadlines, as well as introduce the administrators to new staff members. The meeting will establish direction for a closer working relationship with Murray State's feeder high schools.

#### October 23

MSU/Community College Information Exchange Day, a one-day program, will provide opportunities for counselors, teachers and directors from community colleges to visit the campus. While here, MSU Admissions staff and counselors will provide cumulative data on student success to the community colleges in order to assist them in evaluating courses for transfer. Community college personnel, in turn, will be afforded the opportunity to express their concerns and suggestions for maximizing the success of the transfer process.

October 28

Kentucky Advocates for Higher Education is sponsoring a state-wide meeting in Frankfort on October 28 (mid-point of National Higher Education Week). The meeting will center around the new award the Advocates will inaugurate recognizing up to five higher education graduates every one or two years who achieve distinction. The meeting will focus on the ultimate value of higher education and will be televised on KET. Invited guests will represent a cross section of Kentucky, including all institutions of higher education, the Council on Higher Education, and members of the Kentucky General Assembly.

## Activities of President Kala M. Stroup

in addition to routine meetings and daily operation  
of the University

May 11 - September 9, 1987

May

- 11 Commencement address, Paducah Community College
- 18 Attended and spoke, Honors/Scholarship Program, Ballard Memorial High School, Barlow, and visited with school personnel
- 19 Commencement address, Carlisle County High School, Bardwell
- 21 Addressed Leadership Paducah, Kentucky Dam Village
- 27 Attended Max Hurt funeral
- 28 Met and co-chaired Drug Abuse Task Force meeting, Purchase Area Development District, Mayfield
- 28 Commencement address, Graves County High School, Mayfield

June

- 2 Attended Breathitt Veterinary Center Advisory Committee meeting, Hopkinsville
- 3 Attended Annual Meeting of the Ohio Valley Conference, Nashville
- 10-11 Attended Boy Scouts of America Executive Board and Committee meetings, Dallas
- 12 Chaired, BSA Museum Trustees meeting, Murray
- 13 Attended MSU Alumni Executive Council meeting, Murray
- 18 Co-chaired Drug Abuse Hearings, Murray
- 20 Attended "Picnic with the Pops," Hopkinsville
- 23 Participant, Governor's Teleconference on Literacy, Paducah
- 29-30 Attended Special Convention of National Collegiate Athletic Association, Dallas

July

- 9 Chaired Leadership Development Committee meeting of American Council on Education, Washington D. C.
- 9 Attended Washington Alumni Chapter meeting, Washington
- 10 Attended New York Alumni Chapter meeting, New York
- 11-17 Attended Summer Meeting of Council of Presidents of the American Association of State Colleges and Universities, Amelia Island, Florida
- 27 Met with Conference of Presidents, Frankfort
- 28 Hosted cookout for Leadership Murray and Chamber of Commerce (GO)
- 30 Attended Purchase Area Writing Project Dinner, Murray

## August

- 1 Spoke at University School Reunion
- 2 Welcomed National Conservation Education Association
- 13 Hosted Council on Higher Education Chairman Mike Harreld, Finance Chairman Burns Mercer, and Executive Director Gary Cox on campus
- 17 Hosted and addressed Faculty Luncheon and Staff Picnic
- 19 Addressed State and County Organization of Retired Employees, Murray
- 20 Addressed Paris, Tennessee, Rotary Club and visited with school systems, two radio stations, and interviewed by newspaper
- 21 Hosted faculty reception at Oakhurst (175)
- 24 Hosted Senator Mitch McConnell, Lecture and Reception
- 25 Hosted Jim Cofer Farewell Dinner (40)
- 27 Hosted Reception for Honors Program Students and Presidential Scholars (110)
- 29 Hosted Newcomers' Coffee, MSU Women's Society (50)
- 31 Attended Nursing Students Convocation

## September

- 1 Attended Chamber of Commerce Industry Appreciation Breakfast and Leadership Murray Reception
- 2 Visited with Larry Harper, new Superintendent of McCracken County Schools
- 2-4 Participant, Presidents Forum, Spring Hill, Minnesota
- 5 Hosted Legislators and supporters of our Center for Excellence, Hancock Biological Station
- 8 Met with Faculty Senate
- 9 Hosted Reception for MSU Women Faculty and Professional Staff (65)

## UPCOMING EVENTS

FALL 1987

September

- \*12            Congressman Joe Kennedy Lecture  
              11:00 a.m., Curris Center Ballroom  
              12:00 noon, Luncheon, Commonwealth Room
- \*12            Light Buffet, Oakhurst, 5:30 p.m.,  
              Special guests: Industrial leaders  
              MSU vs. Southeast Missouri, 7:30 p.m.
- 15-17          Boy Scouts of America Professional Development  
              Seminar
- 16             Reception honoring former faculty of Creative  
              Writing in conjunction with "Writers and Readers:  
              A Homecoming," Oakhurst, 8:00 p.m.
- 16-18          Kentucky Association of Museums Meeting
- 18             Coffee honoring Kentucky Association of Museums,  
              Oakhurst, 9:00 a.m.
- \*18            Convocation on Bicentennial of the Constitution,  
              Dr. Forrest McDonald, Speaker, Professor  
              of History, University of Alabama, 10:30 a.m.,  
              Lovett Auditorium  
              Luncheon, 12:00 noon, Commonwealth Room
- 21-22          Representatives of the National Accrediting Agency  
              for Clinical Laboratory Sciences will be on campus  
              to survey our MLT-AU Program (Medical Laboratory  
              Technician).
- \*22            Outstanding Jackson Purchase Scholars Dinner  
              Executive Inn, Paducah, 6:30 p.m.
- 23-24          Bob Bell, Chairman, Kentucky Advocates for Higher  
              Education on campus and speaking to Murray Rotary
- \*24            Founder's Day; Dinner, 5:30 p.m., Commonwealth  
              Room; Lecture, 7:30 p.m., Wrather Auditorium,  
              Dr. Harry M. Sparks, Speaker. Reception follows  
              lecture.
- \*26            MSU vs. University of Louisville, 6:00 p.m.
- 29             Information Exchange Day with superintendents,  
              principals, counselors

\*of special note and members encouraged to attend

29 Retirement Dinner for Dean Don Jones, Continuing Education, 6:30 p.m., Curris Center

30 Student Senate Retreat, Oakhurst, 5:00 p.m.

October

1- 3 University Theatre  
Head of State

2 Don Jones Retirement Reception, 1:30 p.m., Sparks Hall

5 Council on Higher Education Executive Committee Meeting

7-8 Boy Scouts of America Executive Board and Museum Trustees Meetings, Dallas (Bill Beasley serves on the Board)

\* 9 Music Scholarship Benefit and Buffet at Oakhurst for major donors; benefit at 8:00 p.m.; buffet at 6:00 p.m.

\*17 Parents Weekend  
9:00 - 11:30 a.m. Welcome Reception, Curris Center  
1:00 - 3:00 p.m. Concert, Lovett Auditorium  
7:30 p.m. MSU vs. Liberty University

18 Winner's Circle, Reception for scholarship winners and their parents

21 International Bazaar, Curris Center

24-31 Higher Education Week

28 Kentucky Advocates for Higher Education Luncheon in Frankfort

\*30-31 Homecoming Weekend

30 \* MSU Foundation Trustees Meeting  
(Dr. Hurt and Mr. Nichols will be involved in the Development and Investments Committee meetings)  
8:00 a.m. Golf Tournament  
9:00 a.m. Tennis Tournament  
2:00 p.m. Biology Alumni Get-together Barbecue  
Hancock Biological Station  
5:30 p.m. "Run for the Racers"  
3-mile course starts at Carr Health  
6:00 p.m. Nursing Alumni Banquet, Ohio Room, CC  
6:30 p.m. Business & Public Affairs Banquet,  
Ballroom, Curris Center  
6:30 p.m. Home Economics Banquet, Mississippi  
Room, CC  
6:30 p.m. Agriculture Banquet, Small Ballroom,  
Curris Center  
9:00 p.m. Golden Memories Dance, Ballroom, CC

\*of special note and members encouraged to attend

31	8:00 a.m.	College of Education Breakfast, Murray Middle School
	9:00 a.m.	Homecoming Parade
	10:15 a.m.	Old Timers Baseball Game, Reagan Field
	11-12:30 p.m.	Homecoming Smorgasbord, Ballroom, CC
	12:30 p.m.	Industry & Technology Pre-Game Picnic, North side of Stewart Stadium Parking Lot
	2:00 p.m.	MSU vs. Morehead State
	Postgame	Alumni Reception at Oakhurst
	Postgame	Physics Alumni Reception, Kentucky National Guard Armory

# November

4- 5	Council on Higher Education Meetings
*16-17	Board of Regents Meetings Holding November 15, 16, 17 as possible dates for Industry & Technology Building Groundbreaking Ceremonies.
18-21	University Theatre <u>Kiss Me Kate</u>
18	Men's Basketball, MSU vs. D.T.V. Germany, 7:30 p.m.
21	MSU vs. Austin Peay State University, 1:30 p.m.
27	Men's Basketball: William Penn College, 7:30 p.m. Women's Basketball: Tennessee-Martin, 5:15 p.m.
30	Men's Basketball: Southern Illinois, 8 p.m. Women's Basketball: Hawaiian Tropic Lady Racer Classic, 4:00 & 6:00 p.m.--also on December 1

\*of special note and members encouraged to attend



ADDRESS TO STAFF  
August 17, 1987  
Kala M. Stroup

Three hundred and forty-five faculty members meet classes and teach in the traditional way. All of you teach, impart knowledge, and contribute to the degrees earned, the education received, the campus atmosphere, and the mission of this university in countless ways, though sometimes your role is not as clearly defined.

The School Relations Office may organize our recruiting efforts, but you recruit. You create the impression from the appearance of the residence halls to the fine food in the Cafeteria to the greeting received or letter answered. You matter. You educate.

The Legislature appropriates funds for us to carry out our mission. You make the difference in our utilization of these resources whether it is in collection of funds or enforcement of regulations or safety. When you are efficient or go the extra mile, the University is more effective. Your actions may make the campus safer or prevent a negligence law suit. You are part of how we accomplish our mission.

The students attend classes approximately 15 hours a week. The other 153 hours are yours—as the security force, the employer, the hall director, etc. What you do collectively has the potential of impacting the students ten times more, and you do it well. You create the atmosphere, the environment.

A Stein Marketing survey was given to approximately 400 students and their parents this summer. One of the open-ended items on the survey was "What impressed you the most about Murray State?" A very high percentage mentioned the pleasant, friendly atmosphere created by the staff, students, and community, and the appearance and cleanliness of the campus. Thanks to all of you!

A number of initiatives have been taken by staff members to improve the campus. Among those initiatives—

—The Student Development Staff responded to the number of national reports on undergraduate education—and have developed some new ways of working with students to enhance their cultural and leadership abilities.

\*The Apple Guide which is a social and leadership inventory guide for new students to give meaning to their out-of-classroom experiences.

\*Murray State Plan

\*Voluntary Service Program in Student Activities

—Physical Plant—never have we received so many compliments on the appearance of the campus, the flowers, and the parking.

\*Appearance—cleanliness of campus

—Food Service continues to bring us credit. When the Governor's Scholars decided to return to this campus in the summer of 1988, the quality of the Food Services was one of the reasons.

—In the financial areas, there is greater accountability, more open systems, and better collection systems. We have seen a tremendous change in this area in the past two years; it has been remarkable. You all have responded to the challenge and have made remarkable changes.

—In the development/fund-raising area:

\*CFAE Reported Income (1985-86): \$1,517,231.

\*Annual Fund 1987 Income: \$87,339 (1,962 people contributed).

\*Presidents' Club—all time high in membership of 188.

\*Comparisons—of regional universities in Kentucky for 1985-86—we had the highest reported income.

\*Second in OVC behind Middle Tennessee

\*Seventh among our benchmarks

\*All institutions above us are larger and older

—Ohio University

—Miami of Ohio

—Memphis State

—Ball State, etc.

\*Value of MSU Foundation in Kentucky is 4th in size, slightly less than WKU.

—University of Kentucky

—University of Louisville

—Western Kentucky University

—Murray State University

—In athletics, just read your success record last year. The applicants for the position of Athletic Director all mentioned the good coaches and the quality of the personnel.

—In recruitment of students, there is a new plan—renewed School Relations Office and thrust.

—In Continuing Education—the work with the adult student, several new initiatives need to be mentioned.

\*Fort Campbell—Transitional Grant

\*Bachelor of Independent Study

\*Summer camps, etc.

—The commitment to working together cooperatively is good.

—The letters you type, the students you assist—all of your efforts create the learning environment that is so important for this university.

NOTE: PRESIDENT STROUP SUMMARIZED PARTS OF THE STATE OF THE UNIVERSITY ADDRESS TO THE FACULTY AT THIS POINT.

### Closing

You are the face/the voice of the institution. An author recently wrote:

"While visiting a college as the parent of a subfreshman or as a conferee—and trying to size up an unfamiliar place—I tend to concentrate hard on language: How do they talk to

each other here? What's the local tone? To anyone judging a college, campus appearance counts, of course, as do library collections, faculty achievements, and the rest—but language is never immaterial. Any chanced upon, in-house document offers pertinent evidence (the odd administrative memo tacked to an admissions office bulletin board); the same holds for welcoming remarks by deans, or for catalogs, calendars, student newspapers, alumni magazines, campus newsletters, and personnel office newsletters—the works. By listening, noting peculiar idioms, studying the implied social and power relationships, it's possible to bring to life an imagined 'voice of the institution.' And that imagined voice becomes, for the length of the visit and for a while thereafter, the reality of College X."

That voice often becomes the institution. What is our voice/face? As we work together and all participate in the education of the students, several thrusts seem important—

- Learning environment—creating humane environments in which people can learn.
- Staff development
  - \*Focus on learning for everyone
  - \*GED to developmental work to BIS to college courses for all employees—while working in a college environment, take advantage of the plentiful learning opportunities available.
- Staff Congress
  - \*Recognition to suggestion
- Foster positive relations--strong, positive discussions about HSU. Let this be a positive force about our campus.
  - \*Measuring our reputation—students—most of the rumors and negative statements come from the campus.
  - \*Use example of Briggs & Stratton or Fisher-Price—talking about their product or their plant negatively. It just would not happen.
  - \*Directors/Deans/VPs/my office will assist you—please try the internal route and recognize the limitations of funds, peoples' time, and university priorities.
- Staff Recognition of Outstanding Employees
  - \*J. C. Schroader, Curris Center
  - \*Johnny Herndon, Transportation
  - \*Betty Hornsby, University Libraries
  - \*Tommy Patterson, Purchasing & General Services
  - \*Mildred Hodge, Physical Plant
  - \*Playree Cook, Admissions and Records
  - \*Larry Anderson, Physical Plant
  - \*Perry Lamb, Physical Plant

I look forward to another good year of cooperation and progress.

STATE OF THE UNIVERSITY ADDRESS

August 17, 1987

Kala H. Stroup

Many of you have not had an opportunity to be away from campus long since we have just completed the second summer session. I want to give a special welcome to our new faculty and staff. We have a number of new people on campus this fall who will be introduced later in the program. I want to recognize a few people:

Professor Jim Hammack, who is the Faculty Regent,  
John Taylor, who is President of the Faculty Senate, and  
Donna Herndon, who is President of the Staff Congress and Director of the Alumni Association.

You have had exciting summers--

- A number of you have spent time in Belize, Austria, China, and all over the world
- In the Governor's School of Performing Arts or as Governor's Scholars faculty
- Many of you have had a very creative summer as performing artists
- As teachers in writing and science
- Some of you have won very prestigious awards this summer
- Some of you have had time to publish some articles
- Our summer enrollment was strong
- Our summer camps were high in attendance
- Our Summer Orientation Program was praised by parents and community leaders; and our Summer Scholars and our Pre-College Bridge Programs had very good beginnings.

These summer activities whether consciously determined or not reflects the values of certain kind of activities--

- the interest in the creative and talented student
- the working with teachers in the public schools
- the importance of the international component of our mission
- the special programs for students who are not as well prepared and our continuing commitment to enhancing their abilities--not lowering our expectations.

Each year, part of my thinking time in the summer is devoted to assessing what we have accomplished and to determining if those accomplishments are in the appropriate direction. This assessment forms the context to evaluate University leadership and establishes priorities for the future.

We are poised for the future. What are our strengths? Who are our students? From the Fact Book and the 2000 Report, you can see that we draw and continue to draw from a five-state region: Tennessee, Kentucky, Illinois, Missouri, and Indiana--mainly the geographic areas near Kentucky. Who could we be by pushing those areas and building a stronger reputation in these states. The potential to push the boundaries of St. Louis, Memphis, Nashville, and to a greater extent Louisville is there. The population in our immediate region is not predicted to grow, so this particular goal has some

merit. We discovered when we conducted the Stein Survey at one of our Summer Orientation sessions this summer that we have a very good reputation with these out-of-state students. In fact, we have a better and stronger academic reputation with these students than we do with the students in the nearby high schools. In order to continue that strong draw and in order to be a five-state institution, we need to have a very strong academic image and we need to examine our recruitment priorities and retention efforts.

This review and the comparison data from other universities convinced me that Murray State University is strategically poised for the future as one of the few AACSC institutions or few state universities in the country that can be known for its high-quality academic programs. Let me share with you just a few accomplishments and then share with you some comparison data that show that we are moving toward distinction in this area. We have a long way to go, but we are half way home.

## I. PROGRAM EXCELLENCE

### How do we compare?

First of all, the designation of a Center of Excellence in the College of Science does not mean only additional funding for graduate and undergraduate programs and the opportunity for additional funding from both state and private sources, but it means a recognition of our research function, the quality of our faculty, and our Mission in the sciences and mathematics. The Endowed Chair funding gives us the opportunity to bring a nationally or internationally known scholar to teach and work with our students and in our labs. It creates a challenge to form a true research center at this university. The University should be very proud. It should be very proud of this accomplishment. This accomplishment did not happen because of Gary Boggess or Kala Stroup or a few individuals. This happened over a long period of time, building a good reputation in the sciences and because a number of individuals over the years made some very good strategic decisions. The excellence was built over a twenty-year period. Thanks to a number of you and thanks to the leadership of Gary Boggess, we were able to seize that opportunity. This window of opportunity is open because we had plans and because we have built quality over a long period of time. It is a special and unique opportunity for this institution, and as most of you know we are the only regional university in Kentucky to have this designation. We are also the only regional university to have both the Endowed Chair and the Center of Excellence, and we are one of the few universities of our type and nature in the nation to have such designation in science. This is indeed a "feather in our cap."

The other Centers of Excellence proposals that were developed last year also give us some very specific plans for future development. Some of those ideas are very exciting. While we did not receive funding for them, the developed plans have provided a framework for other opportunities. For example, this last summer, there were two Senate hearings to discuss Kentucky's role in internationalizing markets and internationalizing Kentucky. On both occasions, we had an opportunity to share with them the very fine proposal written for a Center of Excellence in International Programs.

Last week a potential donor called on me for an idea to fund a project in the fine arts. I could pull out a very fine proposal written by the College of Fine Arts and Communication and indicate that there were a number of ideas available for this particular donor.

When the people from the University of Kentucky visit us this week, The College of Industry & Technology will have an opportunity to discuss with them a Satellite Center with the University of Kentucky Center for Robotics. When the University of Kentucky President Dave Roselle spent a day on our campus and discussed with me ways in which the University of Kentucky and Murray State could work closer together, I had a proposal that outlined ways in which the University of Kentucky and Murray State could work together in the area of robotics.

All of this just indicates that although our funding is limited and although, from time to time, we see our opportunities limited, when we develop plans there always seems to be other opportunities. If we have dreams and plans developed and those plans ready, the opportunity will come along.

### Professional Accreditations

It is amazing to see that, last year, we completed six professional accreditations. We had six professional teams of higher education people in Journalism, Animal Health Technology, Communication Disorders, Social Work, Business, and the Engineering Technologies. It is amazing that all of you could spend so much time in self study, collection of data, evaluation of outcomes, and a review of your academic programs; and in most cases, the reviews were very strong and very positive.

In Journalism, Murray State becomes the only university in Kentucky with broadcasting in its accredited unit. Now, the University of Kentucky, Western Kentucky University, and Murray State University are the only three institutions in Kentucky accredited in the Journalism area.

Our Animal Health Technology program is one of only five in the nation, not in Kentucky, but in the nation.

The Communication Disorders review team by the American Speech-Language-Hearing Association could not say anything but complimentary statements about our faculty, our facilities, our service orientation, and our research record; and, in fact, that particular group had difficulty in finding anything to say in the way of a recommendation for change.

The Social Work accreditation was equally as laudatory with comments about the faculty/student involvement, the internship experience, and so forth.

The American Assembly of Collegiate Schools of Business is a very rigorous review, and they asked us to place more into our efforts in research. This is a very important, prestigious accreditation for us, and it is a challenge for us to meet their expectations. Dean Thompson and the faculty in the College of Business & Public Affairs are committed to making those corrections.

Again, we went through a review of our Engineering Technology programs, and most of you know of our very fine record in that area--one of three in Computer Engineering Technology programs in the country and one of twelve in Manufacturing Engineering Technology along with five other accreditations in Engineering Technology. No other university in Kentucky and this Mid-West region has as many programs recognized by the professional engineering agency.

How do we compare ourselves with other universities in professional accreditations? No matter what comparison group you use, we are in the top 25 percent of the schools in the country. When you compare us to the other Kentucky universities, we are one of the most accredited universities in the state and the most accredited regional university. When you look at us in comparison with our CHE benchmarks, we are the only university that is accredited by 12 different professional associations for 34 different programs. Our benchmarks range from institutions with no accreditations to one institution with 14. When you look at us in comparison with our AACSCU or regional university counterparts, we are clearly in the upper 25 percent in the nation. Every institution that is above us is larger, located in or near a metropolitan area, and is an older institution. Obviously, in the last few years building on a very strong record in the past, we have been able to distinguish ourselves in the area of some very strong academic programs.

Now, our challenge is to meet these accreditations and these challenges in an environment of increased expectations by all of these associations. To maintain the volume of these professional accreditations in a university of this size and nature with our funding base is very difficult. The fact that we have received a number of professional accreditations that are new in the last few years in a period of very limited resources is even more laudable.

I am convinced that these achievements will enable us to be a state university with a reputation for very-high quality programs. I am convinced that, in the future, funding differentiation in this state will be based on quality. I am also convinced, and we do have an indication, that our ability to draw students may soon become based on this achievement record in professional accreditations. We already have some indication that with the knowledgeable out-of-state students and their parents, these accreditations were a factor in their selection of this university.

As we achieve recognition for our programs and as each department and college works toward a refinement of its mission in scope and quality, we must understand and respect the diversity within the University community. While teaching is central to our purpose, some colleges may have a stronger research mission than others or a greater responsibility for public service. If we are able to accomplish this pluralistic view of our missions, we will have to take another leap forward toward being a mature university. Either/or statements--teaching versus research--or monolithic reward structures are incompatible with universities in their truest sense and with mature universities. There is no one model for us or for each of the colleges. Each of you in your colleges have been developing strategic plans. Each of you will face different challenges, and each of you will have a different configuration and a different set of priorities within this university. In other words, each college will have different needs, is in different stages of development, and has different missions.

We are mature enough as individuals that these differences will become a source of university strength rather than a source of contention. Teaching is central, but learning is what we will need to measure. Scholarly activity will be important, but it takes different forms in each of your colleges from creative endeavors in the arts to applied research in the technologies to discipline research. Clearly, as a university, we can be united in our commitment to the importance of teaching and the faculty member as a mentor and a guide. Clearly, we can be centralized in being a campus that focuses on learning; and, clearly, we can be a campus that is intellectually stimulating. We can be united in our 40-hour core curriculum. We can be united on a number of other areas. When it comes to priorities for teaching, research, and service, off-campus versus on-campus instruction, graduate versus undergraduate education, all of these areas will be differentially determined in each of your colleges depending upon your professional association accreditations, depending upon your missions, and depending upon your particular stage of development.

In a session that I had on Friday with the Deans, we discussed these issues at length and how we could convey these concepts/important thrusts to the campus. I believe that all of us, the Vice Presidents and the Deans, are united in our understanding of these differences. I hope that this year, as a university, we can grow in our appreciation and tolerance of these differences. All colleges have been allocated a portion of university funding in relationship to their mission. The specifics of how those goals are implemented and how those priorities are established within your mission must be argued and debated within the context of your college.

## II. STUDENTS

We have seen a change in the quality of our students. We still maintain a strong second place among the Kentucky universities in ACT test scores. Unlike Kentucky in general, our students' scores are above the national average. Our scores are right below the University of Kentucky. In addition, our scores have steadily improved over the last three years. The Pre-College Curriculum, our successful Honors Program, the Gifted and Talented Challenge Series, our international programs, and our admission standards have all contributed to this improvement.

This year, for the first time, we will have six National Merit Finalists--(not Semifinalists, but Finalists)--in our freshman class, and the Governor's Scholars Program has elected to return to this campus for next summer. We are on the threshold of gaining state-wide recognition for the quality of our student body. The appointment of Ken Wolf as the Dean of the Governor's Scholars Program, the number of our faculty who were selected for the Governor's Scholars Program and the Governor's School for the Arts, and our strong core requirements continue to be evidence of excellence.

The challenge comes in continuing to maintain our student enrollment until this reputation is firmly established and we have more applications for spots than we can accommodate. It took Miami of Ohio 15 years to establish this reputation. I am convinced that we are one of the few universities in the nation that can also achieve that reputation. This is such a newly emerging thrust for us, we must be most vigilant and careful about its development.



The second part of that challenge involves the ability to attract and challenge these strong students while not discouraging other students, especially those who live in Kentucky from attending their home university. We will need to continue to focus energy on being a university that cares and will assist you in meeting your goals—a university with challenging academic programs, is nationally accredited, and is recognized for excellence—a university that sets high expectations and then creates the environment and provides the opportunities to assist you in achieving your goals and meeting these high expectations. Regardless of who and what you are, you will learn at MSU. Learning services—Upward Bound, Special Services all become more important.

To add another important dimension to this emerging "voice" of Murray State are the efforts of the staff in Student Development. Inspired by the work of Astin, Delaney, and Mortimer, a set of "idea" papers by Frank Julian, and a staff who wants to be innovative, a number of exciting dimensions to our profile as a university are being discussed and implemented in Student Development. The Apple Guide, which is a structured guide to out-of-classroom learning; the Murray State Plan, which will be discussed by many of you this fall; and the new emerging voluntary service component in the Student Activities Office are all part of these new programs.

These significant improvements in our academic programs and the recruitment of talented students and the research-based structure to out-of-classroom learning contribute to the building of a very strong, caring, residentially-based student body in the traditional age group. This is the Murray-based university—residential; traditional; high expectations; rigorous, yet caring; Honors Program; internationalized; and a strong core curriculum; and a focus on learning assessment. However, in reality, we are two universities. While building this strong, primarily residentially based campus, we have been creating an exciting, innovative non-traditional MSU.

### III. THE OTHER MURRAY STATE

We have another emerging Murray State, and we must be aware of this mission. This other Murray State is an exciting, innovative, and non-traditional MSU. If I had a name or a label for it, I would give it one; however, I do not. I call it the "other Murray State." This is the Murray State with the mission that defies any kind of label. It is loose, it is non-traditional, it is adult worker-oriented. Due to our location, our lack of a major metro center, and the need for educated people in this state, the "other Murray State" is taking shape. Our College of Education faculty, for example, know what it is like to deliver off-campus courses. Since we opened our doors as a normal school, we have delivered courses throughout our region. What is relatively recent is the demand for education by those who work full-time or are place bound in all professional areas.

We have responded over the last few years to these needs by offering:

- MBA in Owensboro—successful program
- MBA in Paducah—successful program
- Upper division programs at Madisonville
- The Fort Campbell Center

- The Adult Learning Center
- The Organizational Communication Weekend College, and
- Over 30 courses taught off-campus each year.

What is new--

1. The only Bachelor of Independent Study in the State--Illinois is only one in the region. We have just received full recognition for this program by SACS. The SACS team called it very innovative, and they made only one recommendation for improvement.
2. Upper Division offerings at Paducah Community College.
3. The Fort Campbell Transition Grant that will enable us to work with all of the service personnel that are released from Fort Campbell and are ready to attend college.
4. Our Cablevision network courses.
5. Our KET courses.
6. The College of Education working with Henderson Community College, Paducah Community College, and Madisonville Community College on upper division connections with the College of Education.
7. The demand for us at all community colleges for upper division work.
8. The opening up of the community colleges for our full participation from teaching to recruitment.
9. Boy Scouts of America Professional Training opportunities for BSA leadership. We have the potential of being BSA's degree-granting institution.
10. Our Community Education Program.

This BISU is in the embryo stage. We are pioneers in this effort. The delivery of graduate and undergraduate education to adult workers and place-bound students is very challenging and very difficult. Quality, consistency, assessment, and access to the learning community are all major hurdles to be confronted. The Council on Higher Education publicly acknowledged the strength and the integrity of you, the faculty, when they approved the BIS degree for Murray State. They stated that if any campus faculty could maintain the integrity/quality of the External Degree, Murray State could. This was confirmed when SACS reviewed the program and made only one recommendation.

We will be exploring some uncharted territory, and we will be trying some variations of imparting knowledge and in the assessment of competencies. As Pat Cross continuously tells us:

"Adult education is the new frontier in education."

"The most easily measured trend is the demographic march toward an aging [and educated] society."

"...42 percent of the adult population in California [last year] participated in some form of organized instruction [for credit]."

We would like for West Kentucky to be closer to California than the rest of the nation or the rest of Kentucky in pursuit of education.

One of the strongest recommendations of the HSU 2000 Commission is the development of this "other Murray State." How we develop the "other Murray State" is, of course, up to all of us. It is difficult, and it is challenging. I do think the "other Murray State" is as important to our future and our development as the programs on campus.

#### IV. OUR PLANNING

Although I established mid-August as the deadline for goal statements for revising the University Strategic Plan, we have not yet formed them into clear definitive goal statements for your review. There are, however, central themes emerging, and these themes have emerged from YOU; the report of the 2000 Commission; discussions following the Symposium on Planning in January when we had the two authors of two major reports on higher education; Faculty Senate Long-range Planning Committee; the goals and strategic plans of the areas; and a series of open discussions and open meetings held this summer.

##### Emerging Themes

A. The central focus of the campus or the central mission of the University is LEARNING--all goals should center around that activity. The emphasis should be on appropriate learning outcomes and the most effective mechanisms for achievement of these outcomes.

"The central mission of the university is the culture of learning by means of the formal curriculum. The test of the effectiveness of the curriculum is the evaluated performance of students.

The university 'must define its expected educational results,' and it must 'describe how the achievement of these results will be ascertained.' (Quotation from SACS standards)

This will require a focus on outcomes, on clear statements of the desired outcomes, and on the evaluations of student performance in relation to the expected outcomes. Such a focus will place greater responsibility on students for their own learning."

The challenge is to use assessment to improve student and institutional performance, not to evaluate you but to improve the performance of the student and to improve the performance of the institution. This focus should be the way in which we examine our activities--what is learned and whether there is value in that learning. I know that most of you are challenged to do this kind of assessment.

The Murray State Task Force on Outcomes Assessment's initial report recommends that initially we start by testing all students in two areas--general education and in the academic major. This report is timely

because it directs the University to focus on measuring what is learned and to measure our effectiveness in terms of what students learn rather than how it is taught.

As we journey through this morass of assessment--value-added jargon together, I am convinced that the campus dialogue will be exciting and will contribute to a more definitive answer to what we expect students to know. I believe it will lead to a more meaningful definition of the baccalaureate and what we expect of the BA or BS degree holder.

The second theme which emerged out of the planning was a set of goals related to--

B. Building support systems that enhances morale and professional vitality of faculty and staff--being a total learning community, and a.

C. Focus on communication of MSU's commitment to appropriate learning outcomes in clear and consistent fashion both internal and external.

The concern is the voice of the institution--often carries a strong message--one of lack of cooperation, mistrust, rumor-spreading, etc. I am continually concerned with this aspect of the University. Faculty Senate President John Taylor, Staff Congress President Donna Herndon, the Vice Presidents, and I are all committed to improving our trust and communication. Regardless of the level, let's talk to one another, work together, and try to settle our disagreements with rational dialogue and openness. I have asked John Taylor and Jim Hammack, Faculty Senate, Staff Congress, the Vice Presidents, and the Deans to work on this area this year. One of our communication difficulties is that the information is there and open--it often arrives distorted or not at all.

D. The last theme which has emerged is the management of resources necessary to produce these learning outcomes desired by the University. One of the major accomplishments of last year will never be seen in any highly visible way. Through the efforts of you and some tensions emerged a much improved accounting system which is generating for this university a very clear audit trail and accounting of all of our resources, public and private. It is critical for us to continue to make the refinements and changes necessary to preserve our financial integrity and be able to fully account to all of our publics, alumni, state officials, federal agencies, and tax payers that we are effective managers of these resources both in personnel and in equipment and in facilities and that our expenditures reflect our missions and priorities.

Since the grapevine is often quicker than the ink on the contract, many of you have already heard the rumor that Vice President Jim Cofer has accepted a position with Mississippi Power and Light and will be moving to Jackson, Mississippi. We want to acknowledge his contributions and his efforts on behalf of Murray State. His professionalism and knowledge did a great deal toward restoring integrity and competency in our financial areas. His knowledge of and choices in financial management saved the University enough dollars to more than pay his salary the two and one-half years he was on our staff. He will leave his stamp on this university in more ways than just on your check. Thanks, Jim!

We will move as quickly as possible to find a replacement for the interim before we begin a national search. Appointments to Search Committee will be made through the usual governance groups.

Since the primary election outcome was so surprising and our work for a Special Session looks as if it did not convince enough people, I cannot project the future--for the 1988-90 biennium. I do not have any idea. The following points need to be made:

\*From the 1985-88 biennium, we gained 12% for faculty and 11% for staff in salaries, mostly from a 9 percent increase in appropriations. Better management and reallocations provided the necessary resources. We made a significant difference in the hourly rate changes and reclassification efforts.

\*We made these gains in salaries during two budget reductions--that might become recurring.

\*We gained \$1,600,200 appropriations for the I&T indebtedness.

\*We gained \$369,000 for the Center of Excellence.

\*We were appropriated \$500,000 for an Endowed Chair.

While we are preserving all of these above items and making a case for increased funding for higher education, we must recognize that the only way that we will ever see increases accomplished is if the state increases its revenue base. You must persuade Kentuckians to the side of generating increased revenue for the state. For many of us, that is very difficult to do, but it is in our best interests and in the best interests of higher education in Kentucky to openly discuss the need for an increased revenue base in the state.

## DEVELOPMENT

In the meantime, a number of our efforts have gone into development, and I do want to give you a development report because I think it is important for you to see where we have come. In 1985-86, our reported income was \$1.5 million in private funds. The Annual Fund Income of 1987 yielded \$37,339 from 1,962 people contributing.

\*Presidents' Club is at an all-time high in membership of 188.

\*In comparison with other regional universities in Kentucky for 1985-86, we were the highest reported income in development.

\*We are second in OVC behind Middle Tennessee

\*Seventh among our 24 benchmarks

\*Institutions above us are older and bigger

—Ohio University

—Miami of Ohio

—Memphis State

—Ball State, etc.

\*The value of MSU Foundation in Kentucky is just behind Western's

—University of Kentucky

—University of Louisville

—Western Kentucky University

—Murray State University

## PRIORITIES THIS YEAR--

1. Developing a University Plan
2. Developing the Center of Excellence and Endowed Chair
3. Building the Industry & Technology Building
4. A Recruitment Plan which pushes our boundaries in five states
5. The refinement of our description of our "persona"
6. Develop the "other iSU"--non-traditional
7. Accreditations
8. Search for a permanent Dean in the College of Fine Arts and Communication, Vice President for Finance and Administrative Services, and Dean of the Center for Continuing Education.
9. Continue in development work
10. The legislative push for increased revenue for the state
11. Economic development of the region
12. Learning assessment
13. Development of stronger personnel policies
14. Evaluation systems--based on performance
15. Development of a strong university finance/accounting system

Clipping Division  
Kentucky Press  
Service, Inc.  
332 Capitol Avenue  
Frankfort, Ky. 40601

Daily Leader 8 1987  
Fulton, Ky.  
Circulation: 3,034

# President positive about future of MSU

Murray State University's high quality academic programs, professional accreditations, talented student body and its selection for a Center of Excellence and an Endowed Chair are elements in its framework for the future, President

Kala M. Stroup said in her State of the University address on Aug. 17.

"I am convinced that Murray State University is strategically poised for the future as one of the few AASCU (American Association of State Colleges and Universities) or state

universities that can be known for its high quality academic programs and the quality of its graduates," Stroup stated.

As the only regional university in Kentucky to receive Council on Higher Education approval for both a center and a chair, the president cited long-term preparation by the faculty and administration as a key to that endorsement.

"Murray State has a good reputation in science and mathematics which was built over a 20-year period," she said. "The 'window of opportunity' was open because we had plans and because we had built quality over a long period of time."

She commended the faculty for its work in completing six professional accreditations during the 1986-87 academic year, which makes Murray State the top regional university in Kentucky in its number of accreditations: MSU is accredited by 12 different professional associations for 34 programs.

"No matter what comparison groups you use, we are in the top 25 percent of universities in this country in our number of accreditations," the president noted. "We maintain more professional accreditations than most colleges of our type and nature with our size student body."

Stroup said the challenge the university faces is to maintain the accreditations in an environment of increased expectations.

"To maintain the professional cognition in a university of this size and nature with our funding base is

possible, but difficult. The fact that we have received a number of professional accreditations in the last few years in a period of limited resources is even more laudable.

"I am convinced that these achievements will enable us to be recognized as a state university with a reputation for quality programs. I am also convinced that, in the future, funding differentiation will be based on quality."

In light of receiving recognition for its programs, Stroup said she would like to see an increased understanding and respect within the university community for the diversity that exists in the departments and colleges.

"While teaching is central to our purpose, some colleges may have a stronger research mission than others or a greater responsibility for public service," she noted. "If we are able to accomplish this pluralistic view of our missions, we will have taken another leap forward toward being a mature university."

Murray State's growing tradition of attracting academically strong students while not discouraging other students also presents a challenge for the future, the president said.

"We are on the threshold of gaining state-wide recognition of our quality. The challenge comes in continuing to maintain our student enrollment until this reputation is firmly established while focusing on being a university that sets high expectations and then creates the environment and

## President

Continued from page one

provides the opportunities to assist students in achieving those goals."

While noting the accomplishments within the Murray-based university, the president pointed out that another Murray State is emerging, an innovative non-traditional institution that meets the educational needs of those who work full-time or are place bound.

"This other MSU is in the embryo stage," she stated. "We are pioneers in the effort."

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VOL. VIII. No. 1

September 1987

How closely related to retention are grades in high school? The national ACE-CIRP twenty year research project suggests a strong link.

<u>Average Grade In High School</u>	<u>Earned a Bachelor's Degree in 4 years or less</u>	<u>Still in College after 4 years</u>	<u>Attrition Rate over 4+ years</u>
A/A+	57.8%	15.8%	26.4%
A-	47.5%	18.0%	34.5%
B+	31.9%	14.0%	54.9%
B	25.4%	14.4%	60.2%
B-	21.5%	12.3%	66.2%
C+	15.7%	14.0%	70.3%
C+/less	8.1%	9.6%	82.3%

The average Murray State student had a "B" average in high school.

\* \* \* \* \*

A graduate student, Laurie Marvin, conducted a survey of 320 new students during our 1987 Summer Orientation. Here are some of the things she learned about this year's freshmen.

- Murray State was the first choice of 70% of the respondents. Our freshmen were most likely to have also applied for admission to the University of Kentucky and Western Kentucky University. UK was the first choice of 9.4% of our freshmen and WKU was the first choice of 5.6% of our freshmen.
- When asked to compare Murray State with other schools to which they had applied on a list of college characteristics, Murray State scored highest on friendly campus atmosphere, academic reputation, and attractiveness of geographic region. On a scale of 1-5 (1=much below average, 5=much above average) our new freshmen gave us an overall mean score of 4.06.
- When asked if they were "particularly suprised" by any part of Summer Orientation or had their expectations exceeded, almost half wrote something about the friendly, caring atmosphere.
- Likewise, when those new students were asked what had impressed them the most about Murray State, 40% noted the pleasant, friendly, warm, supportive atmosphere. In second place (12.82%) was the cleanliness and overall pleasant appearance of the campus.



FIRST-TIME KENTUCKY RESIDENT FRESHMEN

	<u>Fall 1985</u>			<u>Fall 1986</u>	
	Black	White		Black	White
Eastern	295 174 59%	3850 2170 56.4%	Accepted Enrolled %Enrolled	305 185 60.7%	3617 2105 58.2%
KY State	No Data		Accepted Enrolled %Enrolled	352 150 42.6%	295 132 44.7%
Morehead	37 19 51.4%	1307 542 41.5%	Accepted Enrolled %Enrolled	31 16 51.6%	971 593 61.1%
Murray	91 55 60.4%	1244 659 53%	Accepted Enrolled %Enrolled	86 54 62.8%	1437 862 60.1%
Northern	20 19 95%	1428 1070 74.9%	Accepted Enrolled %Enrolled	11 11 100%	1459 1092 74.8%
UK	131 73 55.7%	4323 1913 44.3%	Accepted Enrolled %Enrolled	119 53 44.5%	4876 1926 39.5%
U of L	376 240 63.8%	2662 1792 67.3%	Accepted Enrolled %Enrolled	327 185 56.6%	2629 1615 63.9%
Western	226 136 60.2%	3012 1659 55.1%	Accepted Enrolled %Enrolled	293 158 53.9%	3636 1817 50%
Community Colleges	626 387 61.8%	6213 4936 79.4%	Accepted Enrolled %Enrolled	631 380 60.2%	7002 5289 75.5%

In the spring of 1987, 1285 students who resided on campus completed a Residence Hall Survey. Given the oft-noted relationship of the quality of campus life to the retention of students, some of their responses may be of interest to the university community.

- \* The five aspects of residence hall life our students like best are (1) making new friends, (2) RA's and hall staff, (3) proximity to classes, (4) friendly atmosphere, and (5) cleanliness of the halls.
- \* The five aspects of residence hall life our students like least are (1) visitation hours, (2) noise, (3) I.D. checks late at night, (4) elevator maintenance problems, and (5) washer/dryer maintenance problems.
- \* One-half of the campus residents report being here on more than half of the weekends. 30% rarely leave campus on the weekends. The male students of Clark Hall and the students who reside in Woods Hall are the groups most apt to be here on weekends. The White Hall women are the most likely group to go home on weekends.
- \* Two-thirds of the residents speak with their RA at least weekly. Almost 60% of the freshman men in Richmond Hall speak to their RA every day. Over 95% of the residents feel that their RA is generally available and willing to help them.
- \* Over 80% of the residents believe they could count on their floormates for help if they needed it.
- \* 92.4% of the residents find the hall desk staff helpful.
- \* Over 90% of the students believe their hall is "generally clean and well-maintained."
- \* While almost 90% of the students find their laundry rooms adequately clean, they are concerned about the quality of maintenance provided by the outside contractor.
- \* Almost 95% of the students think that security in the halls is adequate.
- \* Over 90% of the students think that fire safety in the halls is adequate.
- \* 92.6% of the residents think enforcement of rules is adequate.
- \* Only 9% of our residents have negative feelings about life in the residence halls.

Below you will find a comparison of the Spring 1987 responses to our Upperclass Student Survey with the national responses to a set of campus environment questions asked by ACT of 78,605 students.

1. Satisfaction with course content in major field:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	19.3	54.5	16.0	8.5	1.6	3.81
2,000-10,000 students	20.8	54.3	14.8	8.4	1.6	3.84
Murray State students	22.5	59.8	9.8	7.0	.9	3.96

2. Satisfaction with instruction in major field:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	20.5	50.9	19.1	8.0	1.6	3.81
2,000-10,000 students	22.5	50.6	17.9	7.6	1.6	3.85
Murray State students	24.1	50.2	16.8	7.6	1.3	3.88

3. Satisfaction with out-of-class availability of your instructors:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	18.8	49.4	23.3	7.2	1.3	3.77
2,000-10,000 students	22.5	48.4	21.5	6.4	1.2	3.85
Murray State students	23.2	52.6	19.4	3.8	1.0	3.92

4. Satisfaction with attitudes of faculty toward students:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	21.9	50.5	19.4	6.6	1.6	3.85
2,000-10,000 students	26.6	49.2	17.0	5.6	1.6	3.94
Murray State students	16.8	55.4	21.2	6.0	.6	3.82

5. Satisfaction with concern for student as an individual:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	7.9	40.4	34.9	12.1	4.5	3.35
2,000-10,000 students	11.0	43.5	31.8	10.0	3.6	3.48
Murray State students	16.4	52.1	24.9	6.3	.3	3.78

6. Satisfaction with availability of your advisor:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	19.2	44.0	23.7	9.5	3.6	3.66
2,000-10,000 students	21.1	44.9	22.1	8.7	3.2	3.72
Murray State students	20.2	42.6	23.3	9.8	4.1	3.68

## 7. Satisfaction with the quality of your advisor:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	18.0	39.9	25.5	11.5	5.2	3.54
2,000-10,000 students	19.2	40.6	24.6	10.7	4.8	3.58
Murray State students	26.8	36.4	21.6	11.3	3.9	3.71

## 8. Satisfaction with student government:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	4.4	33.1	49.3	8.7	4.5	3.23
2,000-10,000 students	4.6	34.6	48.3	3.9	3.9	3.28
Murray State students	17.0	49.2	27.5	5.4	.9	3.76

## 9. Satisfaction with the Curris Center facilities and programs (Student Union):

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	12.5	50.0	29.0	6.0	2.5	3.64
2,000-10,000 students	9.9	46.3	32.8	7.5	3.2	3.51
Murray State students	39.1	46.1	12.6	1.9	.3	4.22

## 10. Satisfaction with condition of campus buildings and grounds:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	16.5	55.2	17.8	7.7	2.7	3.75
2,000-10,000 students	15.9	54.6	18.3	8.1	2.9	3.72
Murray State students	30.3	53.3	11.0	5.4	0.0	4.09

## 11. Satisfaction with registration procedures:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	7.2	46.1	22.7	16.3	7.8	3.29
2,000-10,000 students	7.8	47.2	21.9	15.5	7.3	3.32
Murray State students	4.7	37.2	23.3	23.0	11.8	3.00

## 12. Satisfaction with your university in general:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	19.8	59.6	14.7	4.6	1.3	3.92
2,000-10,000 students	20.9	58.4	14.6	4.7	1.3	3.93
Murray State students	27.2	60.8	8.9	2.5	.6	4.11

## 13. Satisfaction with opportunities for student employment:

	<u>Very Satisfied</u>	<u>Satisfied</u>	<u>Neutral</u>	<u>Dissatisfied</u>	<u>Very Dissatisfied</u>	<u>Mean</u>
Public Colleges	6.3	35.6	39.6	14.2	4.5	3.26
2,000-10,000 students	7.2	37.6	38.4	12.8	4.0	3.31
Murray State students	11.1	41.0	27.9	14.3	5.7	3.37

Dr. Lee Noel and Dr. Randi Levitz are widely regarded as America's foremost consultants on student recruitment and retention. They have worked closely for many years with virtually all of the major researchers in the field. In the following excerpt from their recent book, Increasing Student Retention, the authors describe how to establish a "staying environment" on a college campus.

"First, enrollment is dependent upon satisfied students and alumni they are, after all, an institution's best recruiters. This satisfaction is manufactured in classrooms by competent, caring faculty who believe that their mission is to reach individual students and have a positive impact on their lives. Further, good teaching must be supported by "talent developers" on campus - those staff members responsible for meshing the institution's programs, services, and curriculum in such a way as to maximize success for individual students."

"Next to caring faculty and staff and high-quality teaching, high-quality advising, counseling, and career planning services are regarded as critical retention factors. These services . . . involve helping students, in an individual way, think through who they are, getting them to answer for themselves such questions as: Who am I? What can I do? Where can I go? What is open to me? Where am I likely to be successful and satisfied? What will it take to get there?"

"If we want to create a staying environment, a responsiveness to student needs must extend to everyone on campus - the telephone operator, the receptionist, the clerk at the cashier's window."

"In short, we need people working in frontline positions on our campuses who have a mission, a burning desire, to help students become all that they can become. Further, we need people who have a tremendous drive to establish rapport with students, people who are able to woo students, who make them feel that they are the most important people on campus - not the interruption of their work, but the purpose of it."

*Attachment 1c*

MURRAY STATE UNIVERSITY

ANALYSIS OF PROSPECTIVE STUDENT  
QUESTIONNAIRES

By

Laurie Faye Marvin

Dr. Phil Niffenegger  
MKT 695  
8/3/87

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## I. INTRODUCTION

On June 17, 1987, Murray State University conducted an orientation session for prospective students. During the session, approximately 400 prospective students were given a questionnaire designed to determine those institutions other than Murray State University to which they had applied. The recruitment and admission process is competitive and MSU should know those institutions with which they compete for new students. A second purpose of the questionnaire was to determine prospective students' attitudes toward the admission process at Murray State University.

Of the 400 prospective students surveyed, 320 or 80% returned a completed or partially completed questionnaire. This questionnaire was administered in conjunction with Stein Marketing Firm to help better understand Murray State University's prospective students. The questionnaire was designed by Stein and was approved by Murray State University officials.



## II. METHODOLOGY

This study was organized after Murray State requested more information concerning incoming freshmen attitudes. A series of organizational meetings were held to formulate this project. Meetings with Murray State University's Admission Director, the University President, and Vice President for Student Development were held to discuss Murray State University's image, admissions, and marketing efforts.

Stein, a marketing firm from Atlanta, Ga., was also involved in the planning and development of this project. This study was intended to give Stein background information and data to help them prepare a new viewbook and other promotional material for Murray State University.

A questionnaire designed by Stein was used to collect the information. The one page (front and back) questionnaire ask six major questions. The first question was designed to identify Murray State University's major competitors among other colleges and universities. Students were asked to list in order of preference those colleges were they had applied for admission.

The next question presented the prospective students with 16 factors which may influence his/her decision to enroll at an institution of higher education. Prospective students were asked to rate Murray State University as compared to other prospective institutions on each factor using a declining scale from "better than average" to "no opinion".

The next four questions were open-ended questions seeking students opinions about MSU. All questions were coded and evaluated in the findings section of this paper. Lastly, the students were asked to sign their name to the questionnaires for validity.

The questionnaires were distributed on July 18, 1987, the second day of the first Freshmen Summer Orientation Session. It was administered by Summer Orientation Counselors at 11:00 a.m. during the final meeting with their prospective students groups. This was done to assure student responses about the Summer Orientation Program on the questionnaire. The students were given approximately ten minutes to fill out the questionnaire and return it to their Summer Orientation Counselor.

After all the questionnaires were gathered, analysis and tabulations were started. Each question was treated separately and given equal consideration. While analyzing the first question, all universities or colleges listed were noted and MSU's top competitors as well as their competitive ranking were determined.

Responses to the second question were tabulated and a mean score for each factor was determined along with a total mean score. This enabled easy evaluation of those factors that were favorable and those that were not favorable.

The last four questions were hand tabulated. All responses were listed and tabulated to find the most frequent response. The top ten responses for each question were cited as well as the percent of responses. Because these questions were open-ended, some respondents gave several answers or recommendations for each question while others did not provide an answer.

Finally, all the data were analyzed and placed in tabular format for easy review. Recommendations were provided.

This special project involved more than the analysis of the questionnaires. Much time was provided in assisting Stein Marketing Firm in various ways. Determining the cost to educate a Murray State University student and providing information from Murray State University 1986-87 Factbook, are examples of assistance provided. I also assisted Stein representatives for two full days of work on Murray State University's campus. Pictures were taken of the university, community, staff/faculty, and students. I also provided background information about Murray State, the campus, and our students. I really enjoyed all these tasks while I learned a lot about professional marketing.

### III. FINDINGS

#### FIRST QUESTION

QUESTION: List the colleges to which you applied for admission, including Murray State University, IN ORDER OF YOUR PREFERENCE AT THE TIME YOU APPLIED.

The first question was designed to determine the number and name of those institutions to which the survey group had applied. Ninety seven different institutions were listed, but only nine institutions were listed by ten or more students. Table I shows those institutions listed by ten or more prospective students as well as the number of respondents and percent that listed each.

TABLE I  
INSTITUTIONS LISTED BY TEN  
OR  
MORE PROSPECTIVE STUDENTS

INSTITUTION	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
Murray State	302	94%
University of KY.	84	26%
Western KY. University	78	24%
Paducah Community College	19	06%
Southern Illinois University	16	05%
University of TN.- Martin	16	05%
University of Louisville	15	05%
South East Missouri	15	05%
Morehead State	10	03%

Institutions were listed in order of preference. This technique was used to determine which institutions were the most natural competitors with Murray State University for entering freshmen. Only three institutions had a significant number of first choice responses. First choice responses are shown for those institutions with ten or more responses in Table II.

TABLE II

## FIRST CHOICE SELECTION

INSTITUTION	NUMBER SELECTED AS FIRST CHOICE	% OF TOTAL RESPONDENTS	% OF RESPONDENTS WHO LISTED INSTITUTION NAMED
Murray State	222	70.0%	73.0%
University of KY	30	9.4%	35.7%
Western KY University	18	5.6%	23.0%

When first and second choice responses are combined the results remain substantially the same. First and second choice responses combined are indicated in Table III.

TABLE III

## FIRST AND SECOND PLACE CHOICE COMBINED

INSTITUTION	FIRST AND SECOND COMBINED NUMBER	FIRST AND SECOND % OF TOTAL RESPONDENTS	FIRST AND SECOND % OF RESPONDENTS FOR THAT INSTITUTION
Murray State	280	87.5%	92.7%
University of KY	64	20.0%	76.2%
Western KY	46	14.4%	59.0%

These findings support the hypothesis that the University of Kentucky and Western Kentucky University are the strongest competition for Murray State University in its efforts to attract entering freshmen. The responses clearly indicate that these institutions are the ones most frequently listed by individual students and that they are frequently listed together.

#### SECOND QUESTION

QUESTION: For each of the characteristics listed below please rate Murray State University as it may compare to other universities you have considered attending.

Sixteen specific questions were ask to evaluate the admission process at Murray State University. Prospective students were asked to evaluate a series of items related to the admission process. Respondents were asked to indicate if a particular item was (5) much above average, (4) somewhat better than average, (3) average, (2) somewhat below average, (1) much below average. Table IV shows the mean score and range of each item.

TABLE IV  
MEAN SCORE AND RANGE FOR EACH CHARACTERISTIC

<u>CHARACTERISTICS</u>	<u>MEAN</u>	<u>RANGE</u>
A. Quality of Admission Literature	4.127	1-5
B. Accuracy of Admission Literature	4.162	2-5
C. Ability of Admission Literature to Answer Your Questions	3.956	1-5
D. Academic Reputation of Murray State	4.310	1-5
E. Financial Aid Offer	3.800	1-5
F. Organization of Financial Aid Process	3.790	1-5
G. Ability of Financial Aid Office to Answer Your Questions	3.955	1-5
H. Winning Reputation of Varsity Athletics	3.755	1-5
I. Variety of Intramurals Athletics	4.059	2-5
J. Friendly Campus Atmosphere	4.524	2-5
K. Variety of Weekend Campus Activities	4.117	2-5
L. Quality of Dorm Life	3.563	1-5
M. Quality of Faculty	4.192	1-5
N. Affordable Tuition Costs	4.265	2-5
O. Quality of Career Placement Program	4.130	2-5
P. Attractiveness of Geographic Location	4.260	1-5

\* The over-all average mean score was 4.060

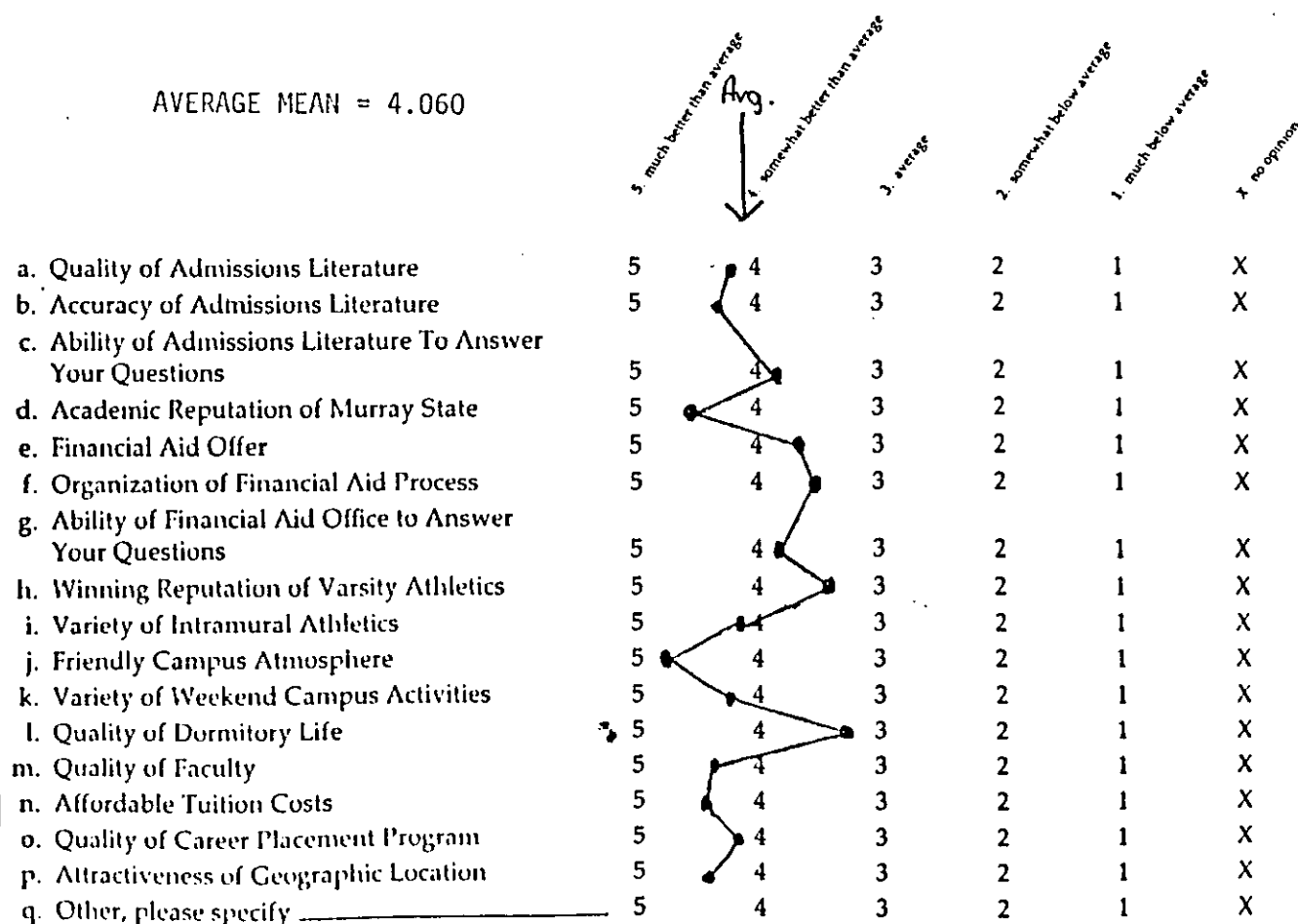
Table V shows the actual questionnaire with a line graph plotting the mean score of each characteristic. It is very easily viewed by this chart, that nine characteristics were above the average mean score of 4.06 while seven characteristics were below the average mean.

Two factors stand out as favorable influences on prospective students: the friendly atmosphere of Murray State University's campus, and the academic reputation of the institution. Taken together, these are strong positive influences on high school graduates.

One factor was rated well below mean: quality of dormitory life. Because freshmen are required to live in a dormitory, this factor may work against MSU's efforts to attract and enroll new students.

TABLE V  
ACTUAL QUESTIONNAIRE WITH MEAN SCORES PLOTTED

AVERAGE MEAN = 4.060





## THIRD QUESTION

QUESTION: Is there any aspect or activity of summer orientation that has particularly surprised you or exceeded your expectations?

The third question was an open-ended question which examined Murray State University's summer orientation program. A variety of responses were listed for this question. Friendly/caring counselors was the most frequent response which appeared on 46% of questionnaires. Table VI lists the ten most frequent responses along with their percents. It should be noted that on several questionnaires students listed more than one aspect or activity.

TABLE VI  
RESPONSES TO SUMMER ORIENTATION QUESTION

<u>Responses</u>	<u># of respondents</u>	<u>% of respondents</u>
1. Friendly/caring counselors and faculty	93	46.26%
2. Dance	15	7.46%
3. Social activities in general	14	6.96%
4. Organization of the program	12	5.97%
5. Having fun	11	5.47%
6. Meeting new people	10	4.97%
7. Informative and helpful	9	4.47%
8. Help in registration	7	3.48%
9. School spirit/enthusiasm	6	2.98%
10. Comedian at the Stables	5	2.48%
11. Other/Misc.	19	9.45%
TOTAL	201	99.95%*

\* Due to rounding the percents do not total 100.00%

## FOURTH QUESTION

QUESTION: What has impressed you the most about Murray State?

This question, like question three, was an open-ended question which also produced a variety of responses. Out of the 343 different responses, the pleasant and friendly atmosphere of Murray State University's staff/students/community was the most frequent response. The appearance of the campus and MSU's curriculum/academics were the second and third things that most impressed prospective students. Table VII lists the responses in order of their frequency.

TABLE VII

## RESPONSES TO QUESTION CONCERNING IMPRESSION OF MSU

<u>Responses</u>	<u># of respondents</u>	<u>% of respondents</u>
1. Pleasant/friendly atmosphere of staff, students, community	136	39.65%
2. Appearance/cleanliness of campus	44	12.82%
3. Curriculum/academics	34	9.91%
4. Quality/caring faculty & staff	30	8.74%
5. Curris Center	13	3.79%
6. Summer Orientation counselors	11	3.20%
7. Location/geographic surroundings	11	3.20%
8. University's size	7	2.04%
9. Extra-curriculum activities	7	2.04%
10. Accreditations	7	2.04%
11. Other/Misc.	43	12.53%
TOTAL	343	99.96%*

\* Due to rounding the percents do not total 100.00%

## FIFTH QUESTION

QUESTION: What one specific reason has convinced you to attend Murray State University?

By examining Table VIII, it is evident that there was a wide variety of reasons that convinced prospective students to attend Murray State University. "Close to home" was the most frequently listed response and was listed by 19% of all respondents. MSU's location, curriculum, and costs were the next three factors listed. However, it should be noted, that these responses only varied by about four percent. It was interesting to note that the reputation of MSU's School of Business was listed by almost eight percent of all the respondents.

TABLE VIII  
RESPONSES TO THE QUESTION ON WHY STUDENTS ATTEND MSU

<u>Responses</u>	<u># of respondents</u>	<u>% of respondents</u>
1. Close to home	58	18.70%
2. Location	43	13.87%
3. Curriculum/majors/classes offered	36	11.61%
4. Affordable costs	32	10.32%
5. Friendly/relaxed atmosphere	29	9.35%
6. Business school reputation	24	7.74%
7. Size of the university	17	5.48%
8. Family/friends attending or attended	16	5.16%
9. Scholarships	10	3.22%
10. Appearance/cleanliness of campus	7	2.25%
11. Other/Misc.	38	12.25%
TOTAL	310	99.95%*

\* Due to rounding the percents do not total 100.00%

## QUESTION SIX

QUESTION: Please share suggestions which would help Murray State to improve it's admission literature.

This question was the most difficult to analyze. The fact that only 50 prospective students answered this question made it difficult. There were approximately 25 different suggestions. Also, it should be noted that most of the suggestions only had one response. Table X lists the top ten responses, despite the fact that the top response was only listed by 10% of the students. The main reason that the response rate was significantly low was because answers that were not suggestions, such as the current literature is okay, accurate, etc., were not considered in the calculation.

TABLE X  
SUGGESTIONS TO HELP IMPROVE MSU LITERATURE

	<u>Responses</u>	<u># of respondents</u>	<u>% of respondents</u>
1.	Pictures/literature on extracurricular activities	5	10%
2.	More specific/where to go/when to do things	5	10%
3.	Easier to read/simplify	4	8%
4.	More advanced notice/information	4	8%
5.	Residence hall information/pictures	4	8%
6.	Cost information/financial aid	4	8%
7.	Explain registration/hours/schedules	3	6%
8.	More information in general	3	6%
9.	Compact literature/one-mailer	2	4%
10.	List every major/minor fields offered	2	4%
11.	Other/Misc.	14	28%
	TOTAL	50	100%

#### IV. CONCLUSION & RECOMMENDATIONS

Based upon information obtained, the following recommendations are offered.

First, it was found through responses from approximately 320 prospective students, that MSU's major competitors are the University of Kentucky, Western Kentucky University, and Paducah Community College. MSU should be aware of these college's recruitment efforts and become familiar with their admission literature. Although, it was also found that MSU was selected first by 70% of these prospective students with University of Kentucky and Western Kentucky following.

Murray State University's strongest attributes were found to be its friendly atmosphere, its academic reputation, and its affordable costs. All of these characteristics were above the average mean score of all the characteristics listed on the questionnaire. MSU weakest characteristics were its quality of dorm life, its winning reputation of varsity sports, and its organization of the financial aid process. Because these characteristics were below the average mean score, MSU could improve in these areas.

MSU may wish to develop a separate promotional brochure showing only dorm life at Murray State. Because freshmen orientation students only examine the dorm room in which they stay during orientation (the freshmen dorm), their impressions could be enhanced by a dorm life brochure. MSU's summer orientation program could include a quick tour of the other dorm rooms available on campus. A room in Regents and Hart could be staged and decorated to represent "a typical MSU student's room".

This is very crucial to Murray State's success in recruitment, especially since other dorms on campus have more modern facilities.

Since approximately 69% of all the students that attended MSU in 1986-87 received either university, federal, or state financial assistance, a step by step process explaining how to apply for assistance should be developed. This process should be developed into an easy to read and comprehensible brochure. It should be accessible to prospective students as well as to their parents. High school counselors should be sent copies along with a follow-up letter. This would hopefully reassure MSU that everyone understands the financial aid process.

MSU needs to emphasize the reputation of its varsity sports. Pictures and literature of MSU's conference awards should be publicized. MSU summer orientation counselors could cite these awards as playing and practice fields are viewed by students on campus tours.

The open-ended questions results provided very valuable feedback for Murray State University. It was found that the friendly freshmen orientation counselors and faculty far exceeded many prospective student expectations. In fact, 46.26% of the respondents felt this aspect particularly surprised them. The freshmen orientation dance and social activities were also highly favored by students. Based on these results, MSU's Summer Orientation Program is one of Murray State University's strongest points regarding recruitment efforts. Most students felt that the program was helpful and informative, yet, was a lot of fun.

The second open-ended question was aimed at determining what impresses prospective students most about Murray State.

It was found that out of 343 different responses, MSU's pleasant and friendly atmosphere of its students, staff, and community was listed most frequently. It was listed by almost 40% of the students while the second choice (appearance/cleanliness of the campus) was listed by almost 13% of the prospective students. The third most frequent response was MSU's curriculum/academics. This information can be valuable to MSU's recruitment efforts. Emphasizing MSU's friendliness, campus, and academics, impresses students. Therefore, high school counselors, admission representatives, and summer orientation counselors, need to continue pushing MSU's strongest points. Funding to keep MSU's campus clean, neat, and updated, is also very vital to the success of MSU in the future. Maintenance should continue to be a high priority for Murray State.

The third open-ended question found that the main reason prospective students attend MSU is because it "is close to home". Almost 19% of the students listed that response while "MSU's location" was the second most frequently listed response. It was listed by approximately 14% of the students. The third response was "MSU's curriculum, majors, and classes offered". This convinced approximately 12% of the prospective students to attend Murray State.

Recruiting efforts should be highly concentrated in the surrounding areas of Murray. A map showing the distances of Murray State from several neighboring communities, cities, and towns, could be included in the admission literature. The map needs to include the states bordering Kentucky. In fact, it could be noted that MSU is "closer to home" than other colleges and universities in parts of states like Illinois, Tennessee, Arkansas, and Missouri.

Students may also feel reassured by knowing the exact distances between them and their hometowns. MSU's geographic location could also be highly emphasized. Pictures of the lakes, beaches, campgrounds, and recreational facilities could be dispursed throughout MSU admission's literature. Programs and classes that utilize the region could also be highlighted. Caving, sailing, canoeing, and basic survival classes could be described as well as MSU's Leisure Connection Program.

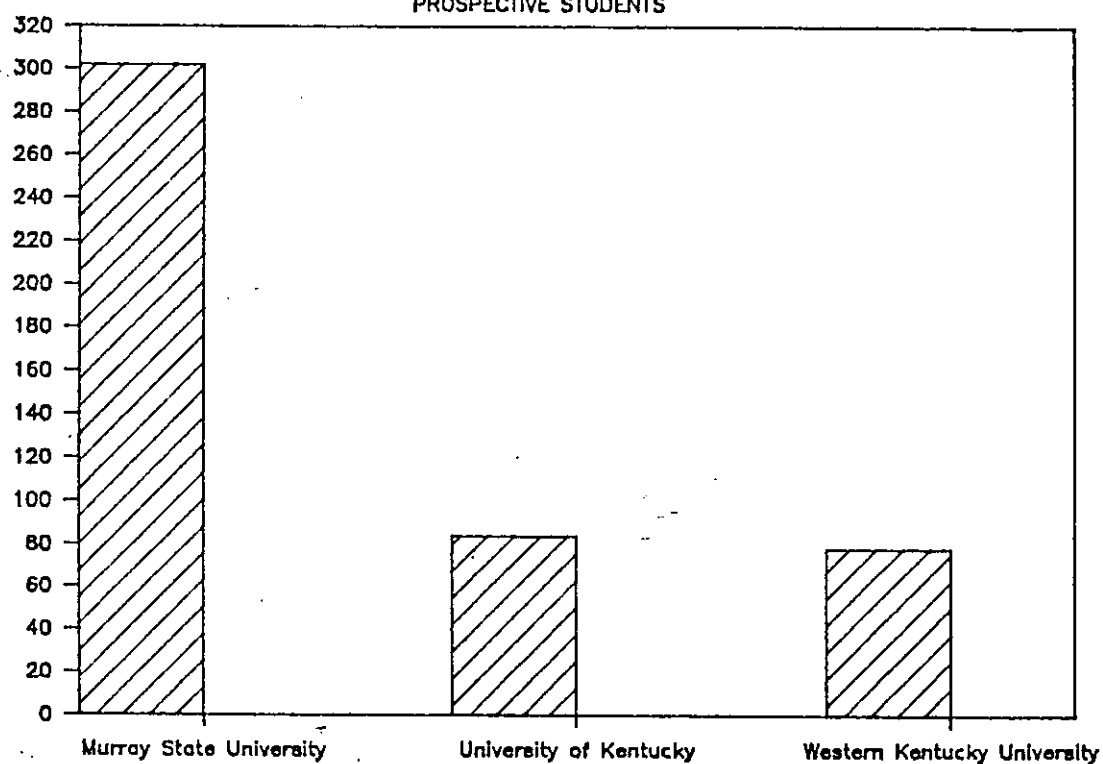
The last open-ended question asked students ways that MSU's admission's literature could be improved. This question had a low response rate and a variety of different responses were given. It was found that three basic themes prevailed. MSU admission's literature should include more pictures, be more specific, and be easy to read and digest. A total of 50 responses were tabulated and the top two responses were listed by 10% of the prospective students. The third suggestion (simplification) was listed by 8% of the students. Several students made helpful suggestions and a complete list of these suggestions and the number of responses can be found in the Appendix.

Murray State University literature should include a variety of pictures from social, athletic, and extra-curricular activities. Pictures of MSU's social fraternity and sororities, intramurals sports, and student government events, should be included. Murray has a vast amount of "fun-filled" activities as well as academic events and if they were properly publicized they could be a successful recruiting tool. Because freshmen students are apprehensive about attending college, specifying "places to go" and "things to do" could be explained in a freshmen handbook. Lastly, responses indicated that the admissions literature needs to be simplified. Bold lettering, less wording in the copy, and bulleting the important points, could help simplify the literature.

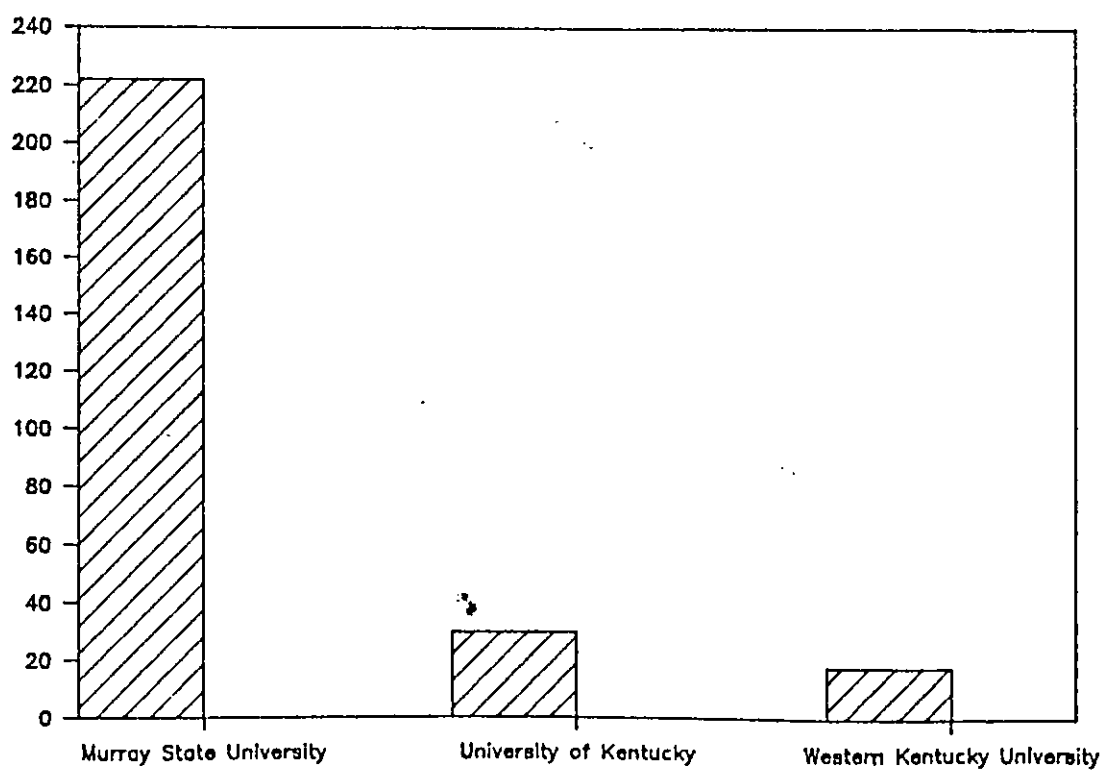


APPENDIX

# INSTITUTIONS LISTED BY TWENTY OR MORE PROSPECTIVE STUDENTS



## FIRST CHOICE SELECTION



THE TOP 22 COLLEGES/UNIVERSITIES LISTED  
BY THE PROSPECTIVE STUDENTS

	<u>Number of Respondents</u>
1. Murray State University	302
2. University of Kentucky	84
3. Western Kentucky University	78
4. Paducah Community College	19
5. Southern Illinois University-Carbondale	16
6. University of Tennessee-Martin	16
7. University of Louisville	15
8. South East Missouri State	15
9. Morehead State University	10
10. Indiana State University	6
11. University of Evansville	6
12. Eastern Kentucky University	6
13. Bethel College	6
14. Memphis State	6
15. Georgetown	5
16. Purdue	3
17. Transylvania	3
18. Mississippi State University	3
19. University of Illinois	3
20. Brescia	3
21. Eastern Illinois University	3
22. University of Mississippi	3

## OTHER RESPONSES TO THIRD QUESTION

QUESTION: Is there any aspect or activity of summer orientation that has particularly surprised you or exceeded your expectations?

<u>Response</u>	<u># of respondents</u>
1. The cookout	4
2. The meals offered	3
3. Meetings/sessions were too long	2
4. Staying all night in the dorm rooms	2
5. Meeting the faculty	2
6. The lecturer by Dr. Umar	1
7. The ratio of guys to girls	1
8. The large number of students who attended	1
9. The information packets	1
10. The way the students were introduced	1
11. The entire two days	<u>1</u>
Total Other Responses	19

NOTE: These responses are the ones that are not listed in the paper because they were not one of the top ten responses.

## OTHER RESPONSES TO THE FOURTH QUESTION

QUESTION: What has impressed you the most about Murray State?

<u>Responses</u>	<u># of respondents</u>
1. Business College	5
2. Placement reputation	5
3. Class size	5
4. Cost	5
5. Modern facilities/buildings	4
6. Girls	4
7. Other students	3
8. Hometown	2
9. Student participation	1
10. Biology program	1
11. Special Education Dept.	1
12. Friends attending	1
13. Independence	1
14. Dorm rooms	1
15. Guys	1
16. Agricultural Dept.	1
17. Science Dept.	1
18. Art Dept.	<u>1</u>
Total Other Responses	43

NOTE: These responses are the ones that are not listed in the paper because they were not one of the top ten responses.

## OTHER RESPONSES TO THE FIFTH QUESTION

QUESTION: What one specific reason has convinced you to attend Murray  
State University?

<u>Responses</u>	<u># of respondents</u>
1. Classroom size/student to professor ratio	6
2. The faculty/staff	5
3. Opportunities/extra-curricular activities	5
4. Athletics	4
5. Parents	4
6. Placement	3
7. The people	2
8. Campus tour in the fall	2
9. General good feeling	1
10. Dr. Smith	1
11. Rifle shooting team	1
12. Social reasons	1
13. Financial aid was available	1
14. Dorm rooms	1
15. Study Abroad Program	<u>1</u>
Total Other Responses	38

NOTE: These responses are the ones that are not listed in the paper  
because they were not one of the top ten responses.

## OTHER RESPONSES TO THE SIXTH QUESTION

QUESTION: Please share suggestions which would help Murray State to improve it's admission literature.

<u>Responses</u>	<u># of respondents</u>
1. Describe what a typical student may want to know	1
2. Include literature written by students	1
3. List weekend activities	1
4. More information on the Greek system	1
5. Visit more High Schools	1
6. Send more information to Central City High School	1
7. Need two <u>full</u> days at Summer Orientation	1
8. Time schedule for students	1
9. Do not send too much literature	1
10. Send information on exactly what it takes to get admitted	1
11. Highlight the important information	1
12. List a complete itinerary for freshmen students	1
13. More information on what to expect at Summer Orientation	1
14. Send acceptance letters earlier	<u>1</u>
Total Other Responses	14

NOTE: These responses are the ones that are not listed in the paper because they were not one of the top ten responses.

# WE VALUE YOUR OPINION

25

Murray State University is interested in improving services provided to current and prospective students. We would appreciate your thoughts concerning the University, the admissions process, and your general feelings about choosing to attend college. Thank you!

1. List the colleges to which you applied for admission, including Murray State University, IN ORDER OF YOUR PREFERENCE AT THE TIME YOU APPLIED. Indicate whether you were accepted for admission for each college.

NAME OF COLLEGE	ACCEPTED? (yes, no)
a. _____	_____
b. _____	_____
c. _____	_____
d. _____	_____

2. For each of the characteristics listed below please rate Murray State University as it might compare to other colleges or universities you have considered attending. Circle one rating for each characteristic.

	5. much better than average	4. somewhat better than average	3. average	2. somewhat below average	1. much below average	X. no opinion
a. Quality of Admissions Literature	5	4	3	2	1	X
b. Accuracy of Admissions Literature	5	4	3	2	1	X
c. Ability of Admissions Literature To Answer Your Questions	5	4	3	2	1	X
d. Academic Reputation of Murray State	5	4	3	2	1	X
e. Financial Aid Offer	5	4	3	2	1	X
f. Organization of Financial Aid Process	5	4	3	2	1	X
g. Ability of Financial Aid Office to Answer Your Questions	5	4	3	2	1	X
h. Winning Reputation of Varsity Athletics	5	4	3	2	1	X
i. Variety of Intramural Athletics	5	4	3	2	1	X
j. Friendly Campus Atmosphere	5	4	3	2	1	X
k. Variety of Weekend Campus Activities	5	4	3	2	1	X
l. Quality of Dormitory Life	5	4	3	2	1	X
m. Quality of Faculty	5	4	3	2	1	X
n. Affordable Tuition Costs	5	4	3	2	1	X
o. Quality of Career Placement Program	5	4	3	2	1	X
p. Attractiveness of Geographic Location	5	4	3	2	1	X
q. Other, please specify _____	5	4	3	2	1	X



3. Is there any aspect or activity of summer orientation that has particularly surprised you or exceeded your expectations?

26

4. What has impressed you most about Murray State?

5. What one specific reason has convinced you to attend Murray State University?

6. Please share suggestions which will help Murray State to improve it's admissions literature.

Name \_\_\_\_\_

Signed \_\_\_\_\_

May we use your name and quotation of your comments in Murray State University publications? Yes \_\_\_\_\_ No \_\_\_\_\_



**Murray State University**

PRELIMINARY

# **Financial Report**

FOR THE PERIOD

July 1, 1986 - June 30, 1987

SUBMITTED TO  
THE PRESIDENT  
AND  
BOARD OF REGENTS

September 11, 1987



**Murray State University**

Murray, Ky. 42071

September 11, 1987

President Kala M. Stroup and  
Members of the Board of Regents  
Murray State University  
Murray, KY 42071

Dear President Stroup and Members of the Board:

Submitted herewith is the Fourth Quarter Financial Report for Murray State University for the 1986/87 fiscal year. The report covers the period July 1, 1986 through June 30, 1987, and includes the following financial information:

1. Summary of Budget Adjustments
2. Statement of Current Unrestricted Funds
  - a. Revenues by Source
  - b. Expenditures by Function
  - c. Other Changes
3. Statement of Current Unrestricted Fund Balance
  - a. Net Increase in Fund Balance--Current Fiscal Year
  - b. Fund Balance, June 30, 1986
  - c. Preliminary Fund Balance June 30, 1987
  - d. Allocated Fund Balance (June 30, 1986 Allocations)
  - e. Unallocated Fund Balance June 30, 1987
4. Detailed Schedule of Current Unrestricted Revenues
  - a. Education and General
  - b. Auxiliaries
5. Statement of Current Restricted Funds
  - a. Revenues by Source
  - b. Expenditures by Function

Respectfully submitted,

*David R. Whitmire*

David R. Whitmire  
Director for Accounting  
and Financial Services

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MURRAY STATE UNIVERSITY  
Summary of Budget Adjustments  
For the Period July 1, 1986 through June 30, 1987

	Original Budget	Adjustments/ Revisions	Current Budget Per Report
Revenues	-----	-----	-----
Educational & General	\$41,121,883		
Kentucky Teacher Retirement System		\$ 1,630,799	
Revolving Accounts		1,573,230	
Prior Year Carryover*		2,386,491	
	-----	-----	-----
Total Educational & General	\$41,121,883	\$ 5,590,520	\$ 46,712,403
	-----	-----	-----
Auxiliary Enterprises	\$ 6,663,690		
Prior Year Carryover*		\$ 692,231	
	-----	-----	-----
Total Auxiliary Enterprises	\$ 6,663,690	\$ 692,231	\$ 7,355,921
	-----	-----	-----
Total Revenues	<u>\$47,785,573</u>	<u>\$ 6,282,751</u>	<u>\$ 54,068,324</u>
	=====	=====	=====
Expenditures			
Educational & General	\$41,121,883		
Kentucky Teacher Retirement System		\$ 1,630,799	
Revolving Accounts		1,573,230	
Prior Year Carryover*		2,386,491	
	-----	-----	-----
Total Educational & General	\$41,121,883	\$ 5,590,520	\$ 46,712,403
	-----	-----	-----
Auxiliary Enterprises	\$ 6,663,690		
Prior Year Carryover*		\$ 692,231	
	-----	-----	-----
Total Auxiliary Enterprises	\$ 6,663,690	\$ 692,231	\$ 7,355,921
	-----	-----	-----
Total Expenditures	<u>\$47,785,573</u>	<u>\$ 6,282,751</u>	<u>\$ 54,068,324</u>
	=====	=====	=====

\* Prior Year Carryover is equal to actual balances brought forward to fiscal year 86/87 from 85/86 to date.

MURRAY STATE UNIVERSITY  
Statement of Current Unrestricted Funds  
Revenues by Source, Expenditures by Function, and Other Changes  
For the Period July 1, 1986 through June 30, 1987

	Current Budget	Fiscal Year Actual	Actual % Budget
Revenues			
Educational and General			
Tuition and Fees (Note 1)	\$ 10,170,097	\$ 10,091,422	99%
State Appropriation (Note 2)	30,252,299	29,840,799	99%
Indirect Cost Reimbursement	229,295	226,399	99%
Sales and Services of			
Educational Departments	771,494	872,929	113%
Other Sources	2,252,727	2,630,327	117%
Prior Year Carryover (Note 3)	3,036,491	0	0%
Educational and General Revenues	\$ 46,712,403	\$ 43,661,876	93%
Auxiliary Enterprises			
Food Service	\$ 3,418,810	\$ 3,351,401	98%
Housing Service	2,836,480	2,927,762	103%
Curris Center	163,400	120,435	74%
Miscellaneous	53,000	64,446	122%
Vending	0	115,712	N/A
Interest Revenue - Auxiliary Enterprises	140,000	108,523	78%
Intrafund Transfers (Note 5)	52,000	53,920	104%
Prior Year Carryover (Note 3)	692,231	0	0%
Auxiliary Enterprises Revenues	\$ 7,355,921	\$ 6,742,199	92%
Total Revenues	\$ 54,068,324	\$ 50,404,075	93%
Expenditures and Transfers			
Educational and General Expenditures (Note 6)			
Instruction	\$ 18,991,945	\$ 17,633,379	93%
Research	182,458	150,110	82%
Public Service	2,779,144	2,171,303	78%
Library	1,576,726	1,546,284	98%
Academic Support	2,411,720	2,666,033	111%
Student Services	4,119,020	4,315,076	105%
Institutional Support	6,022,200	5,141,581	85%
Operation and Maintenance of Plant	5,908,641	5,614,774	95%
Scholarships (Note 1)	2,547,777	2,384,600	94%
Unassigned	349,746	0	0%
Educational and General Expenditures	\$ 44,889,377	\$ 41,623,140	93%

Statement of Current Unrestricted Funds  
 Revenues by Source, Expenditures by Function, and Other Changes  
 for the Period July 1, 1986 through June 30, 1987

	Current Budget	Fiscal Year Actual	Actual % Budget
Expenditures and Transfers (cont.)			
Mandatory Transfers for:			
Consolidated Educational			
Bond Sinking Fund (Note 4)	\$ 1,768,351	\$ 1,661,416	94%
Loan Fund Match	0	3,167	N/A
Intrafund Transfer (Note 5)	54,675	53,920	99%
Educational and General Transfers	\$ 1,823,026	\$ 1,718,503	94%
Educational and General Expenditures and Transfers	\$ 46,712,403	\$ 43,341,643	93%
Auxiliary Enterprises Expenditures (Note 6)			
Food Services	\$ 3,514,634	\$ 3,198,978	91%
Housing Service	2,206,959	2,151,883	98%
Curris Center	434,057	413,856	95%
Miscellaneous	28,000	8,983	32%
Vending	88,978	53,254	60%
Renovation/Maintenance	411,608	276,038	67%
Scholarships	0	13,310	N/A
Auxiliary Expenditures	\$ 6,684,236	\$ 6,116,302	92%
Mandatory Transfers for:			
Housing and Dining Bond Sinking Fund (Note 4)	\$ 671,685	\$ 625,792	93%
Auxiliary Transfers	\$ 671,685	\$ 625,792	93%
Auxiliary Expenditures and Transfers	\$ 7,355,921	\$ 6,742,094	92%
Total Expenditures and Mandatory Transfers	\$ 54,068,324	\$ 50,083,737	93%
Other Transfers and Additions/Deductions			
Nonmandatory Transfers:			
Transfers from Murray State University			
Current Unrestricted Fund to Murray State			
University Unexpended Plant Fund	\$ 0	\$ (126,838)	N/A
Transfers from Murray State University			
Current Unrestricted Fund to Murray State			
University Consolidated Educational			
Renewal and Replacement Fund	0	(115,970)	N/A

## Statement of Current Unrestricted Funds

Revenues by Source, Expenditures by Function, and Other Changes  
for the Period July 1, 1986 through June 30, 1987

	Current Budget	Fiscal Year Actual	Actual % Budget
Other Transfers and Additions/Deductions (cont.)			
Nonmandatory Transfers (cont):			
Transfers from Murray State University			
Loan Funds to Murray State University			
Current Unrestricted Funds	0	332	N/A
Net Nonmandatory Transfers	\$ 0	\$ (242,476)	N/A
Net Increase (Decrease) in Fund Balance	\$ 0	\$ 77,862	N/A

Note 1. Border County Incentive Grants of \$1,630,669 have been included as tuition revenue and scholarship expenditures. \$26,731 for Summer II 1986, \$781,060 for Fall 1986, \$725,319 for Spring 1987 and \$97,559 for Summer I 1987.

Note 2. Kentucky Teacher Retirement System of \$1,630,799 is reflected as a state appropriation and is distributed by functional category based on actual expenditures for the fiscal year to date.

Note 3. Budget Revisions for Prior Year Carryovers are based on actual balances brought forward to date from fiscal year 85/86 of \$2,386,491 and \$692,231 for Educational and General and Auxiliary Enterprises, respectively. The amounts are only disclosed for management and budgeting purposes.

Note 4. Additional debt services in the amount of \$106,935 for Consolidated Educational and \$50,690 for Housing and Dining have been paid from reserves held by our Trustee.

Note 5. The intrafund transfer from Consolidated Educational to Housing and Dining was established when the Waterfield Student Center became the Waterfield Library and will remain in effect until all the Housing and Dining bonds used to construct the building have been retired (Series B, 1997). The essence of the intrafund transfer is to transfer funds from Consolidated Educational to Housing and Dining within the Current Unrestricted Fund. This is done at a rate \$5 per full-time student equivalency (FTE) for the Fall and Spring semesters. Thus, the transfer does not increase or decrease the Unrestricted Fund balance.

Note 6. Outstanding encumbrances as of June 30, 1987 for Educational and General and Auxiliary Enterprises are \$321,831 and \$28,468 respectively.

MURRAY STATE UNIVERSITY  
Current Unrestricted Fund Balance  
For the Period July 1, 1986 through June 30, 1987

Current Unrestricted Revenues	\$ 50,404,075
Current Unrestricted Expenditures	(47,793,362)
Mandatory Transfers for Debt Service and Loan Fund Match	(2,290,375)
Non-Mandatory Transfers:	
Transfers to/from Plant Funds (Note 1)	(242,808)
Transfers from Loan Funds (Note 2)	332
	-----
Net Increase/(Decrease) in Fund Balance -- Current Fiscal Year	77,862
Fund Balance - June 30, 1986	\$ 8,090,860
	-----
Fund Balance - Preliminary June 30, 1987	<u>\$ 8,168,722</u>

Allocated (Preliminary Allocations June 30, 1986)

Athletic Endowment	\$ 171,338
Allocation for Working Capital	1,888,117
Encumbrances	376,104
Prior Year Account Balances	1,871,475
Prior Year Account Balances - Revolving Accounts	447,823
Renovation Project Balances Carried Forward	383,320
Breathitt Veterinary Center	234,902
Operating Budget of Subsequent Years	650,000
	-----
Total Allocated	\$ 6,023,079

Unallocated	2,145,643
	-----

Total Fund Balance - Preliminary June 30, 1987	<u>\$ 8,168,722</u>
--	---------------------

Note 1. The transfers to/from Plant Funds are as follows:

A. Repair steam lines	\$ (21,217)
B. White Hall Ceiling	(5,500)
C. Breathitt Veterinary Center Classroom	(50,000)
D. Breathitt Veterinary Center Ventilation	(8,833)
E. House at Biology Station	(9,000)
F. Pogue Library Steps	(16,240)
G. To Consolidated Educational Renewal and Replacement	(115,970)
H. Hester Hall Exterior Repairs	(8,200)
I. Elizabeth Hall Sandblasting	(25,000)
J. Residual Funds Update Campus Master Plan	550
K. Residual Funds Drainage Tunnel Repair	7,179
L. Residual Funds Hart Hall Roof	3,770
M. Residual Funds White Hall Roof	4,084
N. Residual Funds Student Center	1,569
	-----
	<u>\$ (242,808)</u>



Page 2

Current Unrestricted Fund Balance

For the Period July 1, 1986 through June 30, 1987

Note 2. The transfer from Loan Funds is as follows:

A. Reimbursement for equipment

\$ 332

MURRAY STATE UNIVERSITY  
Schedule of Current Unrestricted Revenues  
For the Period July 1, 1986 through June 30, 1987

Educational and General

Tuition and Fees

Fall Tuition	\$ 4,207,507
Spring Tuition	4,089,734
Summer II 1986 Tuition	371,281
Summer I 1987 Tuition	599,242
Miscellaneous Tuition	198,993
Student Activity Fees	309,341
Other Course Fees	315,324

	-----	\$ 10,091,422
	-----	

State Appropriations

Murray State University	\$ 26,940,031
Breathitt Veterinary Center	1,269,969
Kentucky Teacher Retirement System	1,630,799

	-----	\$ 29,840,799
	-----	

Indirect Cost Reimbursements

Federal and State Indirect Cost Reimbursements	\$ 111,022
Work Study Administration	26,401
NDSL Administration	26,355
SEOG Administration	11,532
NDSL Collection Reimbursement	29,305
Pell Administration	9,065
Commonwealth Workstudy Overhead	11,481
Teacher Loan Cancellation	256
Other Indirect Cost Reimbursement	982

	-----	\$ 226,399
	-----	

Sales and Services of Educational Departments

MSU News Advertising	\$ 62,738
Travel Study Tours	2,798
Carr Health Users Fees	3,475
Waterfield Center	40,665
Art Workshops	1,808
Art Cash Sales	10,319
University Farms	279,060
Animal Health Technology Income	1,563
Kentucky Institute of European Studies - Consortium	324,883
Kentucky Institute of European Studies - Summer '87	63,046
Chemical Services	12,284
Theatre Revenue	16,102
Office of Training Services	11,850
SAT Activities	2,626

Schedule of Current Unrestricted Revenues  
for the Period July 1, 1986 through June 30, 1987

## Educational and General (Cont.)

## Sales and Services of Educational Departments (Cont.)

Recording Studio	\$ 280
Clinical Services	28,019
TV Studio	3,541
High School Journalism Workshop	940
School Service Office	3,400
Safety Engineering and Health Workshop	3,169
Miscellaneous Sales and Services	363

Total Sales and Services of Educational Departments	\$ 872,929
---	------------

## Other Sources

General Education Development	\$ 104
Fines	49,099
Library Copy Service	30,078
Interlibrary Loan	857
Library Census Microfilm	1,916
Thesis Binding	958
Permits	25,793
Rodeo Income	7,052
Long Distance Telephone	1,502
Interest Revenue	199,089
Consolidated Educational Revenue Fund Interest	304,292
Self-Insurance Interest Revenue	80,611
Breathitt Veterinary Center	129,265
Livestock and Exposition Center	59,151
Athletic Non-Discretionary	1,294
Athletic Discretionary	71,357
Athletic Game Revenue	140,560
Extraordinary Athletic Receipts	55,313
Athletic Concessions	36,759
WKMS Radio Income	491
Faculty Resource Center Copier	1,900
Faculty Resource Center	3,805
Foreign Language Services	552
Forensics Team Income	2,339
Quad State	15,609
Festival of Champions	7,408
Alumni Placement Fees	1,211
Post Office Contract	6,000
Post Office Box Rental	3,890
Fort Campbell	570,152
Summer Youth	242,830
Wickliffe Mounds Research Center	22,244

Page 3  
Schedule of Current Unrestricted Revenues  
for the Period July 1, 1986 through June 30, 1987

Educational and General (Cont.)

Other Sources (Cont.)

Wickliffe Mounds Gift Shop	\$ 4,866
Student Government Association	60,173
Student Government Radio	190
National Student Exchange	1,015
Duplicate Identification Cards	1,474
Sale of Surplus Property	7,568
Return Check Charge	1,800
Super Saturdays	23,419
Summer Challenge	10,305
Boys Regional High School Tournament	47,799
Girls Regional High School Tournament	24,035
Insurance Reimbursement	1,133
Pre-School Reimbursement	3,250
Miscellaneous Cash Reimbursements	23,387
Rentals	5,435
Private Fund Raising	3,105
Alumni Income	40
MSU X-Ray Lab	1,350
Summer Orientation	48,265
Locker Rental	4,830
Archeology Service Center	22,677
Residence Halls Miscellaneous	617
Residence Hall Activity Fee	13,899
Piano Replacement	320
Art Gallery Sales	167
Boy Scout Museum	118,687
Ohio Valley History Conference	1,488
Contract Residuals	44,931
Counseling and Testing	7,290
Nursing Continuing Education	764
Band Uniforms/Equipment	735
Community Education	7,267
West Kentucky Environmental Education Consortium	983
Conferences and Workshops	14,512
Private Funds	4,498
Cooperative Education - Placement Income	2,281
Foreign Language Competition	2,099
Other Revenue	40,192
	-----
Total Other Sources	\$ 2,630,327
	-----
Total Educational and General	\$ 43,661,876
	-----

Page 4  
Schedule of Current Unrestricted Revenues  
for the Period July 1, 1986 through June 30, 1987

Auxiliary Enterprises

Food Services	\$ 3,351,401
Housing Services	2,927,762
Curris Center	120,435
Rental Property	5,600
Bookstore Rent	59,223
Vending Revenue	115,712
Interest Revenue - Auxiliary Enterprises	108,523
Intrafund Transfers	53,920
Miscellaneous	(377)
	-----
Total Auxiliary Enterprises	\$ 6,742,199
	-----
Total Current Revenue	<u>\$ 50,404,075</u>

MURRAY STATE UNIVERSITY  
Statement of Current Restricted Funds  
Revenues by Source and Expenditures by Function  
For the Period July 1, 1986 through June 30, 1987

Revenues	Budget	Actual
	-----	-----
Federal Funds		
Pell	\$ 2,404,005	\$ 2,408,341
SEOG	231,150	231,150
Workstudy	454,810	422,426
Grants and Contracts	1,736,762	1,112,762
	-----	-----
Total Federal Funds	\$ 4,826,727	\$ 4,174,679
State Grants and Contracts	1,268,055	1,145,750
Other Grants and Contracts	368,441	226,301
	-----	-----
Total Current Restricted Revenues	<u>\$ 6,463,223</u>	<u>\$ 5,546,730</u>
Expenditures		
Educational and General (Note 1)		
Instruction	\$ 1,422,259	\$ 1,012,439
Research	432,044	297,412
Public Service	548,247	441,335
Library	39,045	38,330
Academic Support	534,682	386,780
Student Services	274,192	245,623
Institutional Support	75,990	50,426
Operation and Maintenance of Plant	4,021	4,021
Scholarships and Other Financial Aid	3,068,505	3,012,946
	-----	-----
Total Educational and General	\$ 6,398,985	\$ 5,489,312
	-----	-----
Auxiliary Enterprises	\$ 64,238	\$ 57,418
	-----	-----
Total Current Restricted Expenditures	<u>\$ 6,463,223</u>	<u>\$ 5,546,730</u>

Note 1. Outstanding encumbrances as June 30, 1987 for Current Restricted Funds are \$12,011.



**Murray State University**

# **Investment Report**

**FOR THE PERIOD**

**July 1, 1986 - June 30, 1987**

**SUBMITTED TO:  
THE PRESIDENT  
AND  
BOARD OF REGENTS**

**September 11, 1987**



**Murray State University**

Murray, Ky. 42071

September 11, 1987

President Kala M. Stroup and  
Members of the Board of Regents  
Murray State University  
Murray, KY 42071

Dear President Stroup and Members of the Board:

Submitted herewith is the Fourth Quarter Investment Report for the period July 1, 1986 through June 30, 1987, and includes the following financial information:

1. Summary of Investment Earnings by Fund
2. Summary of Investment Earnings by Fund and Fund Accounts
3. Schedule of Investment Activity
  - a. Current Funds
  - b. Plant Funds
  - c. Self-Insurance Fund
  - d. Loan Funds

Respectfully submitted,

*David R. Whitmire*

David R. Whitmire  
Director for Accounting  
and Financial Services

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MURRAY STATE UNIVERSITY  
 Summary of Investment Earnings by Fund  
 For the Period July 1, 1986 through June 30, 1987

	Current Funds	Plant Funds	Self-Insurance Funds	Loan Funds
	-----	-----	-----	-----
Investment Earnings to date (Note 1)	\$587,706	\$253,119	\$80,611	\$17,232
	=====	=====	=====	=====

Note 1: The earnings to date are reported on accrual basis.

MURRAY STATE UNIVERSITY  
Summary of Investment Earnings  
By Fund and Fund Accounts  
For the Period July 1, 1986 through June 30, 1987

	Earnings To Date 86/87 (Note 1) -----
<b>CURRENT FUNDS</b>	
Trust and Agency Clearing Checking (Peoples Bank)	\$ 175,267
Consolidated Educational Revenue Fund (Frankfort)	304,292
Housing and Dining Revenue Fund (Frankfort)	108,147
	-----
Total Current Funds	\$ 587,706 =====
<b>PLANT FUNDS</b>	
Consolidated Educational Renewal and Replacement (Frankfort)	\$ 58,530
Retirement of Indebtedness (Trustee-Citizens Fidelity)	
Consolidated Educational Sinking Fund	106,649
Housing and Dining Sinking Fund	46,987
Housing and Dining Repair and Maintenance Fund	40,953
	-----
Total Plant Funds	\$ 253,119 =====
<b>SELF-INSURANCE FUND</b>	
Self-Insurance Investments	\$ 34,119
Self-Insurance Checking (Peoples Bank)	46,492
	-----
Total Self-Insurance Fund	\$ 80,611 =====
<b>LOAN FUNDS</b>	
NDSL Checking (Peoples Bank)	\$ 15,215
Norris Checking (Peoples Bank)	651
Nursing Checking (Peoples Bank)	1,366
	-----
Total Loan Funds	\$ 17,232 =====

Note 1: The earnings to date are reported on accrual basis.

MURRAY STATE UNIVERSITY  
Schedule of Investment Activities  
For the Period July 1, 1986 through June 30, 1987

CURRENT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1986-87 Earnings
-----					
EDUCATIONAL AND GENERAL					
-----					
Trust and Agency Clearing					
-----					
Peoples Bank		continuous	Daily rate per overnight		
			Peoples Bank balances		\$ 175,267
					-----
Total Trust and Agency Clearing					
Interest earnings to date					\$ 175,267
					=====
Consolidated Educational Revenue Fund (Frankfort)					
-----					
Repurchase Agreement	07/21/86	90 days	6.40%	\$ 355,000	\$ 1,325
Repurchase Agreement	08/20/86	90 days	6.91%	1,000,000	9,789
Repurchase Agreement	08/11/86	60 days	6.95%	650,000	5,270
U.S. Treasury Bills	12/11/86	180 days	6.73%	483,772	14,534
Repurchase Agreement	09/22/86	91 days	6.85%	350,000	5,594
Repurchase Agreement	09/19/86	60 days	6.36%	800,000	8,480
Repurchase Agreement	10/10/86	60 days	6.15%	50,000	513
U.S. Treasury Bills	11/13/86	85 days	5.67%	750,095	9,905
Repurchase Agreement	11/12/86	61 days	5.70%	250,000	2,415
Repurchase Agreement	01/16/87	119 days	5.85%	800,000	15,470
One day's interest					233
Repurchase Agreement	02/05/87	120 days	5.61%	1,000,000	18,700
U.S. Treasury Bills	04/09/87	182 days	5.26%	1,598,130	39,353
Repurchase Agreement	03/13/87	120 days	5.81%	575,000	11,136
Repurchase Agreement	04/10/87	120 days	5.86%	575,000	11,232
Repurchase Agreement	04/13/87	90 days	5.96%	115,000	1,714
Repurchase Agreement	09/16/87	239 days	5.80%	800,000	20,751 *
Repurchase Agreement	03/27/87	60 days	5.97%	500,000	4,975
U.S. Treasury Bills	08/06/87	182 days	5.83%	996,033	23,078 *
Repurchase Agreement	06/08/87	90 days	6.20%	1,000,000	15,500
U.S. Treasury Bills	09/03/87	177 days	5.90%	1,088,832	19,722 *
Repurchase Agreement	06/11/87	90 days	6.11%	580,000	8,860
Repurchase Agreement	09/22/87	179 days	6.11%	500,000	8,062 *
Repurchase Agreement	04/09/87	13 days	6.36%	1,635,000	3,755
U.S. Treasury Bills	08/06/87	120 days	5.91%	1,646,456	33,577 *
Repurchase Agreement	05/11/87	31 days	6.32%	600,000	3,265
Repurchase Agreement	07/13/87	91 days	6.35%	115,000	1,582 *
Repurchase Agreement	06/10/87	30 days	6.70%	600,000	3,350

\* Interest accrued as of June 30, 1987

Page 2  
Schedule of Investment Activities  
For the Period July 1, 1986 through June 30, 1987

CURRENT FUNDS (Cont'd.)

Type of Investment	Maturity	Term	Yield	Cost	1986-87 Earnings
-----					
EDUCATIONAL AND GENERAL (cont'd.)					
-----					
Consolidated Educational Revenue Fund (Frankfort) (cont'd.)					
-----					
Repurchase Agreement	08/10/87	60 days	6.95%	580,000	2,128
Repurchase Agreement	09/09/87	90 days	6.95%	300,000	1,100
Investment Service Fees (Note 2)					(1,076)
					-----
Total Consolidated Educational Revenue Fund interest earnings to date					\$ 304,292
					=====
Total Current Funds Educational and General interest earnings to date					\$ 479,559
					=====

AUXILIARY ENTERPRISES

-----  
Housing and Dining Revenue Fund (Frankfort)  
-----

Repurchase Agreement	07/14/86	61 days	6.80%	\$ 165,000	\$ 436
Repurchase Agreement	08/20/86	90 days	6.91%	1,000,000	9,788
Repurchase Agreement	08/11/86	60 days	6.95%	400,000	3,243
U.S. Treasury Bills	12/11/86	182 days	6.73%	483,772	14,534
U.S. Treasury Bills	11/13/86	85 days	5.67%	774,769	10,231
Repurchase Agreement	11/12/86	61 days	5.70%	250,000	2,415
Repurchase Agreement	01/06/87	90 days	5.61%	1,400,000	19,635
Repurchase Agreement	02/11/87	90 days	5.89%	750,000	11,044
Repurchase Agreement	04/06/87	90 days	6.10%	650,000	9,913 *
Repurchase Agreement	03/27/87	59 days	5.97%	300,000	2,985
One day's interest					127
Repurchase Agreement	06/12/87	120 days	6.07%	750,000	15,175 *
Repurchase Agreement	05/08/87	59 days	6.20%	400,000	4,065 *
U.S. Treasury Bills	09/24/87	181 days	5.82%	325,602	4,933 *
Investment Service Fee (Note 2)					(377)
					-----
Total Housing and Dining Revenue Fund interest earnings to date					\$ 108,147
					=====
Total Auxiliary Enterprises interest earnings to date					\$ 108,147
					=====
TOTAL CURRENT FUNDS (Educational and General and Auxiliary Enterprises) interest earnings to date (Note 1)					\$ 587,706
					=====

Note 1: Earnings are reported on accrual basis.

Note 2: Investment Service Fee from Investments & Debt Management, Frankfort.

\* Interest accrued as of June 30, 1987

## Schedule of Investment Activities

For the Period July 1, 1986 through June 30, 1987

## PLANT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1986-87 Earnings To Date
-----					
Unexpended Plant Funds.					
-----					
No investments					
Consolidated Educational Renewal and Replacement (CERR)					
-----					
Repurchase Agreement	08/11/86	60 days	6.95%	\$ 175,000	\$ 1,419
Repurchase Agreement	09/17/86	90 days	6.81%	390,000	5,828
Repurchase Agreement	09/22/86	90 days	6.85%	350,000	5,594
Repurchase Agreement	10/10/86	60 days	6.15%	200,000	2,050
Repurchase Agreement	11/17/86	61 days	5.85%	420,000	4,163
Repurchase Agreement	10/23/86	30 days	5.82%	350,000	1,698
Repurchase Agreement	01/08/87	90 days	5.60%	215,000	3,010
Repurchase Agreement	02/25/87	120 days	5.75%	350,000	6,708
Repurchase Agreement	03/17/87	120 days	5.82%	425,000	8,245
Repurchase Agreement	04/08/87	90 days	6.01%	215,000	3,230
Repurchase Agreement	05/26/87	90 days	6.05%	360,000	5,445
Repurchase Agreement	06/15/87	90 days	6.18%	430,000	6,644
Repurchase Agreement	08/06/87	120 days	6.30%	225,000	3,268 *
Repurchase Agreement	08/14/87	60 days	6.85%	430,000	1,228 *
Total Consolidated Educational Renewal and Replacement interest earnings to date					<u>\$ 58,530</u>

## RETIREMENT OF INDEBTEDNESS FUND

## Consolidated Educational Sinking Fund

-----					
U.S. Treasury Bills	10/30/86	197 days	5.69%	\$ 1,249,833	\$ 24,655
U.S. Treasury Bills	10/30/86	182 days	6.05%	562,260	11,827
U.S. Treasury Bills	04/30/87	182 days	5.44%	1,445,811	39,189
Repurchase Agreement	11/03/86	4 days	5.55%	424,000	261
U.S. Treasury Bills	04/30/87	181 days	5.27%	365,422	9,578
U.S. Treasury Bills	10/29/87	192 days	5.85%	1,293,348	15,403 *
Repurchase Agreement	05/01/87	1 day	6.00%	1,345,000	224
U.S. Treasury Bills	10/29/87	182 days	6.80%	518,555	5,512 *
Total Consolidated Educational Sinking Fund interest earnings to date					<u>\$ 106,649</u>

\* Interest accrued as of June 30, 1987

PLANT FUNDS (Cont'd)

Type of Investment	Maturity	Term	Yield	Cost	1986-87 Earnings To Date
<hr/>					
Housing and Dining Sinking Fund					
<hr/>					
U.S. Treasury Bills	08/07/86	190 days	6.88%	\$ 308,380	\$ 2,324
U.S. Treasury Bills	08/28/86	182 days	5.97%	557,646	5,625
U.S. Treasury Bills	02/19/87	196 days	5.63%	625,229	19,771
Repurchase Agreement	09/02/86	4 days	5.25%	578,000	337
U.S. Treasury Bills	02/19/87	170 days	5.09%	53,727	1,273
U.S. Treasury Bills	08/06/87	195 days	5.26%	315,740	6,364 *
Repurchase Agreement	03/02/87	11 days	5.70%	701,900	1,222
U.S. Treasury Bills	08/27/87	29 days	5.30%	555,063	10,071 *
Total Housing and Dining Sinking Fund interest earnings to date					<hr/>
					\$ 46,987
<hr/>					
Housing and Dining Repair and Maintenance Reserve Fund					
<hr/>					
U.S. Treasury Bills	08/07/86	209 days	7.09%	\$ 699,952	\$ 546
U.S. Treasury Bills	08/06/87	364 days	5.74%	730,021	40,407 *
Total Housing and Dining Repair and Maintenance Reserve Fund interest earnings to date					<hr/>
					\$ 40,953
TOTAL PLANT FUNDS interest earnings to date (Note 1)					<hr/>
					\$ 253,119

SELF-INSURANCE FUND

Self-Insurance Investments					
<hr/>					
Certificate of Deposit	11/25/87	365 days	6.25%	\$ 500,000	\$ 18,663
Certificate of Deposit	11/27/87	366 days	6.50%	400,000	15,456
Total Self-Insurance Investments Interest					<hr/>
					\$ 34,119

Note 1: Earnings are reported on accrual basis.  
\* Interest accrued as of June 30, 1987

Page 5  
Schedule of Investment Activities  
For the Period July 1, 1986 through June 30, 1987

SELF-INSURANCE FUND (Cont'd.)

Type of Investment	Maturity	Term	Yield	Cost	1986-87 Earnings To Date
-----					
Self-Insurance Checking					
-----					
Peoples Bank		continuous	Daily rate per overnight		
			Peoples Bank balances		\$ 46,492
					-----
TOTAL SELF-INSURANCE FUND					
interest to date (Note 1)					\$ 80,611
					=====

LOAN FUNDS

NDSL					
----					
Checking (Peoples Bank)		continuous	Daily rate per overnight		
			Peoples Bank balances		\$ 15,215
NORRIS					
-----					
Checking (Peoples Bank)		continuous	Daily rate per overnight		
			Peoples Bank balances		651
NURSING					
-----					
Checking (Peoples Bank)		continuous	Daily rate per overnight		
			Peoples Bank balances		1,366
					-----
TOTAL LOAN FUNDS					
interest earnings to date (Note 1)					\$ 17,232
					=====

Note 1: Earnings are reported on accrual basis.  
\* Interest accrued as of June 30, 1987

MURRAY STATE UNIVERSITY  
REPORT OF RESIGNATIONS AND TERMINATIONS  
FOR THE PERIOD OF  
JANUARY 1, 1987 THROUGH AUGUST 1, 1987

Effective Date of Information

August 24, 1987

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report.

This information is a matter of public record. However, to protect the individual and the individual's right of privacy, it is requested that you do not share or display publicly this information.



# EXPLANATION OF CODES

## TYPE

<u>Code</u>	<u>Type of Employment</u>
1	Full-time
2	Part-time

## PERIOD

<u>Code</u>	<u>Number of Months Employed in a Fiscal Year</u>
1	12 Months
2	11 Months
3	10 Months
4	9 Months
5	Academic Year

## REPORT OF RESIGNATIONS AND TERMINATIONS

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
ADAMS	WF	REG RECDS SUPVISOR	ADMISSIONS & RECORDS	1	1	87/05/31	23100.00	RETIRED
ALLBRITTEN	DA	DEPT SECRETARY I	JOURNALISM RADIO/TV	2	3	87/05/29	4360.00	RESIGNED
APPLEGETT	DL	SECRETARY	SUPPORT PERSONNEL	1	3	87/05/21	10965.00	RESIGNED
BAKKER	K	TEACHING INTERN	SPECIAL EDUCATION	1	5	87/05/31	21134.00	TERMIN OF CONTRACT
BEALE	JC	CUSTODIAN	PHYSICAL PLANT	1	1	87/06/26	9711.00	DISCHARGED
BEAMER	CO	CLERK/TYPIST I	ATHLETIC DIRECTOR	1	1	87/04/14	10425.00	RESIGNED
BEANE	KM	CUSTODIAN	PHYSICAL PLANT	1	1	87/05/19	0.00	DISCHARGED
BENSON	JL	COMPUTER ANALYST	USDA-SCS #3	1	1	87/06/30	10700.00	TERMIN OF CONTRACT
BESSENT	SA	MAIL CARRIER	POST OFFICE	1	1	87/06/18	9291.00	RESIGNED
BIBY	HE	COORDINATOR RES SER	RESIDENCE HALLS	1	1	87/06/30	14800.00	RESIGNED
BISSINGER	PR	RECEPTIONIST HALL	RESIDENCE HALLS	2	4	87/04/15	4963.00	RESIGNED
BLALOCK	B	CLERK SALES	UNIVERSITY BOOKSTORE	1	1	87/07/06	8713.00	RESIGNED
CAIN	JF	CLERK PRICE CONTRACT	PURCHASING & GEN SER	1	1	87/05/22	12475.00	RESIGNED
CANNON	MJ	ASST PROFESSOR	NURSING	1	5	87/05/31	22700.00	RESIGNED
CARMODE	RE	ASSOC PROFESSOR	JOURNALISM RADIO/TV	1	5	87/05/31	32067.00	RESIGNED
CARR	HA	PARAPROFESSIONAL	ADULT LEARNING CENT	2	1	87/06/09	2090.00	REDUCTION IN FORCE
CHANEY	CH	PROFESSOR	AGRICULTURE	1	5	87/06/30	36400.00	RETIRED
CHILDERS	JM	CLERK/TYPIST	OFF OF FIELD SERVICE	1	1	87/07/10	9673.00	RESIGNED
CLEMONS	GG	ASST PROFESSOR	MUSIC	1	5	87/05/30	24000.00	RESIGNED
COKER	BL	ASSOC DIR ASST PROF	MARC	1	1	87/05/20	31600.00	DECEASED
COLE	CL	ASST TO PRES AFF OFF	PRESIDENT'S OFFICE	1	1	87/02/11	40100.00	RESIGNED
COOPER	JR	FOREMAN PAINTER	PHYSICAL PLANT	1	1	87/05/29	19278.00	RETIRED
CREEKMORE	L	ASST FB COACH INST	FOOTBALL	1	1	87/01/13	22760.00	RESIGNED
DAVIS	LD	INSTRUCTOR	SPEECH COMM THEATRE	1	5	87/05/31	21500.00	TERMIN OF CONTRACT
DILL	HE	DIR & ASSOC PROF	ATHLETIC DIRECTOR	1	1	87/06/30	43000.00	RESIGNED
DILL	NT	EXECUTIVE SECRETARY	MSU FOUNDATION	1	1	87/01/27	14117.00	RESIGNED
DONNA	RS	VISIT LECTURER	POL SCI & LEGAL STUD	1	5	87/05/31	18990.00	TERMIN OF CONTRACT
DOUGLASS	L	CUSTODIAN	PHYSICAL PLANT	1	1	87/05/28	8394.00	RESIGNED
DURHAM	PJ	OPER CLK/CENTREXLWOP	TELECOMMUNICATIONS	2	1	87/05/16	6369.00	RESIGNED
EVANS	SF	ADMIN SECRETARY I	INFO & PUBLIC SER	1	1	87/03/06	12022.00	RESIGNED
FAITH	RM	VISITING LECTURER	ENGLISH	1	5	87/05/31	19500.00	TERMIN OF CONTRACT
FERGUSON	RR	VOLLY COACH INST	WOMEN'S VOLLEYBALL	1	1	87/06/30	16000.00	RESIGNED
FIELDS	DW	CUSTODIAN	BREATHITT VET CENTER	1	1	87/05/26	7872.00	RESIGNED
FLEMING	DB	PATROL OFFICER	CAMPUS SAFETY	1	1	87/07/31	15034.00	RESIGNED
FOSTER JR	RE	INST ASST FB COACH	FOOTBALL	1	1	87/01/13	18200.00	RESIGNED
GAY	LM	SECRETARY	FT CAMPBELL CENTER	1	1	87/02/18	9790.00	RESIGNED
GIBBS	MC	ADMIN SECRETARY I	FACULTY RESOURCE CEN	1	1	87/06/11	10436.00	RESIGNED
GOINGS	DA	ASST PROFESSOR	OFF ADM & BUS ED	1	5	87/06/30	27400.00	RESIGNED
GRADY	MB	ASSOC PROFESSOR	COMPUTER STUDIES	1	5	87/05/31	33800.00	RESIGNED
GRIFFIN	JD	ASST PROFESSOR	AGRICULTURE	1	5	87/05/31	23800.00	TERMIN OF CONTRACT
HALLEY	DB	CLERK FINANCIAL AID	STUDENT FIN AID	1	1	87/05/29	12924.00	RETIRED
HARDIN	JB	MAIL CARRIER	POSTAL SERVICES	1	1	87/05/19	9291.00	RESIGNED
HARRISON	EH	SERVING LINE WORKER	FOOD SERVICE	1	1	87/03/04	10119.00	RESIGNED
HART	BD	ASST DIR & UNIT MGR	FOOD SERVICE	1	1	87/04/08	26850.00	RESIGNED
HOBBS	SE	SWINE/BEEF HERDSMAN	FARM	1	1	87/06/30	17400.00	TERMIN OF CONTRACT

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
WOLDEN	D	SERVICEMAN B	PHYSICAL PLANT	1	1	87/07/07	13594.00 DISCHARGED
HONCHUL	QC	ASST PROFESSOR	LIBRARY	1	1	87/06/30	21788.00 RETIRED
HORTON	ML	CLERK PURCHASE ORDER	PURCHASING & GEN SER	1	1	87/02/24	11298.00 RESIGNED
HORTTER	LM	RECEPTIONIST HALL	RESIDENCE HALLS	2	3	87/05/19	5386.00 RESIGNED
HORTTER	RC	VISITING LECTURER	ENGINEERING TECH	1	5	87/05/31	23320.00 TERMIN OF CONTRACT
HOUSTON	DA	PAYROLL COORDINATOR	ACCOUNTING & FINANCE	1	1	87/03/31	17941.00 RETIRED
HUCKABY	O	DISHROOM WORKER LWOP	FOOD SERVICE	1	1	87/01/16	6921.00 RESIGNED
HUFF	CA	CLERK	FT CAMPBELL CENTER	1	1	87/07/17	10045.00 RESIGNED
HUTCHENS	GJ	RECEPTIONIST HALL	RESIDENCE HALLS	2	4	87/05/26	4963.00 RESIGNED
HUTSON	RS	DEPT SECRETARY I	ELEM & SEC EDUCATION	1	1	87/03/16	10280.00 RESIGNED
JONES	BS	COORDINATOR	MINORITY STUD AFFAIR	1	1	87/05/19	22000.00 RESIGNED
JONES	KA	ASST FB COACH & INST	FOOTBALL	1	1	87/01/26	26255.00 RESIGNED
JONES	ME	CUSTODIAN	RESIDENCE HALLS	1	1	87/01/30	9877.00 RETIRED
KUNZE	KL	ASST PROFESSOR	CHEMISTRY	1	5	87/05/31	24000.00 RESIGNED
LEEVEER	DE	ASST WOMENS BB COACH	WOMEN'S BASKETBALL	1	1	87/06/30	15000.00 RESIGNED
LOVINS	WG	ASSOC PROFESSOR	ECONOMICS & FINANCE	1	5	87/03/11	31950.00 DECEASED
MARSHALL	SP	INST ASST FB COACH	FOOTBALL	1	1	87/01/13	22760.00 RESIGNED
MATARAZZO	SM	PROFESSOR	ED LEAD & COUNSELING	1	5	87/06/30	35528.00 RETIRED
MATHIS	EA	INSTRUCTOR LWOP	LIBRARY	1	1	87/06/30	0.00 RESIGNED
MECKS	JL	VISITING PROFESSOR	PHYSICS & ASTRONOMY	1	5	87/05/31	26000.00 TERMIN OF CONTRACT
MUSKROW	RA	CUSTODIAN	RESIDENCE HALLS	1	1	87/05/13	9668.00 RESIGNED
NESBITT	VL	SNACK BAR WORKER	FOOD SERVICES	1	1	87/03/04	7298.00 RESIGNED
PAGE	ME	ASSOC PROFESSOR	HISTORY	1	5	87/07/01	30956.00 RESIGNED
PAYNE	YR	ASST DIRECTOR	COOP ED & PLACEMENT	1	1	87/03/19	19200.00 RESIGNED
PECK	TD	SUPERVISOR	FOOD SERVICES	1	1	87/06/05	13464.00 RESIGNED
PERRY	FC	GUARD SECURITY GALL	ART	1	4	87/04/14	7080.00 RESIGNED
PIERCY	MM	ASST PROFESSOR	ELEMENTARY & SEC ED	1	5	87/05/31	23814.00 RESIGNED
PRATT	AE	CUSTODIAN	RESIDENCE HALLS	1	1	87/05/08	8394.00 DISCHARGED
RAGSDALE	TA	CLERK II LIBRARY	LIBRARY	1	1	87/06/10	9673.00 RESIGNED
SCOTT	MD	DEPT SECRETARY II	COMPUTER STUDIES	1	1	87/01/13	11180.00 RESIGNED
SHELLEY	D	DIRECTOR	PURCHASING & GEN SER	1	1	87/06/30	33251.00 RETIRED
SHOLAR	TP	ASSOC PROFESSOR	ELEMENTARY & SEC ED	1	5	87/06/30	23602.00 RETIRED
SHOWN	VE	ASSOC PROFESSOR	ELEMENTARY & SEC ED	1	5	87/06/30	27477.00 RETIRED
SINNEMA	MJ	UNIT MANAGER	FOOD SERVICE	1	1	87/07/09	17800.00 RESIGNED
STRAGER	LS	ASST FB COACH INST	FOOTBALL	1	1	87/01/12	18000.00 RESIGNED
TAYLOR	DI	SERVING LINE WORKER	FOOD SERVICE	1	1	87/05/18	8795.00 RETIRED
TAYLOR	RD	LEARNING SQPECIALIST	SPECIAL SERVICES	1	1	87/06/30	15675.00 TERMIN OF CONTRACT
VAN TASSEL	RA	CUSTODIAN	PHYSICAL PLANT	1	1	87/04/28	8812.00 RESIGNED
VANDERMOLLEN	JE	TEACHER ABE	ADULT BASIC ED	2	2	87/06/01	1300.00 TERMIN OF CONTRACT
VOLK	GL	ASST PROFESSOR	ELEMENTARY & SEC ED	1	5	87/07/31	24302.00 RESIGNED
WALKER	IJ	CUSTODIAN	RESIDENCE HALLS	1	1	87/06/18	9668.00 DISCHARGED
WEST	RR	DEPT SECRETARY I	HOME ECONOMICS	1	2	87/01/30	9712.00 RETIRED
WILLIAMS JR	AR	DISHROOM WORKER	FOOD SERVICE	1	1	87/06/30	7184.00 TERMIN OF CONTRACT
WILLIS	DL	LIBRARY ASST I	LIBRARY	1	1	87/06/30	12003.00 TERMIN OF CONTRACT
YOUNG	DJ	CUSTODIAN	BREATHITT VET CENTER	1	1	87/02/03	8243.00 DISCHARGED
ZOELLER	PJ	COORDINATOR	RESIDENCE HALLS	1	3	87/05/31	12600.00 RESIGNED

MURRAY STATE UNIVERSITY  
REPORT OF NEW EMPLOYMENT  
FOR THE PERIOD OF  
JANUARY 1, 1987 THROUGH AUGUST 1, 1987

Effective Date of Information

August 24, 1987

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report.

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# EXPLANATION OF CODES

## TYPE

<u>Code</u>	<u>Type of Employment</u>
1	Full-time
2	Part-time

## PERIOD

<u>Code</u>	<u>Number of Months Employed in a Fiscal Year</u>
1	12 Months
2	11 Months
3	10 Months
4	9 Months
5	Academic Year

## REPORT EMPLOYMENT

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	A	LEARNING. SPECIALIST	STUDENT SUPPORT SERV	87/07/01	1	1	18500.00
BOMBA	PE	SYSTEMS MGR/PROGRAM	MARC	87/07/01	1	1	17500.00
BURKEEN	E	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	1	8519.00
CARPENTER	CD	ASST FB COACH	FOOTBALL	87/01/12	1	1	25750.00
CHANNEY	LP	CASHIER JR	ACCOUNTING & FINANCE	87/02/09	1	1	10769.00
CONNER	KA	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	1	8519.00
COOPER	RL	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	22768.00
DANDENEAU	TJ	CENTRAL STORE CLERK	PURCHASING & GEN SER	87/03/16	2	1	5263.00
DANIEL	MW	ADMIN SECRETARY I	UNIVERSITY INFO SER	87/03/26	1	1	10769.00
DARNELL	C	CUSTODIAN	PHYSICAL PLANT	87/06/08	1	1	8520.00
DAVIS	RB	VISIT ASST PROF/DIR	ART	87/07/22	1	1	28000.00
DILLON	ML	CUSTODIAN	PHYSICAL PLANT	87/06/11	1	1	8520.00
DOUGHTY	PH	CUSTODIAN	PHYSICAL PLANT	87/07/27	1	1	8519.00
DRENNER	JA	CUSTODIAN	PHYSICAL PLANT	87/07/27	1	1	8519.00
EDMONDS	WL	CLERK II LIBRARY	LIBRARY	87/07/27	1	1	9340.00
EVANS	SL	ASST WOMENS BB COACH	WOMEN'S BASKETBALL	87/07/01	1	1	15500.00
FUTRELL	JL	CLERK TYPIST II	ATHLETIC DIRECTOR	87/05/28	1	1	9907.00
GARGUS	JA	CLERK FINANCIAL AID	STUDENT FIN AID	87/05/06	1	1	11298.00
GIBSON	KA	CUSTODIAN	PHYSICAL PLANT	87/03/16	1	1	8833.00
GREER	LL	CUSTODIAN	RESIDENCE HALLS	87/01/19	1	1	8833.00
GUPTA	RC	VET TOXICOLOGIST	BREATHITT VET CTR	87/03/23	1	1	35000.00
HALE	RG	GROUNDSKEEPER	PHYSICAL PLANT	87/07/01	1	1	9960.00
HARDIN	ME	MIN ADMIN COUNSELOR	ADMISSIONS & RECORDS	87/07/20	1	1	14000.00
HART	BS	DEPT SECRETARY II	COMPUTER STUDIES	87/01/14	1	1	10867.00
HOKE	P	CLERK FISCAL	ACCOUNTING & FINANCE	87/02/18	1	1	10769.00
JOHNSTON	KL	CLERK TYPIST	BIOLOGICAL SCIENCES	87/01/15	2	1	8112.00
JONES	G	ASST FB COACH	FOOTBALL	87/01/12	1	1	20600.00
LARSON	RK	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	28840.00
LAWRENCE	DJ	FOUND BOOKKEEPER SEC	ACCOUNTING & FINANCE	87/04/27	1	1	4032.00
LEE	KW	CUSTODIAN	PHYSICAL PLANT	87/01/26	1	1	8833.00
MADDOX	VL	ADMIN SECRETARY I	FAC RESOURCE CENTER	87/07/07	1	1	10554.00
MAHONEY	MP	HEAD FBCOACH ASSTPRO	FOOTBALL	87/01/12	1	1	41200.00
MALINAUSKAS	BK	ASST TRAINING COORD	OLDER WORKERS PROJ	87/07/01	1	1	19000.00
MCNEAL	JA	CLERK PRICE CONTRACT	PURCHASING & GEN SER	87/06/01	1	1	11298.00
MILLER	JD	PLUMBER B	PHYSICAL PLANT	87/05/11	1	1	12925.00
PASSINO	RW	MAIL CARRIER	POSTAL SERVICES	87/06/24	1	1	9417.00
POTTS	JG	PAINTER FURN REFIN	PHYSICAL PLANT	87/06/22	1	1	12048.00
POWELL	KS	TRANS PROC SPEC	FT CAMPBELL CENTER	87/07/01	1	1	11631.00
PRINCE	JM	GAL SECURITY GUARD	ART	87/06/01	1	3	6784.00
RICHARDSON	SG	ASSOCIATE DIRECTOR	PHYSICAL PLANT	87/05/01	1	1	31261.00
ROGGEHAN, II	TJ	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	16480.00
SCHROEDER	OR	BUSINESS MANAGER	BREATHITT VET CTR	87/03/23	1	1	28600.00
SEGOVIA, JR	O	HEAD COACH	WOMEN'S VOLLEYBALL	87/07/01	1	1	15500.00
SHELTON	RM	SECRETARY	OFF TRAINING SERVICE	87/01/05	1	1	11493.00
SHERIDAN	TL	CLERK MASS MAIL	POSTAL SERVICES	87/02/02	1	1	10103.00
STACY	H	OPERATOR CLK/CENTREX	TELECOMMUNICATIONS	87/06/01	2	1	4980.00
STEELY	LW	BEEF/SWINE WORKER	FARM	87/07/20	1	1	10565.00
STROUD	MC	CLERK PAYROLL JR	ACCOUNTING & FINANCE	87/02/09	1	1	10769.00
TURSKA	TJ	DEPT SECRETARY I	ELEMENTARY & SEC ED	87/03/23	1	1	9790.00
WAGONER	DS	PAYROLL ACCOUNTANT	ACCOUNTING & FINANCE	87/04/01	1	1	18500.00
WALTERS	RS	CLERK II LIBRARY	LIBRARY	87/07/13	1	1	9340.00
WATKINS	SK	COMMUNITY ED COORD	COMMUNITY EDUCATION	87/02/10	1	1	18025.00

REPORT OF NEW EMPLOYMENT

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WESTFALL	CA	TRANS MANAGE SPEC	FT CAMPBELL CENTER	87/02/02	1	1	14489.00
WILFORD	JE	CUSTODIAN	BREATHITT VET CTR	87/07/01	1	1	7989.00
WRIGHT	JA	ASST PROF/ASSTDIRBAN	MUSIC	87/07/01	1	5	24000.00

MURRAY STATE UNIVERSITY SALARY ROSTER

AS OF

AUGUST 1, 1987

Effective Date of Information

August 24, 1987

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report.

This information is a matter of public record. However, to protect the individual and the individual's right of privacy, it is requested that you do not share or display publicly this information.



# EXPLANATION OF CODES

## TYPE

<u>Code</u>	<u>Type of Employment</u>
1	Full-time
2	Part-time

## PERIOD

<u>Code</u>	<u>Number of Months Employed in a Fiscal Year</u>
1	12 Months
2	11 Months
3	10 Months
4	9 Months
5	Academic Year

ALPHABETIC LISTING OF EMPLOYEES  
AUGUST 1, 1987

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	A	LEARNING SPECIALIST	87/07/01	1	1	18500.00
ADAMS	BF	DEPT SECRETARY II	78/06/16	1	1	12610.00
ADAMS	ER	ASSOC PROFESSOR	68/09/01	1	5	33944.00
ADAMS	GW	ADMIN SECRETARY II	72/09/21	1	1	12531.00
ADAMS	JH	ASSOC PROFESSOR	67/09/01	1	5	30718.00
ADAMS	LH	OPERATOR PRINT PRESS	73/02/05	1	1	14587.00
ADAMS	LK	CLERK II ACCOUNTING	83/05/01	1	1	11415.00
ADAMS	SJ	LIBRARY ASSISTANT II	83/05/02	1	1	14391.00
ADELMAN	FW	ASSOC PROFESSOR	78/08/01	1	5	32605.00
ALBERT	LD	ENGINEER MSU TV	85/10/01	1	1	28467.00
ALDERSON	CJ	AGR LAB TECH ASST	78/04/10	1	1	18421.00
ALDRIDGE	WS	SECRETARY	86/09/30	1	1	10103.00
ALEXANDER	BT	OPERATOR DATA ENTRY	81/11/30	1	1	10907.00
ALEXANDER	SL	SECRETARY	77/08/15	1	1	12668.00
ALEXANDER	SL	ADMIN SECRETARY II	71/07/14	1	1	12668.00
ALLBRITTEN	ER	CUSTODIAN	81/05/31	1	1	9984.00
ALLBRITTEN	GL	CLERK II LIBRARY	77/06/06	1	1	10691.00
ALLBRITTEN	WL	DIRECTOR ASSOC PROF	75/07/01	1	1	33000.00
ANDERSON	BR	PROFESSOR	63/05/15	1	5	35500.00
ANDERSON	JE	ASST PROFESSOR	83/08/01	1	5	26900.00
ANDERSON	LD	SAFETY COORDINATOR	79/09/24	1	1	20548.00
ANDERSON	TK	ASSOC PROFESSOR	70/09/01	1	5	27645.00
ANGELES	EA	DISHROOM WORKER	86/08/26	1	1	8630.00
ANIGBOGU	VC	ASST PROFESSOR	86/08/01	1	5	24800.00
ARMSTRONG	BK	COORD INSTRUCTOR HS	86/02/18	1	1	17510.00
ARMSTRONG	BZ	LEADER CUSTODIAN	81/01/05	1	1	10753.00
ARMSTRONG	JP	BAKER	76/08/16	1	1	12403.00
ARMSTRONG	PK	RECEPTIONIST HALL	85/08/19	2	4	5468.00
ARNOLD	CR	COOK	85/10/26	1	1	10322.00
ARRIGON	JH	VISIT LECT/BARN MGR	85/07/01	1	1	19467.00
AUER	TB	CHAIR PROFESSOR	86/01/01	1	1	49500.00
AUSTIN	FB	ASST PROFESSOR LWOP	80/08/01	1	5	26000.00
BADGER	RE	SERVICEMAN B	79/11/26	1	1	17164.00
BAILEY	DA	LIBRARY ASSISTANT II	85/08/19	1	1	13843.00
BAILEY	ER	ASST PROFESSOR	71/08/16	1	1	23988.00
BAILEY	GN	ASST PROFESSOR	69/09/01	1	5	28082.00
BAILEY	LJ	CLERK I LIBRARY	79/07/01	1	1	10769.00
BAILEY	SA	EXECUTIVE SECRETARY	82/03/15	1	1	14313.00
BAKER	JL	DEPT SECRETARY II	67/06/01	1	1	12747.00
BALENTINE	NL	FOOD BUYER	65/08/01	1	1	17510.00
BALZER	KA	ASST PROFESSOR	83/08/01	1	5	23423.00
BARRETT	MJ	LIBRARY ASSISTANT II	64/07/01	1	1	16839.00
BARRETT	TR	PROFESSOR	75/08/01	1	5	32665.00
BARROW	DA	COOR SEC/SPEC EVENTS	71/05/17	1	1	15204.00
BARTLETT	ME	CLERK FISCAL	76/07/19	1	1	12512.00
BARTOLUCCI	LA	ASSOC PROFESSOR	86/01/01	1	5	34600.00
BARTON	RB	ASSOC PROFESSOR	68/09/01	1	5	33541.00
BATES	KG	ASSOC PROFESSOR	78/08/01	1	5	27645.00
BATTS, JR.	RA	ASSOC PROFESSOR	75/08/01	1	5	35100.00
BAURER	JR	DIRECTOR	81/12/14	1	1	25000.00
BAURER	PA	PROGRAMMER ANALYST	77/01/10	1	1	20085.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BAUST	JA	ASSOC PROFESSOR	ELEMENTARY & SEC ED	78/08/01	1	5	29347.00
BEAHAN	CL	ASSOC PROFESSOR	HISTORY	80/08/01	1	5	26480.00
BEANE	AL	ASSOC PROFESSOR	SPECIAL EDUCATION	77/10/31	1	5	29432.00
BEANE	LH	SECRETARY	SECONDARY MODERATE	82/10/20	2	1	6410.00
BEASLEY	TW	PROFESSOR	HISTORY	65/09/01	1	5	32693.00
BEATTY	DW	PROFESSOR	AGRICULTURE	68/09/01	1	5	36000.00
BEGLEY	TR	ASSOC PROFESSOR	ENGINEERING TECH	76/08/01	1	5	30658.00
BELCHER	MS	COOK	FOOD SERVICE	78/08/14	1	1	9382.00
BELL	WC	ASSOC PROFESSOR	MATHEMATICS	76/08/01	1	5	29500.00
BENNETT	DE	CHAIR PROFESSOR	MATHEMATICS	70/09/01	1	1	45250.00
BENNETT	DJ	CLERK CONF PUR ORDER	PURCHASING & GEN SER	86/09/15	1	1	10103.00
BENNETT	G	HOUSEKEEPER	PHYSICAL PLANT	73/08/30	1	1	10921.00
BENTON	CM	TICKET MANAGER	ATHLETIC DIRECTOR	68/09/11	1	1	16653.00
BERNSEN	MK	ASSOC BB COACH	BASKETBALL	85/05/01	1	1	30900.00
BEYER	LM	PROFESSOR	PHYSICS & ASTRONOMY	67/01/15	1	5	40000.00
BISHOP	SC	ASST PROFESSOR	ART	79/08/01	1	5	24300.00
BLACK	FP	MGR COMP OPER TELE	COMPUTING & INFO SYS	81/02/02	1	1	22969.00
BLACK	J	CASHIER	FOOD SERVICE	84/08/23	1	1	8463.00
BLACK	LD	CASHIER	FOOD SERVICE	79/08/13	1	1	11363.00
BLACK	MS	BINDERY TECHNICIAN	LIBRARY	81/10/26	1	1	10103.00
BLACK	R	INSTRUCTOR	MUSIC	86/08/01	1	5	22128.00
BLACKBURN	DT	ASST DIR HOUSING	RESIDENCE HALLS	84/07/16	1	1	19182.00
BLODGETT	EG	ASST PROFESSOR	SPECIAL EDUCATION	77/08/01	1	5	26363.00
BLYDEN JR	RA	GRAPHICS DESIGN SIGN	PHYSICAL PLANT	84/01/09	1	1	12279.00
BOGAL-ALLBRITTEN	RB	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	77/08/01	1	5	28323.00
BOGART	BS	DEPT SECRETARY II	ENGINEERING TECH.	68/06/01	1	1	12746.00
BOGGESE	GW	DEAN & PROFESSOR	COLLEGE OF SCIENCE	66/09/01	1	1	54910.00
BOGGESE	JT	SERVICEMAN A	PHYSICAL PLANT	80/06/02	1	1	18250.00
BOHNERT	CM	SPORTS INFO DIR	UNIVERSITY INFO SER	84/08/15	1	1	22686.00
BOLEN	JL	FOREMAN PAINTER	PHYSICAL PLANT	84/07/02	1	1	19856.00
BOLTZ	CJ	COUNSELOR INSTRUCTOR	COUNSELING & TESTING	79/09/01	1	5	21300.00
BOMAR	CG	CHEF SPECIAL EVENTS	FOOD SERVICE	79/08/13	1	1	10856.00
BOMBA	PE	SYSTEMS MGR/PROGRAM	MARC	87/07/01	1	1	17500.00
BOOTH	JL	VICE PRES PROFESSOR	ACADEMIC AFFAIRS	76/08/01	1	1	61200.00
BOSSING	LL	PROFESSOR	ELEMENTARY & SEC ED	75/08/01	1	5	33715.00
BOWLING	CW	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	1	9271.00
BOYD	KW	PROFESSOR	ART	67/09/01	1	5	32995.00
BOYD	MA	DAIRY HERDSMAN	FARM	85/05/15	1	1	17524.00
BRAMLETT	RW	SERVICEMAN A	PHYSICAL PLANT	74/08/16	1	1	20380.00
BRAMLEY	JL	CUSTODIAN	PHYSICAL PLANT	81/11/30	1	1	9942.00
BRANDON	DR	GROUNDSKEEPER	PHYSICAL PLANT	77/06/06	1	1	11946.00
BRASFIELD	DW	ASST PROFESSOR	ECONOMICS & FINANCE	86/08/01	1	5	28840.00
BRIGHT	RR	PUR ORDER/EXPEDITER	PURCHASING & GEN SER	86/03/17	1	1	10769.00
BRITT, JR.	GN	ASST PROFESSOR	MATHEMATICS	64/09/01	1	5	28600.00
BROCK	MA	GROUNDSKEEPER	PHYSICAL PLANT	86/08/01	1	1	10169.00
BROCKWAY	GR	ASSOC PROFESSOR	MANAGEMENT & MARKET	76/08/01	1	5	37902.00
BROWN	MF	LIBRARY DATA SPEC	LIBRARY	61/06/12	1	1	17068.00
BROWN	MS	ASST PROFESSOR	ENGLISH	63/09/01	2	5	10942.00
BROWN	SB	PROFESSOR	MUSIC	82/08/01	1	5	28947.00
BRYAN	RT	JAZZ PRODUCER	WKMS-FM RADIO	80/10/01	1	1	17286.00
BRYAN, JR.	P	DEAN ADMISSIONS	ADMISSIONS & RECORDS	74/05/01	1	1	38200.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BUCHANAN	BG	GROUNDSKEEPER	PHYSICAL PLANT	82/09/08	1	1	10860.00
BUCY	MA	WAREHOUSEMAN	PHYSICAL PLANT	86/02/17	1	1	11317.00
BURCH	E	CARPENTER A	PHYSICAL PLANT	73/04/02	1	1	17435.00
BURGESS	RB	ASST PROFESSOR	ENGINEERING TECH	80/07/01	1	1	28334.00
BURKEEN	E	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	1	8519.00
BURKEEN	ED	CUSTODIAN	RESIDENCE HALLS	75/03/10	1	1	13510.00
BURKEEN	OE	ASSOC PROFESSOR	NURSING	77/08/01	1	5	29350.00
BURKEEN	OE	DISHROOM WORKER	FOOD SERVICE	77/08/01	1	1	6938.00
BURNLEY	BE	ASST PROFESSOR	PHYSICS & ASTRONOMY	65/09/01	1	5	29050.00
BURNLEY	JE	CUSTODIAN	PHYSICAL PLANT	84/08/18	1	1	9417.00
BURRIS	GJ	FOREMAN CUSTODIAL	PHYSICAL PLANT	83/09/12	1	1	13906.00
BURTON	BH	COORD ADULT OUTREACH	CENTER FOR CONT ED	79/08/01	1	1	22793.00
BUSER	JA	ASST PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	5	29995.00
BUSER	RA	INSTRUCTOR	LIBRARY	85/07/15	1	1	19240.00
BUSHWAY	SA	CASHIER	FOOD SERVICE	82/08/16	1	1	8971.00
BYERS	FM	ASST LAB SR	BREATHITT VET CTR	79/11/05	1	1	14000.00
CALDWELL	GD	ASSISTANT DIRECTOR	RESIDENCE HALLS	85/07/29	1	1	21372.00
CALDWELL	JH	LECTURER & DIR FOREN	SPEECH COMM THEATRE	85/08/01	1	5	20808.00
CALL	WL	ASST PROFESSOR	ENGINEERING TECH	69/07/01	1	5	29320.00
CAMPBELL	ML	ASST PROFESSOR	COMPUTER STUDIES	84/08/01	1	5	33475.00
CAMPBELL	RL	MAINTENANCE WORKER	BREATHITT VET CTR	86/10/15	1	1	10103.00
CANERDY	TD	ASST PROF/DIR AHT	BREATHITT VET CTR	84/08/01	1	1	34556.00
CANTRELL	GL	PROFESSOR	MATHEMATICS	69/07/01	1	5	33150.00
CANUP	JE	CUSTODIAN	FOOD SERVICE	86/03/31	1	1	9046.00
CANUP	WM	CASHIER	FOOD SERVICE	81/01/05	1	1	8954.00
CARLETON	RM	ASST PROFESSOR	ENGLISH	86/08/01	1	5	20500.00
CARLIN	JB	PROFESSOR	ELEMENTARY & SEC ED	69/09/01	1	5	31789.00
CARLTON	JA	CUSTODIAN	PHYSICAL PLANT	80/02/06	1	1	9962.00
CARPENTER	CD	ASST FB COACH	FOOTBALL	87/01/12	1	1	25750.00
CARR	AD	ASSOC PROFESSOR	HOME ECONOMICS	66/09/01	1	5	28806.00
CARRAWAY	PW	RECEPTIONIST HALL	RESIDENCE HALLS	85/04/23	2	4	5647.00
CARSTENS	KC	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	78/08/01	1	5	28723.00
CARTER	IE	CUSTODIAN	PHYSICAL PLANT	84/01/30	1	1	9584.00
CARTER	JF	DIRECTOR	CURRIS CENTER ADMIN	81/08/24	1	1	28850.00
CARTNER	MO	MGT CONSULTANT	W.KY SM BUS DEV CENT	85/11/01	1	1	25200.00
CARTWRIGHT	JH	CHAIR PROFESSOR	HISTORY	70/09/01	1	1	44540.00
CASSIDY	C	CASHIER	FOOD SERVICE	80/08/27	1	1	12879.00
CASSIDY	DA	SUPERVISOR	FOOD SERVICE	81/01/05	1	1	15422.00
CELLA	CR	CHAIR PROFESSOR	ENGLISH	68/09/01	1	1	41800.00
CELLA	DB	WRITING SPECIALIST	LEARNING CENTER	78/07/01	2	5	10560.00
CHAMBERLAIN	BB	ASSOC PROFESSOR	MUSIC	85/08/01	1	5	32650.00
CHAMBERLAIN	DH	ASST PROFESSOR	ACCOUNTING	77/12/15	1	5	35320.00
CHANAY	LP	CASHIER JR	ACCOUNTING & FINANCE	87/02/09	1	1	10769.00
CHAPPELL	PG	VISITING INSTRUCTOR	NURSING	86/01/01	1	5	20500.00
CHENGAPPA	MM	MICROBIOLOGIST ASSOP	BREATHITT VET CTR	85/05/10	1	1	46650.00
CHILDERS	BD	WOMEN'S BB COACH	WOMEN'S BASKETBALL	84/07/01	1	1	27042.00
CHILDERS	NM	MEDIA SPECIALIST	FAC RESOURCE CENTER	85/07/29	1	1	17907.00
CHILIKAS	TN	ASSOC PROFESSOR	JOURNALISM RADIO/TV	83/01/01	1	5	31415.00
CHOATE	AB	CHIEF ACCT MGR FINRE	ACCOUNTING & FINANCE	83/03/07	1	1	27500.00
CHRISTOPHEL	RT	ASST FB COACH	FOOTBALL	86/02/01	1	1	17510.00
CHRISTOPHER	RM	ASSOC PROFESSOR	LIBRARY	81/07/01	1	1	24442.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CLAIBORNE	DM	ASST PROFESSOR	INDUSTRIAL ED & TECH	85/08/01	1	5	24285.00
CLAIBORNE	KT	ADMISSIONS COUNSELOR	ADMISSIONS & RECORDS	84/07/18	1	1	14100.00
CLARK	AL	PROFESSOR	GEOSCIENCES	61/08/01	1	5	31100.00
CLARK	LB	AGR LAB TECH	BREATHITT VET CTR	79/08/01	1	1	15758.00
CLARK	MA	ASST PROFESSOR	LIBRARY	77/08/01	1	1	22588.00
CLARK	PB	ADMIN SECRETARY I	ADMISSIONS & RECORDS	80/06/30	1	1	12414.00
CLARKSON	EW	ASST PROFESSOR	MATHEMATICS	86/08/01	1	5	25500.00
CLEMENT	PA	MEDIA COORDINATOR	FAC RESOURCE CENTER	83/08/01	2	2	9286.00
CLEMENT	RW	ASSOC PROFESSOR	MANAGEMENT & MARKET	82/08/01	1	5	45921.00
CLOYS	AB	CARPENTER UTILITY A	PHYSICAL PLANT	67/12/01	1	1	18834.00
CLOYS	MA	DEPT SECRETARY II	HISTORY	74/08/23	1	1	12707.00
COBB	DG	BAKER	FOOD SERVICE	80/10/23	1	1	9741.00
COCHRAN	CS	DEPT SECRETARY II	ART	67/10/26	1	1	12864.00
COHEN	MM	PROFESSOR	ENGLISH	76/08/01	1	5	31267.00
COHOON	JA	CLERK GRAD ADMISSION	ADMISSIONS & RECORDS	69/11/14	1	1	14587.00
COHOON	JE	TRUCK DRIVER GROUNDS	PHYSICAL PLANT	81/09/28	1	1	11275.00
COLE	M	SALAD WORKER	FOOD SERVICE	81/01/05	1	1	10795.00
COLE	LA	OPERATOR COPY CENTER	PRINTING SERVICES	82/07/26	1	1	11222.00
COLEMAN	CJ	ADMIN SECRETARY II	COLLEGE OF EDUCATION	77/08/17	1	1	13452.00
COLLINS	BJ	CLERK TYPIST II	LIBRARY	78/05/08	1	1	11202.00
COLLINS	IH	PROFESSOR	MUSIC	76/08/01	1	5	34500.00
COLSON	D	DISHROOM WORKER	FOOD SERVICE	83/02/28	1	1	7673.00
CONDON	MT	ASSOC PROFESSOR	SPECIAL EDUCATION	77/08/01	1	5	28418.00
CONKLIN	RL	ASSOC PROFESSOR	MUSIC	73/08/01	1	5	29387.00
CONLEY	HL	PROFESSOR	CHEMISTRY	68/08/15	1	5	33800.00
CONNER	KA	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	1	8519.00
CONOVER	ME	ASST PROFESSOR	HOME ECONOMICS	78/08/01	1	5	26843.00
CONZETT	DC	CURATOR OF COLLECT	BOY SCOUT MUSEUM	82/09/01	1	1	20800.00
COOK	DG	CLERK/TYPIST I	INTERNATIONAL PROG	85/07/15	1	1	9986.00
COOK	PV	GRAD COORD	ADMISSIONS & RECORDS	67/01/05	1	1	20600.00
COOKSEY	CR	ELECTRICIAN A	PHYSICAL PLANT	72/07/01	1	1	20402.00
COOKSEY	TR	PLUMBER B	PHYSICAL PLANT	84/07/16	1	1	14115.00
COOPER	J	CLERK MATERIALS & SUP	PHYSICAL PLANT	81/06/29	1	1	11572.00
COOPER	BL	LECTURER	SAFETY ENG & HEALTH	79/08/01	1	1	28636.00
COOPER	GL	ASST PROFESSOR	NURSING	71/08/01	1	5	24650.00
COOPER	JD	OPERATOR A	PHYSICAL PLANT	73/01/08	1	1	20465.00
COOPER	LA	OPERATOR A	PHYSICAL PLANT	80/11/10	1	1	17832.00
COOPER	RL	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	22768.00
COPE	SR	RECEPTIONIST	ADMISSIONS & RECORDS	86/09/29	1	1	9535.00
CORNELIUS	FH	ASSOC PROFESSOR	ENGLISH	76/08/01	1	5	25548.00
CORNELL	WD	MICRO BIO IV & INST	BREATHITT VET CTR	68/02/16	1	1	33159.00
COSTELLO	S	INSTRUCTOR	ART	85/08/01	1	5	21700.00
COURTER	J	DEPT SECRETARY I	SPEECH COMM THEATRE	86/10/06	1	4	7585.00
COURTNEY	AR	ASST PROFESSOR	CHEMISTRY	82/08/01	1	5	24930.00
CRAFT	JA	ASST LAB SR	BREATHITT VET CTR	77/05/10	1	1	14000.00
CRAFTON	AD	ASSOC PROFESSOR	OFF OF FIELD SERVICE	66/09/01	1	5	29656.00
CRASS	HD	CUSTODIAN	FOOD SERVICE	82/08/31	1	1	9547.00
CRASS	JD	CUSTODIAN	FOOD SERVICE	84/04/28	1	1	9384.00
CRAWFORD	MA	CLERK	ADMISSIONS & RECORDS	86/11/17	1	1	10102.00
CRICK	JL	GROUNDKEEPER	PHYSICAL PLANT	83/07/30	1	1	10542.00
CRIFASI	SC	VISITING LECTURER	JOURNALISM RADIO/TV	86/08/01	1	5	23156.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DUDLEY	JK	GRANTS & CONT OFF	ACCOUNTING & FINANCE	85/10/14	1	1	25800.00
DUFORD	SA	ASST PROFESSOR	HOME ECONOMICS	77/08/01	1	5	26920.00
DUGGER	DR	LEADER CUSTODIAN	RESIDENCE HALLS	75/07/07	1	1	10963.00
DUGGER	DW	WINDOW REPAIRMAN	PHYSICAL PLANT	75/07/10	1	1	15514.00
DUNCAN	CR	MECHANIC BOWLING	CURRIS CENTER OPER	82/08/02	1	3	12557.00
DUNCAN	DD	ASSOC PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	5	31100.00
DUNCAN	JK	CASHIER	FOOD SERVICE	84/08/18	1	1	8631.00
DUNCAN	PS	DEPT SECRETARY II	BUS & PUBLIC AFFAIRS	78/04/17	1	1	12789.00
DUNCAN	SL	EQUIP RM MANAGER	HEALTH/REC/PE	79/02/15	1	2	9503.00
DUNMAN	SK	INSTRUCTOR	LIBRARY	83/08/15	1	1	19698.00
DUNN	BL	OPERATIONS FOREMAN	CURRIS CENTER OPER	80/12/16	1	1	12298.00
DUNN	GL	DEL/WAREHOUSE LABOR	PURCHASING & GEN SER	86/02/24	1	1	9594.00
DUNN	SJ	DEPT SECRETARY II	OFF OF FIELD SERVICE	78/00/17	1	2	11278.00
DYER	GL	COOK	FOOD SERVICE	85/10/30	1	1	9924.00
DYER	JR	DIRECTOR	FOOD SERVICE	66/08/15	1	1	34500.00
DYER	PR	EXEC SEC TO PRES	PRESIDENT'S OFFICE	56/07/01	1	1	29000.00
EARNEST	JD	PROFESSOR	ENGLISH	76/08/01	1	5	28872.00
EDMONDS	WL	CLERK II LIBRARY	LIBRARY	87/07/27	1	1	9340.00
EDWARDS	GD	BUTCHER	FOOD SERVICE	84/06/25	1	1	12220.00
EDWARDS	GW	ADMIN SECRETARY III	INDUSTRY & TECH	68/08/16	1	1	13804.00
EDWARDS	LC	ASST PROFESSOR	MANAGEMENT & MARKET	83/08/01	1	5	30665.00
EDWARDS	SS	ADMIN SECRETARY I	ATHLETIC DIRECTOR	74/02/01	1	1	12727.00
EDWARDS	WF	PROFESSOR LWOP	ECONOMICS & FINANCE	77/08/01	1	5	0.00
ELAM	JC	SNACK BAR WORKER	FOOD SERVICE	86/10/19	1	1	7658.00
ELDER	HL	PROFESSOR	MATHEMATICS	57/02/01	1	5	35675.00
ELDER	ST	BINDERY HELPER	PRINTING SERVICES	85/08/05	1	1	10299.00
ELDREDGE	DL	PROFESSOR	COMPUTER STUDIES	76/08/01	1	5	49000.00
ELDREDGE	JA	NURSE STAFF	HEALTH SERVICES	82/04/05	1	4	12245.00
ELGIN	JK	ASSOC PROFESSOR	NURSING	72/08/01	1	5	28900.00
ELKINS	MH	DEPT SECRETARY II	ECONOMICS & FINANCE	74/08/12	1	1	12789.00
ELLIS	CR	EXECUTIVE ASSIST	MARC	77/07/01	1	1	16000.00
ELWELL	FW	FAC RES ASSOC PROF	PRESIDENT'S OFFICE	79/08/01	1	1	31930.00
EMERSON	AF	OPERATOR PRINT PRESS	PRINTING SERVICES	76/10/11	1	1	14568.00
ERICKSON	SL	INSTRUCTOR	MUSIC	85/08/01	1	5	22174.00
ERWIN	ML	CASHIER	FOOD SERVICE	81/08/17	1	1	11261.00
ERWIN	MO	ASSOC PROFESSOR	NURSING	70/09/01	1	5	35475.00
ERWIN	PE	COORD BANQUET	FOOD SERVICE	73/08/27	1	1	12403.00
ESTEP	CL	CUSTODIAN	PHYSICAL PLANT	86/09/02	1	1	8833.00
ESTERLE	BC	CHEMIST	BREATHITT VET CTR	86/10/13	1	1	19200.00
ETHERTON	RC	CHAIR PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	1	47500.00
EVANKO	JM	LEARNING SPECIALIST	UPWARD BOUND	77/08/25	1	1	20116.00
EVANS	SL	ASST WOMENS BB COACH	WOMEN'S BASKETBALL	87/07/01	1	1	15500.00
EVERSMAYER	HE	PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	5	36300.00
FAIRBANKS	KB	ASSOC PROFESSOR	MATHEMATICS	79/08/01	1	5	31000.00
FARLEY	JW	ASST PROFESSOR	SECONDARY MODERATE	85/08/01	1	1	29085.00
FARLEY	LK	GRANTS ACCOUNTANT	ACCOUNTING & FINANCE	69/08/11	1	1	22550.00
FARRELL	TM	CLERK/TYPIST II	STUDENT DEVELOPMENT	78/11/09	2	1	5969.00
FARRIS	TH	CLERK FOOD SERVICES	FOOD SERVICE	70/10/06	1	1	11905.00
FAUGHN	JH	DIR CJP INSTR	POL SCI & LEGAL STUD	83/08/01	1	5	28237.00
FAZI	F	MAINTENANCE & FILM	PRINTING SERVICES	65/08/16	2	1	8000.00
FELTS	RK	OPERATOR CLK/CENTREX	TELECOMMUNICATIONS	80/10/20	2	1	7332.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CRITTENDON	BJ	COOK	FOOD SERVICE	84/08/18	1	1	8362.00
CRITTENDON	ME	PLUMBER MASTER	PHYSICAL PLANT	69/10/13	1	1	20338.00
CRUM	MD	DEPT SECRETARY II	POL SCI & LEGAL STUD	86/01/13	1	2	10435.00
CRUNK	JA	ADMIN SECRETARY I	BREATHITT VET CTR	80/03/03	1	1	12180.00
CULBERT	BK	ASSOC PROFESSOR	NURSING	68/09/01	1	5	28425.00
CULPEPPER	JC	ASSOC PROFESSOR	LIBRARY	69/02/01	1	1	26414.00
CULVER	JS	STOCKROOM WORKER	FOOD SERVICE	82/08/16	1	1	11671.00
CULVER	RD	ADMIN SECRETARY I	PERSONNEL SERVICES	77/08/22	2	1	6389.00
CUNNINGHAM	R	SUPERVISOR	FOOD SERVICE	68/02/15	1	1	15422.00
CUNNINGHAM	AM	OPERATOR COMPOSER	PRINTING SERVICES	68/10/01	1	1	13569.00
CUNNINGHAM	CE	ASST BB COACH	BASKETBALL	86/07/01	1	1	25750.00
DANDENEAU	TJ	CENTRAL STORE CLERK	PURCHASING & GEN SER	87/03/16	2	1	5263.00
DANIEL	MW	ADMIN SECRETARY I	UNIVERSITY INFO SER	87/03/26	1	1	10769.00
DANIEL	RE	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	5	30400.00
DARNALL	JJ	SERVICEMAN B	PHYSICAL PLANT	86/10/13	1	1	13196.00
DARNALL	LG	CUSTODIAN	PHYSICAL PLANT	84/08/18	1	1	9417.00
DARNELL	BG	CLERK TYPIST I	COLLEGE OF SCIENCE	86/11/17	1	3	8012.00
DARNELL	C	CUSTODIAN	PHYSICAL PLANT	87/06/08	1	1	8520.00
DARNELL	LA	ACCOUNTANT	ACCOUNTING & FINANCE	86/06/09	1	1	16000.00
DAUGHADAY	CH	PROFESSOR	ENGLISH	68/07/01	1	5	30738.00
DAUGHADAY	LL	INSTRUCTOR	SOCIOLOGY & ANTHRO	81/08/01	1	5	21000.00
DAVIS	BA	ASST PROFESSOR	NURSING	82/08/01	1	5	24500.00
DAVIS	EA	VISITING LECTURER	ECONOMICS & FINANCE	81/08/01	1	5	22712.00
DAVIS	JD	CHAIR ASSOC PROF	AGRICULTURE	84/08/01	1	1	43000.00
DAVIS	JL	DISHROOM WORKER	FOOD SERVICE	84/08/18	1	1	7412.00
DAVIS	RB	VISIT ASST PROF/DIR	ART	87/07/22	1	1	28000.00
DAWSON	GG	ADMIN SECRETARY III	FINE ARTS COMM	78/01/10	1	1	15762.00
DEBOER	JK	DIRECTOR & ASST PROF	COMPUTING & INFO SYS	84/12/01	1	1	43354.00
DECLERK	MD	MECHANICAL ARTIST	PRINTING SERVICES	84/08/22	1	1	14218.00
DEEM	JF	VISITING LECTURER	SPECIAL EDUCATION	86/08/01	1	5	20800.00
DEITZ	KJ	CLERK UNGRD ADMISS	ADMISSIONS & RECORDS	84/07/02	1	1	12374.00
DELANEY	SL	BOOKKEEPER II	ACCOUNTING & FINANCE	85/07/29	1	1	12962.00
DERINGTON	WL	CUSTODIAN	RESIDENCE HALLS	86/09/15	1	1	8833.00
DEVINE	JW	PROFESSOR	ACCOUNTING	63/09/01	1	5	34268.00
DEVOSS	DV	PATROL SERGEANT	CAMPUS SAFETY	79/02/10	1	1	17121.00
DEY	DE	BOOKKEEPER/SECRETARY	UNIVERSITY BOOKSTORE	73/01/01	1	1	12277.00
DICK	WL	ADMIN SECRETARY III	CENTER FOR CONT ED	85/08/01	1	1	12375.00
DILLMAN	MA	ASST PROFESSOR	ENGINEERING TECH	85/01/01	1	5	29545.00
DILLON	JF	INSTRUCTOR	JOURNALISM RADIO/TV	84/08/01	1	5	23092.00
DILLON	ML	CUSTODIAN	PHYSICAL PLANT	87/06/11	1	1	8520.00
DINH	CG	EQUIP RM MANAGER	HEALTH/REC/PE	75/10/20	1	2	9503.00
DOLBERRY	W	CUSTODIAN	PHYSICAL PLANT	86/04/14	1	1	8833.00
DOUGHTY	PH	CUSTODIAN	PHYSICAL PLANT	87/07/27	1	1	8519.00
DOUGLAS	CM	ASST PROFESSOR	ART	85/08/01	1	5	23625.00
DOWNEY	JM	SERVICEMAN A	PHYSICAL PLANT	82/08/25	1	1	16453.00
DOYLE	CJ	SECRETARY	KY INSTITUTE E STU	82/11/08	1	1	11670.00
DRENNER	DA	OPERATOR COMPUTER	COMPUTING & INFO SYS	79/01/15	1	1	16075.00
DRENNER	JA	CUSTODIAN	PHYSICAL PLANT	87/07/27	1	1	8519.00
DREYER	JL	EMP COORD WAGE ANALY	PERSONNEL SERVICES	81/05/26	1	1	21000.00
DRISKILL	CD	ASST PROFESSOR	AGRICULTURE	84/08/01	1	5	28700.00
DRIVER	BA	VISITING LECTURER	ECONOMICS & FINANCE	83/08/01	1	5	20429.00

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
FERGUSON	JW	PROFESSOR	FOREIGN LANGUAGES	65/09/01	1 5	36926.00
FERGUSON	LH	BOOKKEEPER SECRETARY	BOY SCOUT MUSEUM	86/05/19	1 1	11714.00
FERGUSON	RD	CARPENTER UTILITY A	PHYSICAL PLANT	80/11/01	1 1	17477.00
FIELDS	SG	VISITING INSTRUCTOR	SOCIOLOGY & ANTHRO	86/08/01	1 5	20450.00
FINLEY	JM	BUYER	PURCHASING & GEN SER	78/02/02	1 1	17910.00
FINNEY	OG	ELECTRICIAN A	PHYSICAL PLANT	65/11/01	1 1	20338.00
FISHER	CH	NEWS EDITOR	UNIVERSITY INFO SER	86/03/10	1 1	17250.00
FITZPATRICK	BJ	VISITING LECTURER	POL SCI & LEGAL STUD	86/08/01	2 5	8498.00
FLANAGAN	JA	INSTRUCTOR/TRK COACH	HEALTH/REC/PE	82/08/01	1 5	23509.00
FLEMING	KD	ADMIN SECRETARY I	COOP ED & PLACEMENT	77/10/10	1 2	11593.00
FLETCHER	A	CLERK TYPIST I	MUSIC	85/11/18	2 3	4446.00
FLETCHER	JM	ASST PROFESSOR	PSYCHOLOGY	85/09/01	1 5	26305.00
FLORA	FN	ASST REGISTRAR	ADMISSIONS & RECORDS	66/06/13	1 1	26600.00
FOLSOM	BW	ASSOC PROFESSOR	HISTORY	76/08/01	1 5	27077.00
FOREMAN	TH	CHAIR ASSOC PROF	PHILOSOPHY & REL STU	75/08/01	1 5	33430.00
FORRESTER	KH	PROFESSOR	ENGLISH	71/08/01	1 5	30965.00
FOUTS	AC	CUSTODIAN	RESIDENCE HALLS	83/09/12	1 1	10064.00
FOX	HJ	CLERK BILLING	ACCOUNTING & FINANCE	81/11/03	1 1	12786.00
FOY	CF	CUSTODIAN	PHYSICAL PLANT	69/09/19	1 1	10649.00
FRANCE	NE	ASST PROFESSOR	NURSING	82/11/01	1 5	23250.00
FRANK	JH	PROFESSOR	HEALTH/REC/PE	64/09/01	1 5	36510.00
FRIEBEL	EM	CLERK PAYROLL SR	ACCOUNTING & FINANCE	80/02/18	1 1	14548.00
FUHRMANN	JT	PROFESSOR	HISTORY	78/08/01	1 5	27332.00
FULLER	MJ	PROFESSOR	BIOLOGICAL SCIENCES	67/09/01	1 5	33200.00
FURCHES	JP	ASST PROFESSOR	NURSING	74/08/01	1 5	27300.00
FURCHES	WH	ASSOC PROFESSOR	ART	63/06/15	1 5	25251.00
FURGERSON	WW	COORD OF PLACE SER	COOP ED & PLACEMENT	56/06/01	1 1	35300.00
FURGERSON	WW	DIR VET SER/ASST PRO	STUDENT DEVELOPMENT	56/06/01	1 1	35300.00
FUTRELL	JL	CLERK TYPIST II	ATHLETIC DIRECTOR	87/05/28	1 1	9907.00
GALLOWAY	BD	OPERATOR B	PHYSICAL PLANT	85/06/11	1 1	14470.00
GANTT	VW	PROFESSOR	SPEECH COMM THEATRE	73/08/01	1 5	34641.00
GARFIELD	GJ	CHAIR ASSOC PROF	POL SCI & LEGAL STUD	70/09/01	1 1	43213.00
GARFIELD	RM	CLINIC ADM & ARNP	HEALTH SERVICES	77/09/06	1 1	24600.00
GARGUS	JA	CLERK FINANCIAL AID	STUDENT FIN AID	87/05/06	1 1	11298.00
GARLAND	CS	ASST DIR SCHOOL REL	ADMISSIONS & RECORDS	80/11/10	1 1	23800.00
GARLAND	JC	CLERK APPLICATION	STUDENT FIN AID	79/07/02	1 1	11902.00
GARLAND	JP	CUSTODIAN	PHYSICAL PLANT	84/01/09	1 1	9584.00
GEISLER	KL	ASST DIR & UNIT MGR	FOOD SERVICE	86/01/06	1 1	21500.00
GIBSON	CT	CARETAKER LAB ANIMAL	BREATHITT VET CTR	83/06/20	1 1	9144.00
GIBSON	KA	CUSTODIAN	PHYSICAL PLANT	87/03/16	1 1	8833.00
GILES	HC	PROFESSOR	ECONOMICS & FINANCE	64/09/01	1 5	38373.00
GILES, JR	HC	VISITING LECTURER	COMPUTER STUDIES	84/06/01	1 5	22780.00
GLOVER	JW	OPERATOR B	PHYSICAL PLANT	86/02/03	1 1	14512.00
GOAD	JA	SENIOR CHEMIST	BREATHITT VET CTR	71/02/16	1 1	24130.00
GOINS	VS	SECRETARY/SM BUS ADV	W KY SM BUS DEV CENT	86/11/10	1 1	10103.00
GOODMAN	JS	EQUIP RM MANAGER	HEALTH/REC/PE	80/02/25	1 2	9311.00
GOODYKE	SL	CLERK II ACCOUNTING	ACCOUNTING & FINANCE	85/04/01	1 1	10965.00
GORDON	JA	ASST DIR STUD EMP	STUDENT FIN AID	70/06/01	1 1	21650.00
GORE	EB	ASSOC PROFESSOR	HEALTH/REC/PE	60/07/01	1 5	30851.00
GRABARCZYK	MK	CUSTODIAN	PHYSICAL PLANT	86/07/14	1 1	8833.00
GRADISHER	MS	INSTRUCTOR	AHES	85/08/16	1 1	23252.00



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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
						15586.00
GRAHAM	JD REC & INVENTORY AGEN	UNIVERSITY BOOKSTORE	70/07/01	1	1	15507.00
GRAHAM	SR SPECIALIST PRE-AUDIT	PURCHASING & GEN SER	67/07/03	1	1	44750.00
GRAY	TE CHAIR PROFESSOR	GRAPHIC ARTS TECH	75/08/01	1	1	9742.00
GRAY	VM CASHIER	FOOD SERVICE	77/02/21	1	1	16431.00
GREEN	ER INVENTORY PROP COORD	PURCHASING & GEN SER	85/10/01	1	1	24205.00
GREEN	JE ASSOC DIRECTOR	CAMPUS SAFETY	66/03/15	1	1	22660.00
GREENE	TR ASST PROFESSOR	PSYCHOLOGY	87/01/01	1	5	8833.00
GREER	LL CUSTODIAN	RESIDENCE HALLS	87/01/19	1	1	33432.00
GREER	ME ASSOC PROFESSOR	ENGINEERING TECH	79/08/01	1	5	19725.00
GREER	SC MICROBIO I	BREATHITT VET CTR	76/08/16	1	1	22771.00
GREULE	AL DIR TV STUDIO/INST	JOURNALISM RADIO/TV	83/08/01	1	5	23628.00
GRIFFIN	JB ASST PROFESSOR	LIBRARY	77/07/01	1	1	38211.00
GRIMES	JM CHAIR ASSOC PROF	FOREIGN LANGUAGES	72/08/01	1	1	13000.00
GROPPEL	CD CURRICULUM WRITER	OFF TRAINING SERVICE	85/10/01	2	1	25015.00
GROPPEL	SL ASST PROFESSOR	INDUSTRIAL ED & TECH	82/08/01	1	5	5304.00
GRUBBS	RM RECEPTIONIST HALL	RESIDENCE HALLS	85/08/19	2	4	10210.00
GUDE	FN CUSTODIAN	PHYSICAL PLANT	80/10/06	1	1	33150.00
GUIER	ML DIRECTOR	WRATHER WKY MUSEUM	46/09/01	1	1	42632.00
GUIN	LD ASSOC PROFESSOR	ECONOMICS & FINANCE	78/08/01	1	5	10710.00
GULLO	CA DEPT SECRETARY I	ED LEAD & COUNSELING	85/10/09	1	1	35000.00
GUPTA	RC VET TOXICOLOGIST	BREATHITT VET CTR	87/03/23	1	1	19620.00
GUPTON	AM PROGRAMMER ANALYST	COMPUTING & INFO SYS	82/05/03	1	1	34000.00
GUTHRIE	CK DIRECTOR	ADULT BASIC ED 310	73/07/01	1	2	24176.00
GWALTNEY	WK ASST PROFESSOR	SPECIAL EDUCATION	84/08/01	1	5	35051.00
HAINSWORTH	JC PROFESSOR	ELEMENTARY & SEC ED	67/09/01	1	5	11619.00
HALE	BG DEPT SECRETARY II	SPECIAL EDUCATION	80/07/21	1	2	9941.00
HALE	DM CUSTODIAN	PHYSICAL PLANT	81/01/05	1	1	8795.00
HALE	JA SALAD WORKER	FOOD SERVICE	80/08/27	1	1	9960.00
HALE	RG GROUNDSKEEPER	PHYSICAL PLANT	87/07/01	1	1	10103.00
HALEY	JL CLERK TYPIST II	ACCOUNTING & FINANCE	86/10/06	1	1	24788.00
HALL	JP INSTRUCTOR	ACCOUNTING	75/08/01	1	5	9941.00
HAMILTON	TA CUSTODIAN	RESIDENCE HALLS	81/09/08	1	1	32500.00
HAMM	NT ASST DIRECTOR	ACCOUNTING & FINANCE	86/03/01	1	1	34146.00
HAMMACK, JR.	JW PROFESSOR	HISTORY	68/09/01	1	5	21195.00
HAMRA	AJ ASST DIRECTOR	PURCHASING & GEN SER	68/09/01	1	1	31778.00
HANEY	RD ASSOC PROFESSOR	JOURNALISM RADIO/TV	77/08/01	1	5	16300.00
HANSEN	JL INST/COORD/DEV MATH	LEARNING CENTER	85/07/19	1	5	49904.00
HARCOURT	JV CHAIR PROFESSOR	OFF SYS & BUS ED	68/09/01	1	1	14000.00
HARDIN	ME MIN ADMIN COUNSELOR	ADMISSIONS & RECORDS	87/07/20	1	1	9417.00
HARDISON	CR CUSTODIAN	PHYSICAL PLANT	85/02/04	1	1	50960.00
HARMON	CL DEAN ASSOC PROFESSOR	LIBRARY	84/07/01	1	1	23690.00
HARPER	WT ASSOC DIRECTOR	PHYSICAL PLANT	84/09/01	1	1	15468.00
HARRELL	EW ADMIN SECRETARY III	COLLEGE OF EDUCATION	71/09/01	1	1	13635.00
HARRELL	JG PAINTER UTILITY A	PHYSICAL PLANT	82/09/13	1	1	55240.00
HARRELL	KE DEAN & PROFESSOR	HUMANISTIC STUDIES	61/09/01	1	1	38564.00
HARRINGTON	CT DIRECTOR ASSOC PROF	FAC RESOURCE CENTER	80/08/01	1	1	26750.00
HARRIS	DC ASST TO VP FOR BUD	FINANCE & ADM SER	81/11/23	1	1	8630.00
HARRIS	ER DISHROOM WORKER	FOOD SERVICE	86/09/03	1	1	7412.00
HARRIS	GF DISHROOM WORKER	FOOD SERVICE	84/08/18	1	1	8833.00
HARRIS	GW CUSTODIAN	PHYSICAL PLANT	86/06/18	1	1	44527.00
HARRISON	DE ASST DEAN ASSOC PROF	BUS & PUBLIC AFFAIRS	69/09/01	1	1	

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HART	BS	DEPT SECRETARY II	COMPUTER STUDIES	87/01/14	1 1	10867.00
HART	JP	RADIO/TV SPECIALIST	UNIVERSITY INFO SER	86/08/11	1 1	20700.00
HARTLINE	LL	PUBLICATIONS COORD	OFF OF PUBLICATIONS	86/01/27	1 1	14781.00
HARVEY	DA	COORD STUD SOR ADV	CO-CURRICULAR ED	84/07/30	2 1	7287.00
HARVEY	YJ	CLERK II LIBRARY	LIBRARY	85/01/02	1 1	10319.00
HASSELL	MD	PROFESSOR	BIOLOGICAL SCIENCES	66/09/01	1 5	34900.00
HATTON	RO	PROFESSOR	HISTORY	66/09/01	1 5	31388.00
HAWORTH	JD	CUSTODIAN	RESIDENCE HALLS	86/10/13	1 1	8833.00
HAWS	GL	PROFESSOR	FOREIGN LANGUAGES	67/09/01	1 5	27989.00
HAY	JJ	ANIMAL HEALTH TECH	ANIMAL HEALTH	86/08/01	1 1	16600.00
HAZLER	RJ	ASSOC PROFESSOR	ED LEAD & COUNSELING	79/08/01	1 5	27399.00
HEAD	RW	PROFESSOR	ART	65/09/01	1 5	35500.00
HEATHCOTT	EE	PROFESSOR	AGRICULTURE ED	68/07/01	1 1	38800.00
HEIM	KM	PROFESSOR	LIBRARY	74/09/01	1 1	34350.00
NELTON	JR	DEPT SECRETARY II	SPEECH COMM THEATRE	82/03/15	1 3	11854.00
NELTON, JR.	RA	ASST PROFESSOR	ENGLISH	67/09/01	1 5	25654.00
HENDERSON	DR	MAINTENANCE WORKER II	EXPO CENTER	86/04/01	1 1	10774.00
HENDERSON	RL	CLERK FOOD SERVICES	FOOD SERVICE	82/08/23	1 1	8582.00
HENDREN	GR	ASSOC PROFESSOR	ED LEAD & COUNSELING	78/01/01	1 5	31367.00
HENDREN	MC	SUPERVISOR LAB	HEALTH SERVICES	79/09/06	2 1	12614.00
HENLEY	MB	ASSOC PROFESSOR	CHEMISTRY	64/09/01	1 5	32350.00
HENRY	WJ	BAKER	FOOD SERVICE	76/08/01	1 1	12220.00
HENSON	LF	WINDOW REPAIRMAN	PHYSICAL PLANT	77/05/23	1 1	15514.00
HERNDON	DR	DIRECTOR	ALUMNI AFFAIRS	81/07/01	1 1	30591.00
HERNDON	EE	CUSTODIAN	CURRIS CENTER OPER	80/12/16	1 1	10169.00
HERNDON	JA	PROFESSOR	ENGLISH	69/09/01	1 5	35119.00
HERNDON	JW	TRANSPORATION COORD	MOTOR POOL	73/05/28	1 1	23690.00
HERREN	CE	SER VET & ASST PROF	BREATHITT VET CTR	78/07/21	1 1	42580.00
HESTER	B	HELPER MASONRY	PHYSICAL PLANT	72/06/26	1 1	10565.00
HESTER	P	PAINTER A	PHYSICAL PLANT	76/02/23	1 1	15119.00
HEWITT	RT	MEN'S GOLFCOACH/ASTP	MEN'S GOLF	59/06/01	1 1	32245.00
HICKS	C	CURRICULUM WRITER	OFF TRAINING SERVICE	86/07/01	1 1	26000.00
HICKS	ML	WELDER	PHYSICAL PLANT	73/02/01	1 1	20338.00
HICKS	SR	CUSTODIAN	PHYSICAL PLANT	81/08/22	1 1	9984.00
HIGGINS	JA	SERVING LINE WORKER	FOOD SERVICE	86/08/27	1 1	10587.00
HIGGINS	KJ	AGR LAB TECH	BREATHITT VET CTR	77/11/23	1 1	14370.00
HIGGINSON	BS	COORD ASST PROFESSOR	LEARNING CENTER	79/08/01	1 5	22700.00
HILL	IL	COOK	FOOD SERVICE	65/09/01	1 1	11424.00
HODGE	ML	CLERK ADMIN	PHYSICAL PLANT	60/01/18	1 1	14842.00
HOKE	P	CLERK FISCAL	ACCOUNTING & FINANCE	87/02/18	1 1	10769.00
HOLCOMB	TF	PROFESSOR	ED LEAD & COUNSELING	71/08/01	1 5	31746.00
HOLLOWAY	BD	PATROL SERGEANT	CAMPUS SAFETY	77/06/18	1 1	17121.00
HOLT	WJ	DIRECTOR & ASST PROF	EXPO CENTER	60/09/01	1 1	18639.00
HOMRA	CA	PROFESSOR	PSYCHOLOGY	61/09/01	2 5	15581.00
HOOKS	J	ASSOC PROFESSOR	ELEMENTARY & SEC ED	65/06/14	1 5	29761.00
HOOVER	JH	ASST PROFESSOR	SPECIAL EDUCATION	86/01/01	1 5	23197.00
HOPKINS	DJ	INSTRUMENT MAKER	COLLEGE OF SCIENCE	84/08/27	1 1	29200.00
HOPKINS	GL	CASHIER I	UNIVERSITY BOOKSTORE	83/05/23	1 1	10084.00
HOPKINS	IN	GROUNDKEEPER	PHYSICAL PLANT	82/05/01	1 1	10983.00
HORN	MF	ADMIN SECRETARY III	HUMANISTIC STUDIES	63/09/09	1 1	14667.00
HORNBuckle	DT	ORDER CLERK	LIBRARY	85/07/15	1 1	9712.00

ALPHABETICAL LISTING OF EMPLOYEES  
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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HORNER-CAIN	LA	CURATOR OF INTERPRET	MSU FOUND BOY SCOUT	86/11/01	1 1	18540.00
HORNSBY	BA	LIBRARY ASSISTANT I	LIBRARY	68/01/16	1 1	13373.00
HORWOOD	SE	ASST PROFESSOR	GRAPHIC ARTS TECH	76/08/01	1 5	27841.00
HOSFORD	JM	FOREMAN ELECTRICIAN	PHYSICAL PLANT	68/09/16	1 1	23010.00
HOSFORD	MS	CUSTODIAN	PHYSICAL PLANT	82/10/01	1 1	10252.00
HOSFORD	PM	ADMIN SECRETARY II	HEALTH SERVICES	78/02/13	1 1	12512.00
HOSFORD	VE	DISHROOM WORKER	FOOD SERVICE	82/08/16	1 1	9545.00
HOUGH	AL	ASSOC PROFESSOR	ENGLISH	62/09/01	2 5	12321.00
HOWELL	DL	CURATOR CHEMISTRY	COLLEGE OF SCIENCE	68/06/10	1 1	27100.00
HOWES	LF	CUSTODIAN	PHYSICAL PLANT	86/10/13	1 1	8833.00
HUDDLESTON	F	ADMIN COORDINATOR	FT CAMPBELL CENTER	86/01/01	1 1	14420.00
HUDSON	CJ	SNACK BAR WORKER	FOOD SERVICE	82/08/28	1 1	8512.00
HUGHES	VD	VISITING LECTURER	MATHEMATICS	81/08/01	1 5	16500.00
HUIE	CP	MOVER	PHYSICAL PLANT	71/09/07	1 1	11400.00
HULICK	CH	ASST PROFESSOR	ELEMENTARY & SEC ED	76/07/01	1 5	25580.00
HULICK	PJ	DIRECTOR	RESIDENCE HALLS	76/08/09	1 1	30000.00
HULSLANDER	LR	CLERK PRO SHOP	MSU FOUNDATION GOLF	86/08/01	2 3	6504.00
HUMPHREYS	WB	PROFESSOR	ED LEAD & COUNSELING	62/09/01	1 5	38354.00
HUNT	CB	INTERIM DEAN PROF	FINE ARTS COMM	86/08/15	1 1	50510.00
HUNT	MM	CLASSICAL MUSIC PROD	WKMS CPB GRANT	84/07/01	1 1	16040.00
HURT	MF	SERVING LINE WORKER	FOOD SERVICE	73/09/07	1 1	11261.00
HUSSUNG	KF	PROFESSOR	CHEMISTRY	57/09/01	1 5	39400.00
HUTSON	DJ	CUSTODIAN	PHYSICAL PLANT	85/05/28	1 1	9480.00
HUTSON	HB	CLERK SHIPPING & REC	LIBRARY	81/09/28	1 1	9790.00
HUTSON	LL	CUSTODIAN	PHYSICAL PLANT	86/02/24	1 1	9271.00
JACHOWICZ	PL	COORD/TUT PROG	LEARNING CENTER	85/08/01	1 5	16500.00
JACKS	LP	PROFESSOR	AGRICULTURE ED	68/07/01	1 1	38200.00
JACKSON	CL	CUSTODIAN	PHYSICAL PLANT	69/07/01	1 1	10815.00
JACKSON	DS	VISITING LECTURER	MATHEMATICS	82/08/01	1 5	16500.00
JACKSON	JN	OPERATIONS MANAGER	WKMS-FM RADIO	79/10/01	1 1	18903.00
JACKSON	RD	CUSTODIAN	RESIDENCE HALLS	86/09/15	1 1	8833.00
JEDAN	D	ASSOC PROFESSOR	FOREIGN LANGUAGES	85/08/01	1 5	28340.00
JEFFREY	JR	CENT RECEIVING AGENT	PURCHASING & GEN SER	76/06/07	1 1	14450.00
JEFFREY	LC	SNACK BAR WORKER	FOOD SERVICE	86/08/25	1 1	7659.00
JENKINS	JS	RECEPTIONIST/TYPIST	BREATHITT VET CTR	86/04/07	1 1	9692.00
JENKINS	KA	DIRECTOR NEW PAFFAIR	WKMS-FM RADIO	85/05/01	1 1	16019.00
JETTON	RU	GROUNDSKEEPER	PHYSICAL PLANT	80/12/01	1 1	11925.00
JEWELL	HR	DIR OPERATIONS CCEN	CURRIS CENTER ADMIN	80/12/01	1 1	22664.00
JOHNSON	DL	ASST PROF & DIR BAND	MUSIC	85/08/01	1 5	27796.00
JOHNSON	MC	MGT CONSULTANT	W KY SM BUS DEV CENT	83/01/03	1 1	27324.00
JOHNSON	ME	ASSOC PROFESSOR	ART	73/08/01	1 5	26450.00
JOHNSON	RB	PHOTOGRAPHER	UNIVERSITY INFO SER	75/01/16	1 1	25200.00
JOHNSON	WN	ASSOC PROFESSOR	ELEMENTARY & SEC ED	77/08/01	1 5	32896.00
JOHNSTON	KL	CLERK TYPIST	BIOLOGICAL SCIENCES	87/01/15	2 1	8112.00
JOHNSTON	PI	SUPERVISOR CUSTODIAL	FOOD SERVICE	81/08/31	1 1	14545.00
JOHNSTON	TC	ASST PROFESSOR	BIOLOGICAL SCIENCES	86/08/01	1 5	25200.00
JOINER	LS	ADMIN SECRETARY III	BREATHITT VET CTR	80/07/28	1 1	13314.00
JONES	BJ	CLERK TYPIST	RESIDENCE HALLS	86/03/17	2 4	5468.00
JONES	BL	SERVICEMAN B	PHYSICAL PLANT	80/05/27	1 1	17186.00
JONES	DE	DEAN & PROFESSOR	CENTER FOR CONT ED	66/09/01	1 1	50300.00
JONES	G	ASST FB COACH	FOOTBALL	87/01/12	1 1	20600.00

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY	
JONES	GD	PROFESSOR	MATHEMATICS	69/09/01	1	5	36950.00
JONES	HM	CLERK WORK ORDER	PRINTING SERVICES	71/06/09	1	1	12707.00
JONES	PJ	CLERK/TYPIST I	BREATHITT VET CTR	84/07/01	2	1	5473.00
JONES	SH	ASST PROFESSOR	SOCIOLOGY & ANTHRO	77/08/01	1	5	24546.00
JONES	TC	PAINTER UTILITY A	PHYSICAL PLANT	81/05/02	1	1	13907.00
JONES	TE	SNACK BAR WORKER	FOOD SERVICE	86/01/13	1	1	9527.00
JOYCE	SL	DISHROOM WORKER	FOOD SERVICE	79/01/08	1	1	10139.00
JULIAN	CL	DEVELOPMENT COORD	MSU FOUNDATION	84/07/01	1	1	22880.00
JULIAN	FH	VICE PRES ASST PROF	STUDENT DEVELOPMENT	74/07/01	1	1	55000.00
KADEL	WL	DIRECTOR & PROF	BREATHITT VET CTR	67/08/01	1	1	52500.00
KARNES	BC	SALAD WORKER	FOOD SERVICE	81/10/03	1	1	8511.00
KEEL	BS	DIRECTOR	UPWARD BOUND	85/02/11	1	1	30128.00
KEELING	SD	COOK	FOOD SERVICE	85/09/11	1	1	9924.00
KEESLAR	SM	ASST PROFESSOR LWP	FOREIGN LANGUAGES	66/09/01	1	5	26117.00
KELLEY	LA	CLERK FISCAL	ACCOUNTING & FINANCE	86/04/28	1	1	10769.00
KELLIE	AC	ASSOC PROFESSOR	ENGINEERING TECH	92/08/01	1	5	30862.00
KELLY	DC	DIRECTOR LWOPAY	MSU FOUNDATION	80/11/15	2	1	0.00
KELSEY	DP	DIRECTOR	BOY SCOUT MUSEUM	82/03/01	1	1	42920.00
KENDALL	LC	EMS TECHNICIAN	PHYSICAL PLANT	85/10/14	1	1	16620.00
KENNEDY	KW	DRAFTSMAN	PHYSICAL PLANT	85/06/24	1	1	16320.00
KENNEY	JR	STATION MANAGER	WKMS-FM RADIO	84/07/16	1	1	29321.00
KENT	PL	INSTRUCTOR	NURSING	80/08/01	1	5	18610.00
KERN	EJ	UTIL MAINT SUPER	BREATHITT VET CTR	83/01/25	1	1	19316.00
KERR	JL	OPERATOR COMPUTER	COMPUTING & INFO SYS	81/04/06	1	1	14665.00
KERR	KB	CLERK TRANSCRIPT EVA	ADMISSIONS & RECORDS	81/06/24	1	1	14000.00
KEY	LE	EQUIP MANAGER	ATHLETIC DIRECTOR	83/07/26	1	1	12927.00
KEY	SR	DIR/CONF & WK SHOP	CENTER FOR CONT ED	75/07/01	1	1	30146.00
KIMBRO	EL	UPHOLSTERER	UPHOLSTERY SHOP	85/01/02	1	1	12335.00
KIMBRO	T	CARPENTER A	PHYSICAL PLANT	83/05/02	1	1	14449.00
KIND	JL	COORD WS PROGRAM	COMMONWEALTH WS PROG	84/05/02	2	1	8800.00
KIND	TC	PROFESSOR	GEOSCIENCES	76/08/01	1	5	33300.00
KING	CH	MEDICAL TRANSCRIBER	BREATHITT VET CTR	83/11/28	1	1	10828.00
KING	EF	DEPT SECRETARY II	SOCIOLOGY & ANTHRO	78/08/28	1	1	11961.00
KING	JM	CHAIR PROFESSOR	BIOLOGICAL SCIENCES	78/08/01	1	1	47000.00
KING	KP	DEPT SECRETARY II	MATHEMATICS	82/08/16	1	1	12727.00
KIRK	RV	PROFESSOR	MANAGEMENT & MARKET	72/01/12	1	5	37029.00
KIRKS	MK	SECRETARY	EXPO CENTER	74/06/24	1	1	11944.00
KLINE	GL	GROUNDSKEEPER	PHYSICAL PLANT	85/08/21	1	1	10169.00
KLINE	LM	ASST PROFESSOR	PSYCHOLOGY	85/08/01	1	5	23289.00
KOBRAEI	HR	ASST PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	5	28050.00
KOCH	MS	ASST TO VP & PROF	ACADEMIC AFFAIRS	81/03/01	1	5	21826.00
KOENECKE	AJ	PROFESSOR	HOME ECONOMICS	69/09/01	1	5	34532.00
KONRAD	MS	ADMISSIONS COUNSELOR	ADMISSIONS & RECORDS	85/11/04	1	1	14000.00
KOZAK	DD	ADMIN SECRETARY II	HONORS PROGRAM	83/01/04	1	1	12316.00
KRAEMER	DG	ASST PROFESSOR	SAFETY ENG & HEALTH	86/08/01	1	5	28394.00
KRIZAN	AC	ASSOC PROFESSOR	OFF SYS & BUS ED	78/08/01	1	5	37100.00
KRUGER	JM	CHAIR PROFESSOR	INDUSTRIAL ED & TECH	82/08/01	1	1	43000.00
KURSAVE	RH	PLASTERER	PHYSICAL PLANT	85/10/14	1	1	17206.00
KWAPIL	BW	ASSISTANT DIRECTOR	WICKLIFFE MOUNDS	84/07/01	1	1	16710.00
LAKE	MM	INSTRUCTOR	SAFETY ENG & HEALTH	80/08/01	1	5	28392.00
LALICKER	WB	ASST PROFESSOR	ENGLISH	86/08/01	1	5	20550.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
LAMB	P	LEADER CUSTODIAN	PHYSICAL PLANT	69/07/01	1	1	11484.00
LAMB	LG	SUPERVISOR COPY CENT	PRINTING SERVICES	66/08/16	1	1	13549.00
LAMB	RF	BAKER	FOOD SERVICE	80/09/24	1	1	11671.00
LAMORE	RB	PATROL OFFICER	CAMPUS SAFETY	81/09/14	1	1	14783.00
LANDINI	AL	MSU NEW ADVISOR/INST	JOURNALISM RADIO/TV	85/08/01	1	5	24370.00
LANE	NO	DIRECTOR	GRANTS DEVELOPMENT	61/09/01	1	1	36241.00
LANE	SJ	CLERK TYPIST II	ADMISSIONS & RECORDS	76/08/16	1	1	11902.00
LANGSTON	MA	DISHROOM WORKER	FOOD SERVICE	86/09/23	1	1	6938.00
LANNING	AB	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	71/08/01	1	5	29875.00
LARSON	RK	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	28840.00
LASSITER	PA	CUSTODIAN	PHYSICAL PLANT	76/08/01	1	1	10189.00
LATTO	LD	ASSOC PROFESSOR	ED LEAD & COUNSELING	76/08/01	1	5	28088.00
LAWRENCE	DJ	FOUND BOOKKEEPER SEC	ACCOUNTING & FINANCE	87/04/27	1	1	4032.00
LAWSON	AS	PROFESSOR	ENGLISH	70/09/01	1	5	31941.00
LAWSON	HG	ASSOC PROFESSOR	HISTORY	69/09/01	1	5	31391.00
LAX	BC	FOREMAN GROUNDS	PHYSICAL PLANT	77/02/14	1	1	18061.00
LAX	JE	PLUMBER A	PHYSICAL PLANT	68/11/16	1	1	17957.00
LEE	FT	LEADER SAN DISPOSAL	PHYSICAL PLANT	68/07/01	1	1	12695.00
LEE	KW	CUSTODIAN	PHYSICAL PLANT	87/01/26	1	1	8833.00
LEE	TW	CUSTODIAN	PHYSICAL PLANT	85/10/15	1	1	9357.00
LESLIE	RJ	CASHIER II	UNIVERSITY BOOKSTORE	60/09/15	1	1	11865.00
LEYS	DD	ASSOC PROFESSOR	ART	77/08/01	1	5	25650.00
LITCHFIELD	HE	SR MED TECH	BREATHITT VET CTR	68/03/16	1	1	21838.00
LOBERGER	GJ	ASSOC PROFESSOR	ENGLISH	64/09/01	1	5	27567.00
LOCKHART	RC	DEPT SECRETARY II	HEALTH/REC/PE	85/06/03	1	1	11021.00
LONG	EM	SUPERVISOR	FOOD SERVICE	65/09/01	1	1	16329.00
LONG	JT	PROFESSOR	AGRICULTURE	81/07/01	1	5	37300.00
LORRAH	JI	PROFESSOR LWP	ENGLISH	68/09/01	1	5	34229.00
LOVERIDGE	MJ	DEPT SECRETARY II	ENGLISH	77/06/15	1	1	12707.00
LOVERIDGE	TC	CLERK/TYPIST II	ENGLISH	81/08/10	1	1	11454.00
LOVETT	DW	CABINET MAKER	BOY SCOUT MUSEUM	80/03/31	1	1	17600.00
LOVETT	JH	ASST PROFESSOR	OFF OF FIELD SERVICE	59/09/01	1	5	24783.00
LOVINS	JH	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	71/02/01	1	5	29772.00
LOWERY	SB	COOK	FOOD SERVICE	82/10/02	1	1	8681.00
LUSK	HL	LOCKSMITH	PHYSICAL PLANT	72/10/18	1	1	17393.00
LYLE	JR	NURSE STAFF	HEALTH SERVICES	86/02/17	2	4	7348.00
LYLE	WF	CHAIR ASST PROF	COMPUTER STUDIES	82/08/01	1	1	45813.00
LYNCH	JE	DEPT SECRETARY II	BIOLOGICAL SCIENCES	79/11/05	1	1	12235.00
LYONS	GG	ASST PROFESSOR	HEALTH/REC/PE	84/08/01	1	5	23713.00
LYONS	P	DIRECTOR	OFF TRAINING SERVICE	66/09/01	2	1	13520.00
MACHA	RL	ASSOC PROFESSOR	AGRICULTURE	66/09/01	1	5	31500.00
MADDOX	VL	ADMIN SECRETARY I	FAC RESOURCE CENTER	87/07/07	1	1	10554.00
MADDOX	WE	PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	5	37650.00
MADDOX	RL	SR MED TECH	BREATHITT VET CTR	68/03/01	1	1	25550.00
MAGLINGER	CB	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	82/08/09	1	1	14313.00
MAHFOUD	WE	PROFESSOR	MATHEMATICS	68/09/01	1	5	33550.00
MAHONEY	MP	HEAD FB COACH ASSTPRO	FOOTBALL	87/01/12	1	1	41200.00
MALINAUSKAS	BK	ASST TRAINING COORD	OLDER WORKERS PROJ	87/07/01	1	1	19000.00
MALINAUSKAS	MJ	PROF & DIR THEATRE	SPEECH COMM THEATRE	78/08/01	1	5	34356.00
MALONE	BG	PROF DIR SCHOOL SERV	COLLEGE OF EDUCATION	70/09/01	1	1	43032.00
MALONE	SE	SYSTEMS ANALYST	COMPUTING & INFO SYS	76/05/10	1	1	24205.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MANGOLD	WG	ASST PROF LWOP	MANAGEMENT & MARKET	83/08/01	1	5	33940.00
MANSFIELD	AR	ADMIN SECRETARY III	LIBRARY	63/04/01	1	1	14018.00
MANSFIELD	BA	DEPT SECRETARY I	ART	78/06/22	1	1	12084.00
MARINE	DF	DEPT SECRETARY II	OFF SYS & BUS ED	82/08/16	1	2	11063.00
MARINE	RJ	SPECIALIST BENEFITS	PERSONNEL SERVICES	71/08/01	1	1	17580.00
MARSHALL	OB	REG RECDS SUPVISOR	ADMISSIONS & RECORDS	68/09/03	1	1	20000.00
MARSHALL	WR	FOREMAN CARPENTER	PHYSICAL PLANT	78/07/03	1	1	23010.00
MARTIN	CO	DECTIVE CAPTAIN	CAMPUS SAFETY	85/08/03	1	1	18334.00
MARTIN	HE	DISHROOM WORKER	FOOD SERVICE	86/09/02	1	1	6938.00
MASTERA	NR	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	64/06/01	1	1	11865.00
MATHIS	GL	CHAIR PROFESSOR	ECONOMICS & FINANCE	67/07/01	1	1	49041.00
MAUPIN	JL	ASSOC PROFESSOR	HOME ECONOMICS	78/08/01	1	5	29458.00
MAYES	JW	CHAIR ASSOC PROF	SPEECH COMM THEATRE	72/09/01	1	1	42200.00
MAYFIELD	LJ	DEPT SECRETARY II	JOURNALISM RADIO/TV	76/08/23	1	1	12766.00
MAYNARD	JD	OPERATOR A	PHYSICAL PLANT	75/05/27	1	1	18416.00
MAYO	RJ	CUSTODIAN	PHYSICAL PLANT	86/09/22	1	1	8833.00
MCCABE	DK	CUSTODIAN	PHYSICAL PLANT	85/08/26	1	1	9357.00
MCCAIN	EL	ASSOC PROFESSOR	MUSIC	64/09/01	1	5	29704.00
MCCANN	DL	ADMIN SECRETARY I	STUDENT DEVELOPMENT	67/09/01	1	1	12707.00
MCCARTY	LG	COOK	FOOD SERVICE	86/08/04	1	1	9924.00
MCCLAIN	SJ	ADMIN SECRETARY I	GRANTS DEVELOPMENT	78/05/01	1	1	12649.00
MCCLORE	SK	CLERK RECEIVING	LIBRARY	82/08/23	1	1	10124.00
MCCOY	JP	ASST PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	5	32496.00
MCCUISTON	LA	PHOTOLITHOGRAPHER	PRINTING SERVICES	68/01/01	1	1	16212.00
MCCUISTON	MA	ADMIN SECRETARY I	CENTER FOR CONT ED	76/08/92	1	1	11748.00
MCCUISTON	RD	ADMIN SECRETARY II	STUDENT FIN AID	78/08/16	1	1	13314.00
MCDANIEL	JF	SUPERVISOR	FOOD SERVICE	83/08/22	1	1	13872.00
MCDANIEL	RM	ELECTRICIAN B	PHYSICAL PLANT	81/02/07	1	1	15514.00
MCDONALD	JW	DIRECTOR	PRINTING SERVICES	79/06/01	1	1	33250.00
MCDUGAL	CD	EXECUTIVE SECRETARY	FINANCE & ADM SER	82/03/24	1	1	15058.00
MCDUGAL	JD	DIRECTOR	STUDENT FIN AID	65/06/14	1	1	34200.00
MCDOWELL	BD	MANAGER	UNIVERSITY BOOKSTORE	62/01/01	1	1	31000.00
MCFADDEN	RM	ASSOC PROFESSOR	LIBRARY	63/09/01	1	1	30277.00
MCGAHA	CJ	ASST LAB SR	BREATHITT VET CTR	78/03/13	1	1	14626.00
MCGAUGHEY	RH	CHAIR PROFESSOR	JOURNALISM RADIO/TV	69/02/01	1	1	42679.00
MCGINNIS	AM	CLERK TYPIST I	LIBRARY	84/06/18	1	1	9907.00
MCGINNIS	MD	COOK	FOOD SERVICE	86/03/17	1	1	8364.00
MCGREGOR	JD	PROFESSOR	COMPUTER STUDIES	83/08/01	1	5	43209.00
MCINTOSH	DF	DIRECTOR & ASST PROF	UNIVERSITY INFO SER	68/03/16	1	1	35970.00
MCKINNEY	RA	PROGRAMMER	COMPUTING & INFO SYS	86/08/18	1	1	15450.00
MCLAREN	CL	CLERK DATA ENTRY	COMPUTING & INFO SYS	80/07/14	1	1	12335.00
MCLAREN	JD	ASST PROFESSOR	ENGINEERING TECH	78/08/01	1	5	28137.00
MCLAUGHLIN	BG	HEAD PATH ASST PROF	BREATHITT VET CTR	83/04/15	1	1	47160.00
MCLAUGHLIN	PS	SENIOR MED TECH	BREATHITT VET CTR	79/10/08	1	1	18598.00
MCMANAMY	MS	SUPERVISOR	FOOD SERVICE	82/10/25	1	1	14542.00
MCNEAL	JA	CLERK PRICE CONTRACT	PURCHASING & GEN SER	87/06/01	1	1	11298.00
MCNEARY	PR	ASSOC PROFESSOR LWOP	INDUSTRIAL ED & TECH	78/08/01	1	5	29515.00
MCNEELY	MA	BEVERAGE LINE WORKER	FOOD SERVICE	86/10/03	1	1	9046.00
MEACHAM	ME	PROJECT COORDINATOR	GAERF MOTION ANALYSI	86/05/10	1	1	16800.00
MELOAN	RB	ADM ASSISTANT	STUDENT DEVELOPMENT	77/05/16	1	1	21682.00
MIKULC IK	JD	PROFESSOR	AGRICULTURE	63/09/01	1	5	34900.00

ALPHABETICAL LISTING OF EMPLOYEES  
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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MILES	ZD SEC/ADMIN ASST	W KY SM BUS DEV CENT	84/04/02	1	1	11924.00
MILLER	DC DEPT SECRETARY II	ACCOUNTING	77/08/17	1	2	11710.00
MILLER	DS SUPERVISOR	FOOD SERVICE	68/11/01	1	1	16329.00
MILLER	FL ASST PROFESSOR	MANAGEMENT & MARKET	84/08/01	1	5	34206.00
MILLER	IL OPERATOR A	PHYSICAL PLANT	81/02/09	1	1	17957.00
MILLER	JD PLUMBER B	PHYSICAL PLANT	87/05/11	1	1	12925.00
MILLER	JM FOREMAN HEATING	PHYSICAL PLANT	75/03/03	1	1	23968.00
MILLER	MG PROFESSOR	ENGLISH	68/09/01	1	5	27662.00
MILLER	ND SEAMSTRESS	UPHOLSTERY SHOP	83/03/23	2	3	4835.00
MILLER	RT TRAINING COORDINATOR	W KY SM BUS DEV CENT	82/01/06	1	1	16260.00
MILLER	TA CLERK TYPIST II	RESIDENCE HALLS	84/08/22	1	1	10103.00
MILLER	TI CHAIR PROFESSOR	ACCOUNTING	67/09/01	1	1	59038.00
MILLER	VP CHAIR ASSOC PROF	SPECIAL EDUCATION	76/08/01	1	1	43890.00
MILLS	MD PROFESSOR	SAFETY ENG & HEALTH	77/07/01	1	5	36951.00
MILTON	HW CHIEF ENGINEER	PHYSICAL PLANT	81/07/01	1	1	34441.00
MINNER	SH ASSOC PROFESSOR	SPECIAL EDUCATION	80/08/01	1	5	27029.00
MINOR	AG CLINIC INSTRUCTOR	NURSING	82/01/04	1	5	17200.00
MOFIELD	WR PROFESSOR	JOURNALISM RADIO/TV	64/07/16	1	5	36444.00
MOLLAUN	BE DEPT SECRETARY I	AGRICULTURE	85/04/09	1	3	8862.00
MOORE	LH COORD SPECIAL PROG	CENTER FOR CONT ED	75/11/01	1	1	31134.00
MOORE	LJ ADMIN SECRETARY II	ALUMNI AFFAIRS	83/09/01	1	1	12531.00
MOORE	MW VISITING LECTURER	SPEECH COMM THEATRE	83/08/01	1	5	19718.00
MORGAN	DG SUPERVISOR	FOOD SERVICE	83/08/22	1	1	13586.00
MORGAN	GJ ADMIN SECRETARY I	CURRIS CENTER ADMIN	76/08/26	1	1	12181.00
MORGAN	JA BUS OPER MANAGER	PHYSICAL PLANT	81/07/20	1	1	24870.00
MORGAN	JM ASST PROFESSOR	FOREIGN LANGUAGES	86/08/01	1	5	20986.00
MORRIS	EK COORD OF INTRAMURALS	CO-CURRICULAR ED	83/08/01	1	3	15000.00
MORRIS	JM FOREMAN CUSTODIAL	PHYSICAL PLANT	69/07/01	1	1	17017.00
MORRIS	KP ED COORD/INSTRUCTOR	BIOLOGICAL SCIENCES	83/07/01	1	1	21300.00
MORRISON	JR ELECTRICIAN A	PHYSICAL PLANT	70/01/01	1	1	20402.00
MUEHLEMAN	JT PROFESSOR	PSYCHOLOGY	71/08/01	1	5	32546.00
MULLINAX	DE REPAIR FLR & CARPET	PHYSICAL PLANT	76/08/23	1	1	18688.00
MURPHY	BA CONSTRUCTION BUYER	PURCHASING & GEN SER	83/10/03	1	1	17910.00
MURPHY	JR MLT VISIT INSTRUCTOR	BIOLOGICAL SCIENCES	86/08/01	1	5	20000.00
MURRELL	HM CLERK TYPIST II	CAMPUS SAFETY	86/10/27	1	1	10103.00
MUSCIO	F PROGRAMMER I	COMPUTING & INFO SYS	83/06/06	2	1	8154.00
MUSCIO, JR.	OJ ASSOC PROFESSOR	CHEMISTRY	76/08/01	1	5	30000.00
MYATT	SU ASST PROFESSOR	NURSING	83/08/01	1	5	23200.00
MYHILL	LJ ADMIN SECRETARY I	OFF OF DEVELOPMENT	86/04/28	1	1	10869.00
NABEREZNY	PM COUNSELOR INSTRUCTOR	COUNSELING & TESTING	75/08/01	1	1	25000.00
NANCE	RF FOREMAN BINDERY	PRINTING SERVICES	80/01/16	1	1	13961.00
NANNY	BJ CLERK	ADMISSIONS & RECORDS	80/07/07	1	1	12375.00
NAUGLE	BL ASST PROFESSOR	GEOSCIENCES	81/08/01	1	5	29750.00
NERNEY	GR ASST PROFESSOR	PHILOSOPHY & REL STU	82/08/01	1	5	22810.00
NESBIT	D INST CONSULTANT	FAC RESOURCE CENTER	85/08/01	1	3	17541.00
NEWMAN	PA ASST ATHLETIC TRAIN	ATHLETIC DIRECTOR	86/10/01	1	1	15877.00
NEWPORT	C CUSTODIAN	PHYSICAL PLANT	71/05/03	1	1	10628.00
NEWSOME	AL OPERATOR B	PHYSICAL PLANT	81/05/04	1	1	15347.00
NEWSOME	DL SNACK BAR WORKER	FOOD SERVICE	80/08/11	1	1	10941.00
NEWSOME	HL FOREMAN ENVIR CONT	PHYSICAL PLANT	73/06/03	1	1	23010.00
NEWSOME	KB MECHANIC SM ENGINE B	MOTOR POOL	78/11/20	1	1	12904.00

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY	
NEWSOME	SJ	CLERK FOREIGN STUD	ADMISSIONS & RECORDS	86/01/23	1	1	10612.00
NEWTON	SJ	HEAD BCOACH ASST PRO	BASKETBALL	78/03/01	1	1	44550.00
NICHOLS	GV	CHAIR PROFESSOR	SAFETY ENG & HEALTH	69/09/01	1	1	43150.00
NICHOLS	MS	ASST LAB TEAC/COORD	ADULT BASIC ED	74/09/25	1	1	11908.00
NICHOLS	PA	ASSOC PROFESSOR	OFF SYS & BUS ED	78/01/01	1	5	31975.00
NIFFENEGGER	PB	ASSOC PROFESSOR	MANAGEMENT & MARKET	75/08/01	1	5	39757.00
NOFFSINGER	HA	PROFESSOR	ED LEAD & COUNSELING	64/09/01	1	5	39385.00
NOLIN	RR	REPAIR OFFICE MACH	OFF MACHINE REPAIR	73/05/01	1	1	17193.00
NORSWORTHY	MN	DEPT SECRETARY I	PSYCHOLOGY	80/01/02	1	2	10131.00
NYGAARD	NL	CHAIR ASST PROF	NURSING	84/01/01	1	1	45500.00
OAKLEY	JA	MANAGER CEN STORES	PURCHASING & GEN SER	73/01/01	1	1	15723.00
OBRIEN	DE	ASST PROFESSOR	HEALTH/REC/PE	78/08/01	1	5	28061.00
ODING	RL	COOK	FOOD SERVICE	80/09/16	1	1	7977.00
OLDHAM	MA	WORKER GLASSROOM	BREATHITT VET CTR	84/02/06	1	1	9046.00
OLIVER	WA	VISITING LECTURER	COMPUTER STUDIES	86/08/01	1	5	19630.00
ORR	EG	COOK	FOOD SERVICE	78/01/06	1	1	9199.00
OSBORNE	MB	SALAD WORKER	FOOD SERVICE	66/03/01	1	1	8995.00
OSBORNE	MJ	PROD CONTROL SUPER	COMPUTING & INFO SYS	77/08/25	1	1	15253.00
OUTLAND	CD	DIRECTOR FAC/MGT	PHYSICAL PLANT	59/02/01	1	1	40503.00
OUTLAND	ME	EXECUTIVE SECRETARY	ACADEMIC AFFAIRS	68/02/08	1	1	14391.00
OVERBEY	JO	SPECIALIST BID MG	PURCHASING & GEN SER	83/10/03	1	1	13275.00
OVERBY	JO	UNIVERSITY ATTORNEY	LEGAL SERVICES	67/09/01	1	1	46350.00
OWEN	BJ	ADMIN SECRETARY II	FINANCE & ADM SER	70/09/14	1	1	14000.00
OWEN	DA	ASSOC PROFESSOR	CHEMISTRY	78/08/01	1	5	30600.00
OWEN	WR	LABORER FARM	FARM	81/03/30	1	1	12528.00
OWENS	LL	ADMIN SECRETARY II	ACCOUNTING & FINANCE	83/10/03	1	1	11748.00
OWENS	MD	CLERK SALES	UNIVERSITY BOOKSTORE	81/01/05	1	1	10595.00
PACE	GW	GROUNDSKEEPER	PHYSICAL PLANT	78/07/10	1	1	10797.00
PACE	LW	VET PATH ASST PROF	BREATHITT VET CTR	86/07/18	1	1	43500.00
PALORMO	AM	DIR OF PROM & DEVE	WKMS SELF GENERATING	83/12/05	1	1	16953.00
PARADISE	DA	MANAGER POST OFFICE	POSTAL SERVICES	85/01/14	1	1	20353.00
PARK	HL	COORDINATOR	INTERNATIONAL PROG	86/01/06	1	1	18772.00
PARKER	CL	CASHIER HEAD	MSU FOUNDATION GOLF	84/07/01	1	1	13008.00
PARM	JG	CLERK DEGREE	ADMISSIONS & RECORDS	76/02/02	1	1	14587.00
PARRISH	JH	LOCKSMITH	PHYSICAL PLANT	65/05/01	1	1	17393.00
PARTEE	JL	LABORER FARM	FARM	78/07/01	1	1	13134.00
PASCHALL	D	SNACK BAR WORKER	FOOD SERVICE	85/08/17	1	1	9983.00
PASCHALL	HR	CUSTODIAN	RESIDENCE HALLS	78/05/01	1	1	10461.00
PASCO	KH	COORDINATOR	ED TALENT SEARCH	84/08/20	1	1	17765.00
PASSINO	RW	MAIL CARRIER	POSTAL SERVICES	87/06/24	1	1	9417.00
PATTERSON	HN	SR SYSTEMS ANALYST	COMPUTING & INFO SYS	79/06/25	1	1	32445.00
PATTERSON	TH	TRUCK DRIVER WARE	PURCHASING & GEN SER	69/07/21	1	1	11356.00
PAYNE	JS	INSTRUCTOR	HOME ECONOMICS	78/08/01	2	5	19326.00
PAYNE	LM	COUNSELOR MINORITIES	ED TALENT SEARCH	85/09/01	1	1	12540.00
PAYNE	WF	CORD GRD STUD ASSOC	ACADEMIC AFFAIRS	76/08/01	1	1	44759.00
PEARCE	RL	FOREMAN/PRESSMAN	PRINTING SERVICES	69/08/01	1	1	19404.00
PEELER	WR	ASST PROFESSOR	SPEECH COMM THEATRE	81/08/01	1	5	24848.00
PENNINGTON	C	CASHIER	FOOD SERVICE	81/10/03	1	1	8954.00
PERKINS	LS	OPERATOR WEB PRESS	PRINTING SERVICES	75/09/09	1	1	15683.00
PERKINS	RM	DEPT SECRETARY II	GRAPHIC ARTS TECH	78/07/26	1	1	12257.00
PERLOW	MB	ASST PROFESSOR	NURSING	84/08/01	1	5	26750.00



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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
PERRIN	DW	VICE PRES PROFESSOR	UNIV RELATIONS & DEV	84/07/01	1	1	55600.00
PERRY	AK	CUSTODIAN	RESIDENCE HALLS	80/09/22	1	1	10148.00
PERRY	KL	COORDINATOR MATERIAL	PHYSICAL PLANT	79/06/18	1	1	17435.00
PERVINE	RH	ASST PROFESSOR	MATHEMATICS	85/08/01	1	5	27800.00
PETRIE	GF	ASSOC PROFESSOR	ED LEAD & COUNSELING	74/08/01	1	5	31266.00
PHILLIPS	ED	GROUNDSMAN II	MSU FOUNDATION 'GOLF	86/08/01	1	1	9187.00
PHILLIPS	VM	DEPT SECRETARY II	PSYCHOLOGY	80/03/03	1	1	12440.00
PHILPOT	TA	ASST PROFESSOR	ENGINEERING TECH	86/08/01	1	5	25858.00
PIERCE	CD	DISHROOM WORKER	FOOD SERVICE	79/09/05	1	1	8009.00
PIERCE	JD	CUSTODIAN	CURRIS CENTER OPER	82/10/02	1	1	9771.00
PIERCE	LM	SUPERVISOR GRAPHICS	PRINTING SERVICES	78/06/28	1	1	19578.00
PIERCEALL	RM	LEADER CUSTODIAN	PHYSICAL PLANT	84/06/11	1	1	10231.00
PIERCEALL	SG	ADMIN SECRETARY II	RESIDENCE HALLS	85/10/14	1	1	11533.00
PITMAN	ML	ADMIN SECRETARY I	COOP ED & PLACEMENT	80/06/16	1	1	12433.00
PITMAN	WJ	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	61/09/01	1	5	33000.00
POGUE	EG	MASON	PHYSICAL PLANT	72/08/07	1	1	20316.00
POPLIN	DE	CHAIR PROFESSOR	SOCIOLOGY & ANTHRO	71/08/01	1	1	45214.00
POSEY	MM	INSTRUCTIONAL CONSUL	FAC RESOURCE CENTER	79/09/10	1	3	18950.00
POSEY	TB	CHAIR PROFESSOR	PSYCHOLOGY	69/09/01	1	1	44270.00
POTTS	JG	PAINTER FURN REFIN	PHYSICAL PLANT	87/06/22	1	1	12048.00
POWELL	EC	ASST PROFESSOR LWP F	NURSING	81/08/01	1	5	24800.00
POWELL	KS	TRANS PROC SPEC	FT CAMPBELL CENTER	87/07/01	1	1	11631.00
POWELL	LL	DEPT SECRETARY II	SAFETY ENG & HEALTH	82/08/30	1	1	11415.00
POYNOR	AM	ACCOUNTANT	ACCOUNTING & FINANCE	81/08/17	1	1	24500.00
PRATER	GA	ASST PROFESSOR	SPECIAL EDUCATION	83/10/24	1	5	23690.00
PRATT	WJ	SUPT FOR CUST SERV	RESIDENCE HALLS	70/07/16	1	1	21372.00
PRESCOTT	JH	CARPENTER UTILITY A	PHYSICAL PLANT	72/09/18	1	1	19230.00
PRICE	KC	HEAD NURSE	HEALTH SERVICES	79/07/30	1	1	16994.00
PRICE, JR	WO	ASST DEAN PROFESSOR	COLLEGE OF EDUCATION	62/09/01	1	1	46416.00
PRINCE	A	PATROL OFFICER	CAMPUS SAFETY	86/10/01	1	1	13696.00
PRINCE	JM	GAL SECURITY GUARD	ART	87/06/01	1	3	6784.00
PRITCHARD	CA	LIBRARY ASSISTANT I	LIBRARY	81/01/05	1	1	13373.00
PURCELL	BA	ASST PROF/TEN COACH	HEALTH/REC/PE	63/07/01	1	5	29575.00
PURCELL	JK	ASSOC PROFESSOR	HEALTH/REC/PE	74/08/01	1	5	28405.00
RADKE	PB	DIRECTOR SCHOOL REL	ADMISSIONS & RECORDS	86/03/20	1	1	30100.00
RADKE	RE	SECRETARY	AMERICAN HUMANICS	86/08/04	2	1	5367.00
RAGLE	NE	CHIEF ENGINEER	WKMS-FM RADIO	86/01/06	1	1	24157.00
RAGSDALE	RV	SR PROG ANALYST	COMPUTING & INFO SYS	82/06/01	1	1	23803.00
RAMSEY	BN	SUGAR CUBE/INFO MGR	CURRIS CENTER ADMIN	75/01/10	1	3	10516.00
RAMSEY	EJ	CLERK II LIBRARY	LIBRARY	78/08/14	1	1	10945.00
RAMSEY	EO	CARPENTER B	PHYSICAL PLANT	82/09/13	1	1	12298.00
RAMSEY	JM	PAINTER A	PHYSICAL PLANT	83/07/01	1	1	12507.00
RAMSEY	KD	SUPER OFF MACH REP	OFF MACHINE REPAIR	77/09/06	1	1	20031.00
RANEY	JI	DISHROOM WORKER	FOOD SERVICE	77/08/22	1	1	10138.00
RATHKE	MJ	ANNOUNCER/PRODUCER	WKMS CPB GRANT	86/11/03	1	1	14935.00
RAY	DS	ADMIN CLERK	FT CAMPBELL CENTER	86/08/26	1	1	11591.00
READ	WG	PROFESSOR	PHYSICS & ASTRONOMY	49/09/01	1	5	38075.00
REAGAN	C	DEPT SECRETARY II	MANAGEMENT & MARKET	63/06/01	1	2	11710.00
REAGAN	JL	HEAD BASEBALL COACH	BASEBALL	57/09/01	1	1	20000.00
REAMER	SM	ADMIN SECRETARY I	FOOTBALL	79/03/22	1	1	12690.00
REED	NA	HELPER PLASTERER	PHYSICAL PLANT	76/07/06	1	1	10837.00

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
REED	TF	CUSTODIAN	85/08/21	1	1	9258.00
REICHERT	SJ	CLERK TYPIST I	86/11/17	1	3	8012.00
REICHMUTH	RE	CHAIR ASSOC PROF	70/09/01	1	1	42318.00
RESIG	CM	DEPT SECRETARY II	83/08/15	1	4	8511.00
RHALY	HC	ASST PROFESSOR	85/08/01	1	5	27700.00
RICE	PL	ASST PROFESSOR	82/08/01	1	5	24410.00
RICE	SM	PROGRAMMER II	84/01/30	1	1	16480.00
RICHARD	RL	DIRECTOR	81/01/28	1	1	27500.00
RICHARDSON	CM	VISITING LECTURER	86/08/01	1	1	20800.00
RICHARDSON	SG	ASSOCIATE DIRECTOR	87/05/01	1	1	31261.00
RICHERSON	NJ	CLERK II LIBRARY	70/04/27	1	1	11222.00
RICHERSON	VL	ASST PROFESSOR	85/08/01	1	5	30220.00
RIGSBY	JV	ASST PROFESSOR	77/08/01	1	5	29100.00
RINGELSTEIN	HH	ASSOC PROFESSOR	81/08/01	1	5	33259.00
ROBERTS	JD	CUSTODIAN	83/10/07	1	1	9384.00
ROBERTS	ND	CUSTODIAN	81/07/28	1	1	9983.00
ROBERTSON	HG	PROFESSOR	66/09/01	1	5	33475.00
ROBERTSON	NL	DEPT SECRETARY II	74/11/01	1	1	33256.00
ROBERTSON	PL	OPERATOR B	82/09/20	1	1	15472.00
ROBINSON	FE	PROFESSOR	68/09/01	1	5	30004.00
ROBINSON	RL	MECH MAINT SERVICE	72/07/03	1	1	18061.00
RODGERS	WD	ADMIN SECRETARY I	72/09/01	1	1	11787.00
ROGERS	CS	ASSOC PROFESSOR	61/09/01	1	5	30577.00
ROGERS	LS	RECEPTIONIST HALL	81/08/20	2	4	5875.00
ROGERS	RF	DEPT SECRETARY II	81/09/08	1	1	12000.00
ROGERS	SM	EXECUTIVE SECRETARY	62/09/01	1	1	16330.00
ROGGMAN, II	TJ	ASST FB COACH & INST	87/01/12	1	1	16480.00
ROPER	SE	BOOKKEEPER	86/07/01	1	1	11533.00
ROSE	BA	ADMINISTRATIVE ASST	71/08/23	1	1	17568.00
ROSE	JL	ASSOC PROF I/DIR MPA	66/09/01	1	5	30932.00
ROSE	WH	PROFESSOR LWP FALL	79/07/01	1	5	36636.00
ROSS	MF	ADMIN SECRETARY III	78/07/01	1	1	16000.00
ROULSTON	CR	PROFESSOR	64/09/01	1	5	34573.00
ROULSTON	HH	ASST PROFESSOR	64/09/15	1	5	24962.00
ROUSE	SA	ADMIN SECRETARY II	86/03/31	1	1	12081.00
ROWLAND	BC	SM SYS PLAN&CONT ANA	79/11/26	1	1	21033.00
ROYALTY	JL	ASST PROFESSOR	85/08/01	1	5	23365.00
RUDOLPH	HS	LECTURER	81/01/12	1	5	25044.00
RUDOLPH	JA	ASSOC PROFESSOR	73/08/01	1	1	37750.00
RUDOLPH	ML	CASHIER II	78/12/11	1	1	10671.00
RUSSELL	SE	ADMIN SECRETARY I	80/07/01	1	1	12003.00
RUSSELL	ZB	FOREMAN CONSTRUCTION	71/07/16	1	1	19502.00
SAMMONS	ES	SECRETARY	78/08/22	2	1	6577.00
SANDERS	B	CASHIER	85/03/30	1	1	8463.00
SASSO	PM	ASSOC PROFESSOR	81/08/01	1	5	24600.00
SAWICKI	LJ	SECRETARY	80/08/01	2	3	5283.00
SCARBOROUGH	RW	FOREMAN PLUMBING	68/09/01	1	1	23010.00
SCARBROUGH	D	EQUIP OPERATOR LIGHT	75/09/29	1	1	12695.00
SCHANDACHER	EM	PROFESSOR LWP FALL	61/09/01	1	5	36500.00
SCHECTER	MW	ELECTRICIAN B	76/11/22	1	1	17309.00
SCHEMP	JI	ASSOC PROFESSOR	70/09/01	1	5	28774.00

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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SCHENIAN	PA	STAFF ARCHAEOLOGIST	86/02/01	2	1	10800.00
SCHLABACH	CA	ADJUNCT INSTRUCTOR	86/08/01	2	5	3900.00
SCHLABACH	JC	ASST PROFESSOR	83/08/01	1	5	22634.00
SCHNAUTZ	EW	WORKER UTIL MAINT	79/07/02	1	1	16015.00
SCHOENFELDT	RC	ASSOC PROFESSOR	68/09/01	1	5	39675.00
SCHROADER	JC	LEADER CUSTODIAN	81/01/05	1	1	10649.00
SCHROEDER	GG	ASST PROF DIRECTOR	76/02/01	1	1	32439.00
SCHROEDER	OR	BUSINESS MANAGER	87/03/23	1	1	28600.00
SCHULTZ	ML	DEPT SECRETARY I	85/01/14	2	1	5742.00
SCOTT	CR	SERVING LINE WORKER	81/01/05	1	1	10404.00
SCOTT	FW	CUSTODIAN	79/11/26	1	1	10252.00
SCOTT	JW	GROUNDSMAN I	86/08/01	1	1	8728.00
SCOTT	RJ	ASSOC PROFESSOR	83/08/01	1	5	25620.00
SCOTT	SM	SNACK BAR WORKER	85/03/30	1	1	9587.00
SEAFORD	MA	DEPT SECRETARY II	81/08/31	1	1	12179.00
SEALE	WB	CHAIR PROFESSOR	65/09/01	1	1	50848.00
SEAVERS	MJ	SECRETARY LEGAL	80/01/17	1	1	15860.00
SEAY	RA	ASST PROFESSOR	85/08/01	1	5	39403.00
SEGOVIA, JR	O	HEAD COACH	87/07/01	1	1	15500.00
SELIM	MI	ASST PROF/DIRCHESELA	84/08/01	1	5	25250.00
SHAHAN	PW	ASST DEAN PROFESSOR	57/09/01	1	1	40293.00
SHEEKS	RW	PROFESSOR	65/09/01	1	5	32645.00
SHELBY	VL	VISITING INSTRUCTOR	85/01/01	1	5	16750.00
SHELLEY	JD	ASST RECEIVING AGENT	86/08/18	1	1	12375.00
SHELTON	FA	GROUNDSKEEPER	80/04/28	1	1	11484.00
SHELTON	RM	SECRETARY	87/01/05	1	1	11493.00
SHEPPARD	FW	PROFESSOR	63/09/01	1	5	35001.00
SHERIDAN	TL	CLERK MASS MAIL	87/02/02	1	1	10103.00
SHOFFNER	JS	LEADER CUSTODIAN	81/01/12	1	1	11213.00
SHOOP	WL	ASST PROFESSOR LWP	84/08/01	1	5	26000.00
SHOUSE	CL	SECRETARY	85/09/01	1	1	10280.00
SHUPE	RO	LABORER UTILITY	86/08/01	1	1	9271.00
SICKEL	JB	ASSOC PROFESSOR LWP	75/08/01	1	5	13650.00
SIEBOLD	BA	ASST PROFESSOR	82/08/01	1	5	25465.00
SIMMONS	BO	FARM MANAGER	84/09/10	1	1	20600.00
SIMMONS	MP	ASST PROF/TRK COACH	76/08/01	1	5	27307.00
SIMMONS	TE	ASST PROF/ATH TRAIN	65/09/01	1	5	26721.00
SIMPSON	MH	SUPER MEDIA SUP	68/08/19	1	1	14470.00
SIMS	AM	CUSTODIAN	79/05/21	1	1	10356.00
SIMS	FD	CUSTODIAN	77/07/11	1	1	10356.00
SKINNER	KL	SUPERVISOR	74/08/20	1	1	13120.00
SLIMMER	VH	CHAIR PROFESSOR	82/08/01	1	1	40900.00
SMITH	CG	PROFESSOR	69/09/01	1	5	36150.00
SMITH	DW	SUPER AUDIO VISUAL	86/11/01	1	1	16480.00
SMITH	HW	CUSTODIAN	83/11/14	1	1	9384.00
SMITH	LW	ASST LAB SR	83/12/01	1	1	13921.00
SMITH	ME	ADM SYSTEMS COORD	71/07/19	1	1	20600.00
SMITH	RL	ELECTRONICS TECH	85/01/02	1	1	26750.00
SMITH	WF	PROFESSOR	76/01/01	1	5	38350.00
SNEAD	CG	INSTRUCTOR	84/08/01	1	5	22680.00
SNELL	SJ	CLINIC AUDIOLOGIST	83/07/01	1	1	23317.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY	
SNYDER	CG	NECROPSY PROSECTOR	BREATHITT VET CTR	74/08/05	1	1	12903.00
SNYDER	ML	CUSTODIAN	PHYSICAL PLANT	81/01/27	1	1	9963.00
SOLMON	C	ADM ASST TO DIRECTOR	STUDENT SUPPORT SERV	79/02/01	1	1	14548.00
SPANN	BA	SENIOR CASHIER	ACCOUNTING & FINANCE	68/10/28	1	1	14842.00
SPANN	JL	VIDEO PROD SPECIALIT	GAERF MOTION ANALYSI	86/08/25	1	1	15750.00
SPEAKES	RA	VISIT ASST PROFESSOR	ENGLISH	85/08/01	1	5	21578.00
SPEIGHT	JB	ASSOC PROFESSOR	ART	75/08/01	1	5	25650.00
SPINDLEMAN	DA	CUSTODIAN	RESIDENCE HALLS	86/09/23	1	1	8833.00
STACY	H	OPERATOR CLK/CENTREX	TELECOMMUNICATIONS	87/06/01	2	1	4980.00
STANBAUGH	CT	ASSOC PROFESSOR	ACCOUNTING	86/08/01	1	5	51720.00
STEELE	BL	EQUIP TECH	INDUSTRY & TECH	76/07/01	1	1	22710.00
STEELE	RT	EQUIP OPERATOR HVY	PHYSICAL PLANT	81/10/31	1	1	14658.00
STEELY	LW	BEEF/SWINE WORKER	FARM	87/07/20	1	1	10565.00
STEFFEN	CG	ASSOC PROFESSOR	HISTORY	77/08/01	1	5	26036.00
STEIGER	R	ASSOC PROFESSOR	ENGLISH	76/08/01	1	5	25378.00
STEPTO	EK	DEPT SECRETARY II	HOME ECONOMICS	78/09/18	1	1	12668.00
STEVENS	LL	GROUNDKEEPER	PHYSICAL PLANT	83/01/03	1	1	11254.00
STEWART	CL	CHAIR PROFESSOR	HEALTH/REC/PE	62/06/20	1	1	48105.00
STEWART	ME	VISITING LECTURER	MATHEMATICS	84/08/07	1	5	17500.00
STOCKTON	GL	DIRECTOR & ASST PROF	PERSONNEL SERVICES	65/09/01	1	1	32337.00
STONE	CR	INSTRUMENT TECH	MUSIC	70/01/05	1	1	26945.00
STONE	RL	TRUCK DRIVER SANT	PHYSICAL PLANT	78/08/28	1	1	11714.00
STORY	DL	ASSOC PROFESSOR	MUSIC	67/08/01	1	5	29097.00
STORY	PJ	BOOKKEEPER	LIBRARY	85/09/16	1	1	11533.00
STRIETER	TW	ASSOC PROFESSOR	HISTORY	77/08/01	1	5	27273.00
STRODE	RA	CUSTODIAN	RESIDENCE HALLS	86/02/03	1	1	9270.00
STROUD	MC	CLERK PAYROLL JR	ACCOUNTING & FINANCE	87/02/09	1	1	10769.00
STROUP	KM	PRESIDENT & PROF	PRESIDENT'S OFFICE	83/07/01	1	1	78500.00
STUART	BK	NURSE STAFF	HEALTH SERVICES	79/08/20	1	4	12510.00
STUART	JG	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	77/08/01	1	5	27200.00
STUART	LA	SR MED TECH	BREATHITT VET CTR	68/02/01	1	1	23544.00
SUITER	TG	CLERK TYPIST II	ALUMNI AFFAIRS	86/09/02	1	1	10103.00
SUMMERVILLE	CJ	SR SYSTEMS PROGRAM	COMPUTING & INFO SYS	81/07/15	1	1	40685.00
SUTRICK	KH	ASST PROFESSOR	COMPUTER STUDIES	84/08/01	1	5	34250.00
SWAN	RR	ASST PROFESSOR	ENGINEERING TECH	80/08/01	1	1	33944.00
SWAN	WJ	ASSOC PROFESSOR	ENGLISH	67/09/01	1	5	29761.00
SWIFT	DC	LABORER	PHYSICAL PLANT	76/08/30	1	1	9856.00
SWIFT	DL	CLERK CONTRACT	PURCHASING & GEN SER	86/03/27	1	1	10769.00
TALIAFERRO	DH	ASST PROFESSOR	NURSING	85/09/16	1	5	22750.00
TANNER	SM	COOK	FOOD SERVICE	85/03/30	1	1	8446.00
TARVIN	JT	ASSOC PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	5	32700.00
TARVIN	SE	ADMIN SECRETARY II	COMPUTING & INFO SYS	85/08/19	1	1	11533.00
TAYLOR	JA	MOVER	PHYSICAL PLANT	80/05/24	1	1	10670.00
TAYLOR	JG	PROFESSOR	ELEMENTARY & SEC ED	68/09/01	1	5	35600.00
TAYLOR	KF	CUSTODIAN	PHYSICAL PLANT	86/09/02	1	1	8833.00
TAYLOR	MA	CLERK/TYPIST II	WKMS-FM RADIO	85/10/07	2	1	5658.00
TAYLOR	MH	ASSOC PROFESSOR	MUSIC	69/09/01	1	5	29006.00
TEAGUE	FE	MICROCOM REPAIR TECH	COMPUTING & INFO SYS	83/09/19	1	1	19776.00
THOMAS	CL	DEPT SECRETARY II	ELEMENTARY & SEC ED	84/08/22	1	1	11494.00
THOMAS	SL	RECEPTIONIST HALL	RESIDENCE HALLS	79/08/16	2	4	6007.00
THOMPSON	JA	DEAN & PROFESSOR	BUS & PUBLIC AFFAIRS	66/09/01	1	1	59823.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
THOMPSON	JC	ASST PROFESSOR	MUSIC	82/08/01	1	5	22541.00
THOMPSON	JF	PROFESSOR	ECONOMICS & FINANCE	67/09/01	1	5	43630.00
THURMAN	LH	ASST TO PRES & DIR	PRESIDENT'S OFFICE	66/08/22	1	1	40100.00
THURMOND	CA	FIELD COORD/TRAINER	OLDER WORKERS PROJ	77/08/15	1	1	21520.00
THWEATT	KH	CLERK/TYPIST I	UNIVERSITY BOOKSTORE	81/12/10	1	1	10847.00
THWEATT	RS	CUSTODIAN	PHYSICAL PLANT	86/06/23	1	1	8833.00
THWEATT	TR	CUSTODIAN	PHYSICAL PLANT	86/10/27	1	1	8833.00
TIBBS	P	PROFESSOR	ACCOUNTING	60/09/01	1	5	34993.00
TIMMERMAN	MJ	ASST PROFESSOR	ART	70/09/01	1	5	26350.00
TIMMONS	KH	INSTRUCTOR	HOME ECONOMICS	83/08/01	2	5	10349.00
TIMMONS	TJ	ASST PROFESSOR	BIOLOGICAL SCIENCES	82/08/01	1	5	26800.00
TOBEY	WJ	CASHIER	FOOD SERVICE	74/09/03	1	1	9727.00
TOTH	BJ	PATROL OFFICER	CAMPUS SAFETY	82/11/06	1	1	14720.00
TOUCHTON	ME	REPAIRMAN ELECTRONIC	OFF MACHINE REPAIR	78/01/23	1	1	19619.00
TRAVIS	EF	CLERK/TYPIST I	UNIVERSITY BOOKSTORE	77/08/15	1	1	11493.00
TUCKER	KP	PROFESSOR	ENGLISH	70/09/01	1	5	30710.00
TURNER	MJ	DISHROOM WORKER	FOOD SERVICE	86/02/03	1	1	7273.00
TURSKA	TJ	DEPT SECRETARY I	ELEMENTARY & SEC ED	87/03/23	1	1	9790.00
TUTT	BD	DEPT SECRETARY II	AGRICULTURE	61/06/12	1	1	13920.00
TYLER	JK	CASHIER I	UNIVERSITY BOOKSTORE	77/04/25	1	1	10655.00
TYLER	TD	TRUCK DRIVER SANT	PHYSICAL PLANT	74/03/25	1	1	11946.00
TYNES	LM	UPHOLSTERER	UPHOLSTERY SHOP	86/02/03	1	1	12080.00
TYRA	BS	CUSTODIAN	PHYSICAL PLANT	85/01/14	1	1	9417.00
UMAR	DA	CLERK INQUIRY	ADMISSIONS & RECORDS	79/04/24	1	1	12472.00
UMAR	FF	PROFESSOR	POL SCI & LEGAL STUD	70/09/01	1	5	37011.00
UNDERHILL	AM	CUSTODIAN TEAM LDR	RESIDENCE HALLS	82/08/13	1	1	10252.00
USDANSKY	SL	ASSOC PROFESSOR	GEOSCIENCES	85/07/01	1	5	28750.00
USHER	RH	PROFESSOR	ELEMENTARY & SEC ED	77/08/01	1	5	37101.00
USREY	JD	CARPENTER UTILITY B	PHYSICAL PLANT	72/07/17	1	1	16704.00
VANARSDEL	TR	ASST PROFESSOR	MUSIC	77/08/01	1	5	25078.00
VANCE	JM	STOCKROOM WORKER	FOOD SERVICE	82/11/01	1	1	9099.00
VANDEGRIFT	V	CHAIR PROFESSOR	CHEMISTRY	76/01/01	1	1	45750.00
VAUGHN	EL	ADMIN SECRETARY III	BUS & PUBLIC AFFAIRS	66/09/01	1	1	15233.00
VAUGHN	JL	ASST MANAGER	UNIVERSITY BOOKSTORE	68/07/01	1	1	23590.00
VAUGHN	LF	ASST PROFESSOR	HOME ECONOMICS	86/01/01	1	5	22449.00
VIDMER	MF	SECRETARY	FT CAMPBELL CENTER	80/08/18	2	1	4966.00
VINSON	AS	EXECUTIVE SECRETARY	STUDENT DEVELOPMENT	70/01/05	1	1	15915.00
VINSON	CB	ASST DIR LOAN&GRTPRG	STUDENT FIN AID	71/10/01	1	1	21950.00
VINSON	GJ	BOOKKEEPER	CURRIS CENTER ADMIN	80/01/05	1	1	12512.00
VOLP	RF	ASST PROFESSOR	CHEMISTRY	83/08/01	1	5	26450.00
VOLPINTESTA	AV	ASSOC DIRECTOR	PHYSICAL PLANT	79/01/08	1	1	31861.00
WAAG	CH	ASST PROFESSOR	FOREIGN LANGUAGES	86/08/01	1	5	21737.00
WADDELL	CJ	ASST MANAGER	POSTAL SERVICES	79/07/01	1	1	14105.00
WAGNER	LD	CLERK MEDIA RESOURCE	FAC RESOURCE CENTER	77/06/13	1	4	8561.00
WAGNER	TL	ASSOC PROFESSOR	ED LEAD & COUNSELING	76/08/01	1	5	31787.00
WAGONER	BR	GOLF COURSE SUPER	MSU FOUNDATION GOLF	86/08/01	1	1	20600.00
WAGONER	DS	PAYROLL ACCOUNTANT	ACCOUNTING & FINANCE	87/04/01	1	1	18500.00
WALKER	W	COOK	FOOD SERVICE	80/08/05	1	1	9172.00
WALKER	BG	MECH MAINT SERVICE	PHYSICAL PLANT	82/03/01	1	1	16140.00
WALKER	FD	ELECTRICIAN B	PHYSICAL PLANT	84/11/26	1	1	14115.00
WALL	CJ	ASSOC PROFESSOR	LIBRARY	80/08/01	1	1	24466.00

ALPHABETIC LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WALLACE	BJ	CUSTODIAN	PHYSICAL PLANT	85/06/03	1	1	9271.00
WALLACE	JG	DEPT SECRETARY I	SPECIAL EDUCATION	82/08/09	1	1	11356.00
WALTERS	RS	CLERK II LIBRARY	LIBRARY	87/07/13	1	1	9340.00
WARD	JD	PROGRAM DIRECTOR	OFF OF DEVELOPMENT	76/05/03	1	1	32250.00
WARD	ME	PUBLICATIONS EDITOR	OFF OF PUBLICATIONS	86/07/01	1	1	15450.00
WASHER	SS	DEPT SECRETARY II	PHILOSOPHY & REL STU	72/01/19	2	4	4915.00
WATKINS	AM	OPERATOR COMPOSER	PRINTING SERVICES	77/09/13	1	1	12747.00
WATKINS	SK	COMMUNITY ED COORD	COMMUNITY EDUCATION	87/02/10	1	1	18025.00
WATKINS	YL	PROFESSOR	SPECIAL EDUCATION	66/09/01	1	5	35793.00
WATSON	LA	ASST PROFESSOR	NURSING	86/01/01	1	5	25125.00
WATSON	PA	PATROL OFFICER	CAMPUS SAFETY	80/08/09	1	1	15472.00
WATTIER	MJ	ASSOC PROFESSOR	POL SCI & LEGAL STUD	80/08/01	1	5	27076.00
WEATHERLY	JG	ASSOC PROFESSOR	ENGINEERING TECH	75/06/01	1	5	34175.00
WEAVER	JF	DEAN & PROFESSOR	COLLEGE OF EDUCATION	85/07/01	1	1	57230.00
WEAVER	LW	COLLECTIONS TECH	WICKLIFFE MOUNDS	85/11/15	1	1	13000.00
WEBER	NV	CHAIR PROFESSOR	GEOSCIENCES	80/01/01	1	1	46000.00
WEIDNER	WJ	ASST FB COACH & INST	FOOTBALL	86/07/01	1	1	19570.00
WEILER	MM	CHAIR ASSOC PROF	ART	75/08/01	1	1	41000.00
WELLS	JF	DIRECTOR & ASSOC PROF	OWENSBORO MBA	80/07/01	1	1	40710.00
WELTER	MJ	CLERK STUD EMPLOY	STUDENT FIN AID	76/06/22	1	1	13570.00
WESLER	KW	DIRECTOR ASST PROF	SOCIOLOGY & ANTHRO	83/07/01	1	1	25149.00
WEST	DJ	RECEPTIONIST HALL	RESIDENCE HALLS	86/08/18	2	4	5221.00
WEST	EE	DIRECTOR	PHYSICAL PLANT	82/09/01	1	1	41100.00
WEST	SK	MEDICAL TRANSCRIBER	BREATHITT VET CTR	85/04/08	1	1	10710.00
WEST	SL	ASSOC PROFESSOR	POL SCI & LEGAL STUD	75/08/01	1	5	31268.00
WESTFALL	CA	TRANS MANAGE SPEC	FT CAMPBELL CENTER	87/02/02	1	1	14489.00
WHALEY	PW	PROFESSOR	GEOSCIENCES	68/08/15	1	5	35000.00
WHAYNE	IU	PHYSICIAN	HEALTH SERVICES	81/07/01	1	3	45100.00
WHITAKER	CA	ADMIN SECRETARY I	BASKETBALL	85/09/11	1	1	11298.00
WHITAKER	HK	MICROBIO IV&ASSTPROF	BREATHITT VET CTR	73/10/15	1	1	33206.00
WHITAKER	WJ	ASSOC PROFESSOR	ENGINEERING TECH	75/08/01	1	5	33153.00
WHITE	SB	ASST PROFESSOR	BIOLOGICAL SCIENCES	81/08/01	1	5	25550.00
WHITFIELD	TD	CHAIR ASSOC PROF	ELEMENTARY & SEC ED	77/08/01	1	1	43831.00
WHITMIRE	DR	DIRECTOR	ACCOUNTING & FINANCE	85/08/01	1	1	46785.00
WHITTAKER	NC	ACCOUNTANT	ACCOUNTING & FINANCE	86/01/02	1	1	21600.00
WILDER	CD	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	69/09/01	1	5	28800.00
WILEY	CA	DIRECTOR	MINORITY FAC AFFAIRS	86/03/24	1	1	26780.00
WILFORD	JE	CUSTODIAN	BREATHITT VET CTR	87/07/01	1	1	7989.00
WILKERSON	PA	SERVING LINE WORKER	FOOD SERVICE	79/01/08	1	1	9004.00
WILKINS	TH	ACAD SYS SPEC	COMPUTING & INFO SYS	66/09/01	1	1	25935.00
WILLIAMS	AL	GROUNDKEEPER	PHYSICAL PLANT	84/05/29	1	1	10648.00
WILLIAMS	EL	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	1	9375.00
WILLIAMS	JW	CUSTODIAN	PHYSICAL PLANT	79/11/26	1	1	10189.00
WILLIS	JW	CHAIR ASSOC PROF	ED LEAD & COUNSELING	77/08/01	1	1	43831.00
WILLOUGHBY	HB	DISHROOM WORKER	FOOD SERVICE	81/01/05	1	1	8025.00
WILSON	JD	ASSOC PROFESSOR	MATHEMATICS	59/09/01	1	5	32125.00
WILSON	JQ	FOREMAN UPHOLSTERY	UPHOLSTERY SHOP	81/01/26	1	1	15641.00
WILSON	LL	COOK	FOOD SERVICE	85/10/26	1	1	8362.00
WILSON	MA	CLERK CERTIFICATION	ADMISSIONS & RECORDS	76/09/20	1	1	14587.00
WILSON	RD	COORDINATOR	UPWARD BOUND	79/10/01	1	1	21115.00
WILSON	RI	CLERK II LIBRARY	LIBRARY	68/01/16	1	1	11202.00

ALPHABETICAL LISTING OF EMPLOYEES  
AS OF AUGUST 1, 1987

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WILSON	SH	CASE INITIATOR	BREATHITT VET CTR	78/03/13	1	1	16329.00
WILSON	TL	INSTRUCTOR LWOP	ELEMENTARY & SEC ED	78/07/01	1	1	29475.00
WILSON	VJ	COUNSELOR	STUDENT SUPPORT SERV	85/09/01	1	1	15000.00
WINCHESTER	LC	LEAD MOVER	PHYSICAL PLANT	73/06/19	1	1	12298.00
WINDSOR	MM	SALAD WORKER	FOOD SERVICE	81/08/17	1	1	8645.00
WINSTEAD	DK	CLERK/TYPIST II	COLLEGE OF SCIENCE	84/08/06	1	2	10600.00
WINTERS	KW	DEAN & PROFESSOR	INDUSTRY & TECH	65/09/01	1	1	55420.00
WISEHART	DJ	CLERK STUDENT LOAN	STUDENT FIN AID	81/02/16	1	1	12414.00
WOLF	KH	ASSOC PROFESSOR	HISTORY	69/09/01	1	5	30528.00
WOODS	MB	DEPT SECRETARY II	CHEMISTRY	77/12/01	1	1	13256.00
WOODS	PE	MECHANIC AUTO A	MOTOR POOL	82/11/03	1	1	17393.00
WRIGHT	JA	ASST PROF/ASSTDIRBAN	MUSIC	87/07/01	1	5	24000.00
WRIGHT	TJ	MECHANIC AUTO B	MOTOR POOL	82/04/12	1	1	12131.00
WRIGHT	WG	SPECIALIST ACCT COLL	ACCOUNTING & FINANCE	81/03/02	1	1	13843.00
WURTH	JL	ASST BASEBALL COACH	BASEBALL	83/07/01	1	1	17000.00
WYANT	DI	DEL/WAREHOUSE LABOR	PURCHASING & GEN SER	84/05/29	1	1	9712.00
WYATT	CS	CUSTODIAN	RESIDENCE HALLS	82/01/04	1	1	9941.00
WYATT	JE	STOCKROOM WORKER	FOOD SERVICE	82/08/16	1	1	10526.00
WYATT	MJ	EXECUTIVE SECRETARY	MSU FOUNDATION	83/04/28	1	1	13804.00
WYATT	RJ	CLERK ACCOUNTING II	ACCOUNTING & FINANCE	86/10/28	1	1	10769.00
WYLDER	DE	PROFESSOR	ENGLISH	77/07/01	1	5	38926.00
YATES	CA	ADMIN SECRETARY I	COUNSELING & TESTING	77/04/25	1	1	11961.00
YATES	JM	DIRECTOR	FT CAMPBELL CENTER	77/05/09	1	1	34375.00
YOO	Y	PROFESSOR	LIBRARY	69/07/01	1	1	32882.00
YOUNG	KR	ADMIN SECRETARY II	PURCHASING & GEN SER	80/08/04	1	1	12727.00
YOUNG	ME	COORD STUDENT ACT	CO-CURRICULAR ED	85/07/01	1	1	16000.00
YUILL	ME	MGR LOAN ACCOUNTING	ACCOUNTING & FINANCE	80/01/02	1	1	23000.00
ZAMBELLA	LJ	ADMIN SECRETARY I	UNIVERSITY INFO SER	82/12/06	1	1	12081.00

# LEAVES OF ABSENCE - STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Kathrina F. Taylor	Custodian, Physical Plant	8/6/87--10/19/87
Joan Jenkins	Receptionist Breathitt Veterinary Center	8/14/87--8/31/87
Robbie J. Mayo	Custodian, Physical Plant	6/5/87--8/3/87
Carol Yates	Administrative Secretary Counseling & Testing Center	8/10/87--8/15/87
Ruby J. Leslie	Cashier, University Bookstore	6/17/87--7/15/87



**Murray State University**

Office of Admissions  
Murray, Kentucky 42071-3308  
Telephone (502) 762-3741 or 762-2896  
In-state call toll free: 1-800-592-3977

September 18, 1987

Board of Regents  
Murray State University  
Murray, KY 42071

Dear Board Members:

Attached is a list of those who completed requirements and received degrees as indicated on August 7, 1987.

Sincerely,

*Phil Bryan*

Phil Bryan  
Dean of Admissions  
and Records

Enc.

ASSOCIATE OF ARTS

Shawn W. Harrington

Terry Alan Wallace

ASSOCIATE OF SCIENCE

Joy Michelle Hudgins

James Trent Merrick

Mark Alan Hutson

John Joseph Mize

Wanda Lee Johnson

Doyle H. Shelton

Ralph L. Langen

Karen Ann Stutler

Vernon Boyce Taylor Jr.

ASSOCIATE OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Nancy Marion

Gerald T. Wells

BACHELOR OF ARTS

Bradley Thomas Bryan

David John James

Mary Jane Dunn

Mary Jo Marsh

Brenda Roof Gardner

Naomi Shankle Scarbrough

Paula F. Stinnett

BACHELOR OF SCIENCE

Aliyu Amodu

Sandra Lee Brownfield

Jay Carl Anderson

Deborah K. Buchanan

Stacy Renee Hodge Aquino

Harlan B. Calhoun Jr.

Bruce W. Arnette

Martin D. Clark

Michael Curtis Baker

Calvin Randolph Cole

Theresa Yvonne Banken

John Jeffrey Dalton

Eric Lee Bandy

Cynthia Gale Darnell

Rebecca R. Barnes

Randall Dean Davidson

John Gerard Biagi

Sharon Kay Deweese

Leslie Susan Sodeil

Linda H. Edrington

Marla D. Boehman

Samuel Lee Elkins

Stacey Bruce Bradley

Kay M. Ellifson

Kent Rolfe Brandon

Carl Herman Elliott Jr.

Darla Janine Fires

## BACHELOR OF SCIENCE (Cont'd)

Tamara Ann Foster  
 Diana Garson France  
 Alicia Galloway Gilkey  
 Shirley Faye Goodman  
 Donna Gail Gunn  
 Jennifer V. Hastings  
 Joseph Kent Henry  
 Loretta Jeannette Hicks  
 Andrew Hart Hillmann  
 Bethany Kaye Holland  
 Christopher Clay Hon  
 Jamesena Jean Houseal  
 Angela Rebecca Hughes  
 Beth Gresham Joiner  
 Lorilee Renee Jones  
 Colleen Marie Kaelin  
 Dianne R. Katterjohn  
 Patrick Louis Kennedy  
 Salaheddin Khalighi  
 Debbie Wolfe Konrad  
 Ann Laatsch  
 Valorie Anne Langseth  
 Lisa R. Lee  
 Amy L. Livesay  
 David Brian Marion  
 Lisa Elaine Marshall

James Scott Martin  
 Micheal Gerard McGregor  
 Deborah S. Melton  
 William Glenn Mercer  
 Melinda S. Monfort  
 Dexter Montgomery  
 Kevin Lawrence Murphy  
 Byron S. Ogger  
 Tony M. Rahn  
 Geraldine P. Reed  
 Linda Crooks Richards  
 Carrie Lee Shaw  
 Cindy Yvonne Heath Sienar  
 Jennifer Kay Simpson  
 Jeffrey Dale Siress  
 William Jeffery Skillern  
 Martha Marie Spracklen  
 Kerry A. Stovall  
 Johnnie A. Vaughan Jr.  
 Billy Richard Warford Jr.  
 Erika Juna Washer  
 Charles Hal Wiles  
 Susan Burrall Wills  
 Dile Dwain Wilson  
 Michael Derrel Wilson  
 Michael Eugene Wright

Bill L. Zotto

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 Kelly Lynn Collins

Gary Shannon Lawson  
 Robert Louis Wells II

## BACHELOR OF SCIENCE IN BUSINESS

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 Tracy Lea Beach  
 Stephen Todd Bradshaw  
 Michael C. Cappock  
 Gina Sue Coy  
 Vanessa Cornelia Dickerson  
 Melissa L. Emerson  
 Christine Ann Gaither  
 Julie Ann Geiger

Marvin G. Glazer  
 Raymond Warren Grady  
 Debra Denise Graham  
 Scott Richard Hettenbach  
 Lisa Ann Konemann  
 Lee Anthony McCormick  
 Brian David Phelps  
 Stephanie C. Piper  
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Jean Nicole Conway  
Carol Susan Hayden

Charles David Hopkins  
Deanna Gail Jones  
Christy Sears Keene  
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Catherine Ann O'Neill

## BACHELOR OF SCIENCE IN NURSING

Barbara Metz Schnapp

## BACHELOR OF MUSIC EDUCATION

Todd Edwin Hill

Dean W. Smith

## BACHELOR OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Vicki Lynn Kirschner

Jeffrey Lee Morton

David E. Voges

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Paul Timothy Aquino  
Khairil Anuar Arshad  
Mao Chang  
Julian Thomas Clark  
David Aubrey Daniel  
Robert E. Davis  
Joe Bryant Driver  
Larry T. Durhan  
Patricia P. Frakes  
Jeffrey Mason Futrell  
Mahdi Ghoncheh  
Clyde Thomas Grant  
Sandra Kay Dean Grant  
Kimberly Jo Graves

Mark Randall Graves  
Yoshifumi Harada  
Teresa Carolyn Harwood  
Carol Tyler Kirk  
Stanley Orvell McKinney  
John Kenneth Nesseth  
James Harvey Olds Jr.  
Halijah Osman  
Karen Joyce Pace  
Joyce D. Ross  
Marion Henderson Shepherd  
Elaine Ann Tessino  
Odelsia Torian  
Jann Lea Washer  
Van Williams

Linda Lou Workman

## MASTER OF ARTS

Cecilia McDaniel Brock  
Monique Nicole Kluczykowski

Diane Dicus Reese  
Karen Hamilton Willis

## MASTER OF ARTS IN EDUCATION

Dianne Farmer Beckman  
Brenda Florence Boyarski  
Connie Mason Brashears  
Mary Lue Byrum  
Vicki C. Castleberry  
Dianna Lee Ealey  
Teresa F. Ebling  
Sharon W. Evans  
Jeanene Miller Gholson  
Chris Allen Gilkey  
Gale Ann Grisham  
Tammy Carol Heady  
Randlee Mosley Herrold

Marcia Gayle Holder  
Anita Mae Ervin Holland  
Bradley Edward Johnson  
Felecia Paris Johnson  
Janet Lynn McCrory  
Victoria Sargent McGregor  
Kimberly Ann Mittendorf  
Laurie Wicker Owen  
Samuel Barton Rich  
Dorothy A. Sparks  
Donna Sue Tecoulesco  
LaDon Dowdy Travis  
Thomas Edward Wilson

## MASTER OF BUSINESS ADMINISTRATION

Timothy Scott Childers  
James Quinton Edmonds II  
Stacia Ellen Higgins  
Cynthia Gail Henson Ivy

Laurie Fay Marvin  
Changgeun Parkin  
Steven Joseph Priest  
Keryl E. Twigg

## II. Information Items

A. Programs recommended for continuation in their present form:

<u>CIP code</u>	<u>program</u>
02.0101	General Agriculture (MS)
13.1001	Special Education (MAEd)
13.1309	Industrial Education (MS)
13.1314	Physical Education (MA)
15.9999.01	Engineering Technology (MS)
18.0103	Communication Disorders (MS)
18.1101	Nursing (MS)
23.0101	English (MA)
23.1001	Speech Communication (MA/MS)
26.0101	Biology (MS)
27.0101	Mathematics (MA/MS)
31.0301	Recreation and Leisure Services (MA)
40.0501	Chemistry (MS)
40.0801	Physics (MS)
42.0101	General Psychology (MA/MS)
42.0201	Clinical Psychology (MA/MS)
45.0601	Economics (MS)
45.0601	Geography (MS)
45.0601.01	History (MA)

B. Programs to be re-examined spring, 1989, for correction of identified deficiencies:

<u>CIP code</u>	<u>program</u>	<u>chief deficiency</u>
09.0102	Communications (JRT)(MA/MS)	low enrollment
13.1312	Music Education (MME)	low enrollment
19.0101	Home Economics (MS)	low enrollment
44.0401.01	Public Administration (MPA)	various ones named
50.0799.01	Studio Art (MA)	low enrollment

C. Evaluations postponed

<u>CIP code</u>	<u>program</u>	<u>date of review</u>
06.0101	Business Administration (MBA)	when accreditation report received
13.1101.01	Guidance and Counseling (MAEd)	when new certification guidelines announced
15.0701	Occupational Safety and Health (MS)	spring, 1989

D. Programs recommended for study of possible merger:

The report recommends that the College of Education (with Council on Higher Education staff assistance) study the feasibility of developing the following three comprehensive programs to serve the students now served by seven separate programs:

1. Educational Specialist (EdS) in public school administration and counseling, to replace:

- 13.0405 Public School Administration (EdS)
- 13.1101.01 Guidance and Counseling (EdS)

2. MAEd in teaching, to replace:

- 13.1201 Elementary Education (MAEd)
- 13.1205 Secondary Education (MAEd)
- 13.1315 Reading (MAEd)

3. EdS in teaching, to replace:

- 13.1201 Elementary Education (EdS)
- 13.1205 Secondary Education (EdS)

The comprehensive programs in teaching would also include options for middle school education in keeping with new Kentucky Department of Education guidelines.

AL/A3/8147/gp



MURRAY STATE UNIVERSITY

Graduate Program Review

Phase I

August 18, 1987

Murray State University  
Graduate Program Review

Program Recommendations

01.0102      Agricultural business (MS)

Recommendation: that this program be withdrawn from Council on Higher Education (CHE) registration and instead be recognized as an option of the general agriculture program.

Background: Although MSU literature has described this program as an option for several years, it remains as a separate program on the CHE registry.

02.0101      General Agriculture (MS)

Recommendations: that this program be redesigned to ensure that the options in agricultural business and agricultural education meet CHE guidelines; that greater emphasis be placed on faculty publication.

Background: The graduate program review has indicated that, while several of the graduate faculty in agriculture have been successful in securing grants, there is little evidence of active involvement in research and publication.

06.0101      Business Administration (MBA)

Recommendation: that the report of the accrediting agency be used as a basis for evaluating the program.

Background: Because it was undergoing the self-study process for continued accreditation by the American Assembly of Collegiate Schools of Business, the MBA program did not participate in the MSU graduate program review. When the accreditation process is complete, the report received will be used to evaluate the MBA program on the same terms as the other graduate programs.

Recommendations: that the Department of Journalism and Radio/TV continue its curriculum review, giving attention to setting appropriate undergraduate and graduate prerequisites for graduate courses; that additional efforts be made to stimulate enrollment, to significantly increase student research activity, and to increase faculty research and publication; that the program be re-examined in the spring of 1989 to determine if increased enrollments justify its continuation at that time.

Background: While indicating a need to stimulate enrollment, the external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to encourage program quality and integrity.

- 13.0405 School Administration (EdS)

Recommendations: that this program be restructured to become a generic program with a strong central core that can serve those seeking an advanced degree in public school administration fields; that the staff of the Council on Higher Education be involved in the restructuring process so that CHE guidelines will be met.

Suggested lines of action include: providing advanced work in school research, school law and Kentucky regulations, school organization and change, educational policy, and alternate school models; meeting NCATE standards and EdS accreditation standards for interstate reciprocity; developing program options for supervision and guidance/counseling which would serve the needs of those seeking certification for principal or supervisor at all grade levels, school superintendent, guidance counselor, or school business administrator.

Background: Effective January 1, 1988, (to be implemented fall, 1987, at MSU) all Kentucky administrative programs must be at the post-masters level. While some state institutions will respond to this mandate by creating eight separate EdS programs, MSU hopes to serve the needs of its students by creating only one generic EdS program in administration. The changes suggested above will address deficiencies in the present programs which were identified during the graduate program review.

13.0499.01 School Business Administration (MAEd)

Recommendation: that the program be eliminated and withdrawn from CHE registration.

Background: This program will be rendered unnecessary by the coming requirement outlined above that all public school administrative certificates be post masters programs. Those interested in a degree program offering school business administration certification will enter the EdS in Administration program.

13.1001 Special Education (MAEd)

Recommendations: that the Department of Special Education continue its successful efforts in minority and off-campus recruitment and in faculty research, grant activity, and publication; that more emphasis be placed on student research/thesis activity.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain and enhance current program quality and integrity.

13.1101.01 Guidance and Counseling (MAEd)

Recommendations: that action be based on the as yet unannounced administrative regulation for school guidance counselors. If state certification preparation remains at the master's level, redesign the current program to meet National Counseling Association standards with a certification option. If state certification preparation is a post master's program, eliminate the MAEd program and withdraw it from CHE registration. Potential students will be served by an option in the EdS in Administration.

Background: The graduate program review has indicated that the master's program in guidance and counseling is in need of long range goals and planning to provide improvements in the quality of the elementary education program, the productivity of faculty, and the updating of research skills.

13.1101.01 Guidance and Counseling (EdS)

Recommendation: that the program be eliminated and withdrawn from CHE registration. Potential students will be served by an option in the EdS in Administration program or by the redesigned MAEd in Counseling (see above).

Background: Enrollments are small, but the faculty provides much coursework for advanced students who work for certification, not for the degree.

13.1201 Elementary Education (MAEd)

13.1205 Secondary Education (MAEd)

13.1315 Reading (MAEd)

Recommendations: that one of these courses of action be followed:

Course of action A: that the possibility of offering the above three areas plus an area in middle school education as options under one generic MAEd in Education be explored by the College of Education, with early inclusion of the staff of the Council on Higher Education in discussion; if these discussions are positive, that the new program be designed and registered with the CHE, and the above three programs be withdrawn from the registry.

Course of Action B: that a program in middle school education be proposed for CHE registry (13.1202) to comply with a Department of Education mandate; that the present Elementary Education and Secondary Education programs be redesigned to fit the mandate; that mastery of the teaching specialty area, which must according to the mandate be a specified sequence developing appropriate depth and breadth, be tested as part of the comprehensive examination; that the present Reading MAEd program be strengthened; that all four programs require a common core of study in educational research, school law, curriculum, theory, and policy studies; that all four incorporate suggestions from the Carnegie and Holmes reports and comply with recent, tougher NCATE standards.

Background: The Department of Education has mandated that all Elementary (K-8) and Secondary (7-12) programs be discontinued and replaced with redesigned programs for Elementary (K-4), Middle School (5-8), and Secondary (9-12). The graduate program review has determined that the research component of these degree programs is inadequate.

13.1201 Elementary Education (EdS)

13.1205 Secondary Education (EdS)

Recommendations: that these programs be eliminated and withdrawn from CHE registration; that a generic EdS program in teaching (CIP category to be determined) to replace them be developed with the aid of the CHE staff and proposed for CHE registration. This new program should have a common core in advanced educational theory and research which would meet new Kentucky certification standards for Rank I teachers, EdS national accreditation standards, and master teacher requirements for career ladder states. Options should be available for elementary, middle school, and secondary teachers.

Background: Although the External Evaluators judged these programs suitable for continuation in their present form, new standards in Kentucky and elsewhere will require changes.

13.1301 Agricultural education (MAEd)

Recommendations: that this program be withdrawn from CHE registration and instead be recognized as an option of the general agriculture program; that an MS, not an MAEd, be awarded to those who complete the agriculture education option.

Background: Although MSU literature has described this program as an option for several years, it remains as a separate program on the CHE registry.

13.1302 Art Education (MAEd)

Recommendation: that this program be withdrawn from CHE registration.

Background: The Art Education degree described in the graduate bulletin under the Department of Art is awarded by the College of Education and, like other 12 hour subject area complements to the MAEd in Secondary Education, does not need separate registration. It will continue as an option to the revised MAEd in teaching or in secondary education.

13.1308

## Home Economics Education (MAEd)

Recommendations: that this program be withdrawn from CHE registration and an option in Home Economics Education become part of the master's program in Home Economics; that the MS degree, not the MAEd, be awarded to students completing this option.

Background: The Department of Home Economics has described this program as an option of the home economics master's for several years.

13.1309

## Industrial Education (MS)

Recommendation: that greater attention be given to research and publication activities of faculty.

Background: The MS in Industrial Education is a strong program in terms of number of students, faculty breadth and training, and grantsmanship. Little publication, however, results from the grant activity.

13.1312

## Music Education (MME)

Recommendations: that the music faculty participate in more research and publication and/or in more off campus or media performances, especially at colleges and universities in the service area, to enhance student recruitment efforts; that a recruitment plan be developed; that the program be re-examined in the spring of 1989 to determine if increased enrollments justify its continuation at that time.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to encourage program quality and to establish a critical mass of students.

13.1314

## Physical Education (MA)

Recommendations: that the Department of Health, Physical Education, and Recreation continue its curriculum review, giving particular attention to appropriate undergraduate and graduate prerequisites for graduate courses; that faculty research and publication efforts be increased; that vigorous recruiting efforts be initiated.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to encourage program quality and integrity.

13.1315 Reading (MAEd)

[see elementary/secondary, 13.1201]

13.1315 Reading (EdS)

Recommendation: that this program be eliminated.

Background: Although this program appears in the graduate bulletin, it has not been listed on the CHE registry for many years. A reading option will be made available in the generic teaching EdS.

15.0701 Occupational Safety and Health (MS)

Recommendation: that this program be evaluated in the spring of 1989.

Background: The program was only registered by the CHE in 1986.

15.9999.01 Engineering Technology (MS)

Recommendations: that greater emphasis be placed on faculty research and publication; that every effort be made to increase the number of faculty doctorates.

Background: MSU is a pioneer in graduate study in engineering technology, and the enrollment is strong. It is imperative that MSU place more emphasis on depth of faculty training, innovative research, and expansion of the body of knowledge in the field.

18.0103 Communication Disorders (MS)

Recommendations: that the Department of Special Education continue its successful efforts in minority and off-campus recruitment and in faculty research, grant activity, and publication; that more emphasis be placed on student research/thesis activity.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain and enhance current program quality and integrity.



18.1101

Nursing (MS)

Recommendations: that the Department of Nursing continue efforts to increase the number of faculty doctorates and to increase faculty research and publication; that the present emphasis on rural nursing be continued and stressed in student recruitment; that extension of the graduate program to selected off campus sites be carefully considered.

Background: While pointing out the need to increase doctoral faculty, the external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to encourage faculty development and review of the graduate program in nursing.

19.0101

Home Economics (MS)

Recommendation: that the program be re-examined in the spring of 1989 to determine if increased enrollments justify its continuation at that time.

Background: As the External Evaluators have indicated, the program would gain in quality from more, and better, students. Increased efforts in recruitment may bring improvement.

23.0101

English (MA)

Recommendations: that the Department of English continue its high level of faculty research and publication; that recruitment efforts be enhanced; that efforts to develop programs in creative writing and professional writing be continued and enhanced; that more students be encouraged to choose the thesis option.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program strengths. The Department of English is to be commended for the breadth and quality of its faculty preparation.

23.1001

## Speech Communication (MA/MS)

Recommendations: that the Department of Speech Communication and Theatre continue its curriculum review, giving attention to appropriate undergraduate and graduate prerequisites for graduate courses; that it continue present efforts in recruitment; that faculty research and publication be increased; that more students be encouraged to pursue a thesis option.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain and enhance current program quality. The Department of Speech Communication and Theatre is to be commended for its Weekender Master's Program in speech communication.

26.0101

## Biology (MS)

Recommendations: that the Department of Biological Sciences continue its present high level of faculty research, publication, and grant activity; that it continue to encourage students to select the thesis option; that it continue curriculum review, ensuring that courses reflect current trends in the discipline; that it continue to use the Hancock Biological Station for graduate work, to emphasize cooperation with the Breathitt Veterinary Center; that it develop more cooperation in teaching and research in cellular/molecular studies.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and vitality. The Department of Biological Sciences is to be commended for the breadth and quality of its faculty preparation.

27.0101

## Mathematics (MA/MS)

Recommendations: that the Department of Mathematics continue its present high level of faculty research and publication and its emphasis on student research activity; that recruitment efforts be increased.

Background: While indicating a need to stimulate enrollment, the external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and integrity. The Department of Mathematics is to be commended for the breadth and quality of its faculty preparation.

31.0301

## Recreation and Leisure Services (MA)

Recommendation: that the Department of Health, Physical Education, and Recreation continue its curriculum review, giving particular attention to appropriate undergraduate and graduate prerequisites for graduate courses; that faculty research and publication efforts be increased; that recruitment efforts be increased to establish a critical mass of students.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to encourage program strengths.

40.0501

## Chemistry (MS)

Recommendations: that the Department of Chemistry continue its present high level of faculty research, publication, and grant activity and its emphasis on student research activity; that it continue to emphasize use of the Hancock Biological Station for graduate work and to emphasize more cooperation with the Breathitt Veterinary Center; that it develop more cooperation between teaching and research in cellular/molecular studies.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and integrity. The Department of Chemistry is to be commended for the breadth and quality of its faculty preparation.

40.0801

## Physics (MS)

Recommendations: that the Department of Physics and Astronomy continue to emphasize research and publication; that it place further emphasis on the Center for Aerosol Research; that it emphasize cooperation with other Murray State graduate programs.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program strengths. The Department of Physics and Astronomy is to be commended for the breadth and quality of its faculty preparation.

Recommendations: that the Department of Psychology continue its present high level of faculty research and publication; that it continue to increase its rate of students completing a thesis; that it continue its present excellent recruitment efforts.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and vitality. The Department of Psychology is to be commended for the breadth and quality of its faculty preparation.

Recommendations: that the Department of Psychology continue its present high level of faculty research and publication; that it continue to require a thesis of all students in this program; that it continue its present excellent recruitment efforts.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program strengths. The Department of Psychology is to be commended for the breadth and quality of its faculty preparation.

Recommendations: that the Department of Political Science establish goals and a timetable to revitalize the MPA program and correct deficiencies in course flexibility, inadequate faculty research, and inadequate levels of involvement with area government and administrative units; that the program be examined again in the spring of 1989.

Suggested lines of action include: giving appropriate consideration to interdisciplinary study; allowing for more integration with other disciplines, such as economics, the MBA/business area; criminal justice, law, speech communication, and sociology; development of a stronger role for MPA faculty in the Waterfield Center for Business and Governmental Research.

Background: Although corrected data shows improved research activity in recent years, the overall level of faculty research is still not adequate to support a program of this type. The External Evaluators correctly point out that a program of this type must have a vehicle for community interaction to be completely successful.

## 45.0601 Economics (MS)

Recommendation: that the Department of Economics strengthen its efforts to improve enrollment and increase faculty research activity in applied or theoretical research areas.

Background: Although the program provides excellent support for the MBA program, a critical mass of students in the MS in Economics program is needed to ensure quality in that program. The department's historical emphasis on applied or institutional research has produced excellent results, but a broader range of scholarly activity is needed.

## 45.0601 Geography (MS)

Recommendations: that the Department of Geosciences continue its close working relationship with MARC, its high rate of faculty research, publication, and grant activity, its high rate of student theses, and its success in recruitment of international students; that it emphasize cooperation with other graduate programs in the sciences and social sciences.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and integrity. The Department of Geosciences is to be commended for the breadth and quality of its faculty preparation.

## 45.0801.01 History (MA)

Recommendations: that the Department of History continue its high level of faculty research and publication; that the development of programs in oral history and museum studies be continued and enhanced; that recruitment efforts be enhanced.

Background: The external evaluators recommended that this program be continued in its present form. The intent of the recommendations above is to maintain current program quality and vitality. The Department of History is to be commended for the breadth and quality of its faculty preparation.

50.0799.01

## Studio Art (MA)

Recommendation: that the program be re-examined in the spring of 1989 to determine if increased enrollments justify its continuation.

Background: While the graduate program review has revealed little demand for a master's program in art at the present time, efforts are being initiated to improve and sustain the program. These include the addition of two graduate assistantships, increased recruitment efforts, and planned facility renovation.



Murray State University

Office of the President  
Murray, Ky. 42071-3305 (502) 762-3763

August 24, 1987

Dr. Gary S. Cox  
Executive Director  
Council on Higher Education  
1050 Highway 127 South  
Frankfort, KY 40601

Dear Gary:

Murray State University does not, on principle, offer dual credit courses. I would like to use the occasion of the Council on Higher Education survey to explain some of the compelling reasons Murray State has taken this position.

1. Offering dual credit in CHE Pre-College Curriculum courses reduces the effectiveness of that curriculum.

The CHE Pre-College Curriculum is based on the sound premise that certain learning experiences in high school are an essential preparation for college courses. Thus college English courses build on four specific high school courses, college history courses build on high school history, and so on. Students encounter certain material as they are able to assimilate it, and that learning experience forms the foundation for a more thoughtful and thorough study later. Any class that combines a college course with a Pre-College Curriculum course designed to serve as part of its foundation is of necessity shortening the learning process.

Murray State University has strongly supported the efforts of the CHE and the Department of Education to strengthen the high school curriculum. As high schools have revised their offerings to meet the stricter CHE and KDE guidelines, the preparation of their graduates for college has improved. It would be unfortunate if the greater gains expected from the full implementation of the Pre-College Curriculum were lost because those essential high school courses were in effect replaced by college courses.

To BOR

One of the items under discussion statewide is the dual credit programs. Murray State has made the decision not to offer dual credit based on academic quality issues and ethical considerations. The UK community colleges, WKU, and Bellarmine offer extensive dual credit offerings in high schools across the state. A substantial enrollment is projected for the fall semester.

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August 24, 1987  
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As long as the Kentucky ACT scores are below the national average, it seems counterproductive to offer high school courses simultaneously with college courses as if there were no differences.

2. The high school environment in which a dual credit course is offered cannot provide the same learning experience as the corresponding college course.

Universities have obvious advantages over high schools as sites for college level instruction. High school students must sit in class each day from eight to three, with no opportunity to look over notes before class or arrange a conference with a teacher. Even the most dedicated teachers have their effectiveness reduced by crowded schedules, unruly students, and non-academic demands on their time. Noise and disruption are facts of life. High school students, however bright, have no models for appropriate behavior in college courses. Imposing mature standards of class behavior, higher work level expectations, and college grading scales for one class in a student's day would be very difficult. Pressures to give all A's so as not to lower a student's high school gpa and thus his or her chances for a college scholarship would be constant. High schools lack the necessary support system for college courses, including faculty interaction, library resources, learning centers, and academic advising.

3. Better ways are already available to provide good students with incentives to attend college and with college credit for accelerated learning.

Murray State brings over 2,000 middle and high school students to campus each summer for various camps and classroom experiences, some of which grant college credit. In the fall and spring semesters exceptional high school students can gain a foretaste of the college academic experience by participating in non-credit workshops and competitions on campus or by enrolling in Murray State classes that do not interfere with or replace their high school courses. Entering freshmen who possess advanced knowledge and skills can receive college credit in a wide variety of subjects through Advanced Placement tests, CLEP tests, and departmental challenge tests. The advantage of using such a system of tests for granting college credit for precollege work is that the standards for that credit--i.e., a certain test score or the display of certain skills on an essay--are set by the college faculty. Students whose high school experience is not adequate to meet the set standard do not receive the college credit.



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4. Encouraging high school students to view a course in writing skills, ENG 101, as something to get out of the way is detrimental to a sound education.

ENG 101 is the course most often offered for dual credit, in combination with the designated high school course English IV, whose aims and stated content are quite different. ENG 101 is designed to lay a strong foundation for the gradual improvement of composition skills throughout a student's college career; English IV focuses on literary awareness and interpretation and thus prepares students for college literature and humanities classes.

Research into the teaching of writing suggests that skillful writers are the product of instruction over many years. There is substantial evidence that writing skills are developed and improved by spending time on the task. The more time spent, the better the skills. Maturity and extensive, thoughtful practice are essential. Students at 18 can profit from writing instruction in ways that students of 16 cannot; 20 year olds can make progress that was beyond them at 18. High school students should do as much writing as possible, and they should look forward to doing more, and better, writing throughout their college career.

5. In its 1984 CRITERIA FOR ACCREDITATION the Southern Association of Colleges and Schools set more explicit standards for judging the quality and effectiveness of an institution's academic offerings. Institutions offering dual credit courses may find compliance with these standards difficult.

In addition to the requirements for faculty preparation (a master's degree and 18 graduate hours in the subject for all instructors in lower division classes), the following mandates from the 1984 CRITERIA are also relevant:

3.1 The institution must define its expected educational results and describe how the achievement of these results will be obtained.

4.1 The procedures established for implementation of the institutional admission policies must be followed in the admission of all students.

4.1.3 Curricula intended to provide basic instruction for students who will subsequently transfer to another institution must be designed to consider the institutions to which these students transfer. . . . an institution of higher learning must provide for its students a learning environment in which scholarly and creative achievement is encouraged.

4.1.4 The evaluation of students must reflect concern for quality and properly discern levels of student performance.

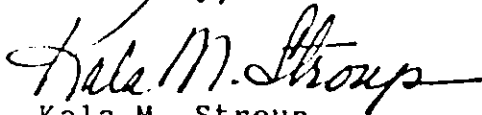
Dr. Gary S. Cox  
August 24, 1987  
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4.3.2 All courses taught at an off-campus location must maintain the academic integrity of the institution and must not endanger its compliance with the criteria established by the College Delegate Assembly. At any time, a full report may be requested of all off-campus activities which involve the granting of credit. The institution must be able to document that all necessary approvals by state agencies have been obtained for all off-campus activities.

In keeping with its commitment to an educational program of the highest quality, Murray State University has already begun preparations to meet the new SACS mandates for assessment and planned improvement procedures in a thorough and responsible manner. Among other initiatives, we are moving toward the institution of university examinations in general education skills. Because we want to provide our students with the best opportunity to acquire those skills, the faculty would use the results of such tests to monitor and continually refine our general education courses. Our goal will be to increase the benefits a student can receive from a general education course, not to define the expected benefits of such a course so narrowly that they can be picked up while mastering high school skills. We hope that students who transfer credit in these courses to Murray State have received an equally beneficial educational experience.

The distinction between high school and college courses is an important one. It is in the best interest of colleges and universities to maintain that distinction. Kentucky high schools have made great strides in producing graduates who are ready for college work. These improvements, however, are not so great that Kentucky high school graduates now far outpace their contemporaries across the nation. To compete with other states--and to serve its students well--Kentucky needs to provide four solid years of college education that build on four solid years of high school education. Murray State is committed to that goal.

Sincerely,



Kala M. Stroup  
President

AL/A4/8247/KD

# DUAL CREDIT SURVEY

Murray State University

(Institution)

## 1. ADMISSION POLICY AND ENROLLMENTS

- A. STATE YOUR ADMISSION POLICY, TO INCLUDE SPECIFIC REQUIREMENTS, FOR DUAL CREDIT COURSES.

Murray State offers no dual credit courses.

Not applicable.

- B. ARE EXCEPTIONS TO ADMISSION REQUIREMENTS MADE? IF EXCEPTIONS ARE MADE, WHAT IS THE RATIONALE FOR EXCEPTIONS? WHAT PERCENTAGE OF YOUR FALL 1986 ENROLLMENT WAS ACCOUNTED FOR BY EXCEPTIONS?

Not applicable.

- C. HOW MANY STUDENTS HAVE BEEN ENROLLED IN DUAL CREDIT COURSES IN EACH OF THE LAST FIVE FALL SEMESTERS?

1982 0 1983 0 1984 0 1985 0 1986 0

- D. FOR THE FALL 1986 SEMESTER, PROVIDE THE NUMBER OF SOPHOMORES, JUNIORS, AND SENIORS ENROLLED IN DUAL CREDIT COURSES.

SOPHOMORES 0 JUNIORS 0 SENIORS 0

- E. WHAT IS THE ANTICIPATED ENROLLMENT LEVEL FOR FALL 1987? 0

11. ORGANIZATION AND DELIVERY OF INSTRUCTION

- A. FOR EACH SUBJECT AREA, BRIEFLY DESCRIBE HOW DUAL CREDIT COURSES ARE ORGANIZED AND THE SUBJECT MATTER SEQUENCED TO PERMIT COVERAGE OF THE HIGH SCHOOL COURSE AND THE COLLEGE COURSE.

Not applicable.

- B. SUBMIT A COURSE SYLLABUS FOR EACH DUAL CREDIT COURSE OFFERED.

Not applicable.

**iii. STAFFING**

- A. STATE CRITERIA USED TO SELECT TEACHERS FOR DUAL CREDIT COURSES AND COMPARE THESE CRITERIA TO THOSE USED IN HIRING FACULTY WHO TEACH SIMILAR COURSES ON CAMPUS.**

Not applicable

- B. IF EXCEPTIONS TO THESE CRITERIA ARE MADE, STATE RATIONALE FOR EXCEPTIONS.**

Not applicable

- C. WHAT SUPPORT SERVICES, e.g., ORIENTATION, TRAINING SESSIONS, FACULTY SUPERVISION, ADJUNCT APPOINTMENTS, etc., ARE PROVIDED BY THE UNIVERSITY TO DUAL CREDIT TEACHERS TO ENSURE THAT COURSE OBJECTIVES ARE ACCOMPLISHED?**

Not applicable

#### IV. RECOGNITION

- A. DOES YOUR INSTITUTION ACCEPT CREDITS EARNED IN DUAL CREDIT COURSES OFFERED BY OTHER INSTITUTIONS? IF ACCEPTANCE OF CREDIT IS CONDITIONAL, STATE THE CONDITIONS IMPOSED.

Murray State accepts credit from all accredited Kentucky institutions. Since dual credit courses cannot be identified as such on student transcripts, Murray State currently accepts credit earned in dual credit courses.

- B. ARE YOUR DUAL CREDIT COURSES CLEARLY IDENTIFIED AS SUCH ON THE STUDENT'S TRANSCRIPT?

Not applicable.

ACCREDITATION STATISTICS  
September 1987

University accreditation:	SACS
State accreditation:	Kentucky State Department of Education
Program accreditations: (11 agencies/34 programs)	American Association of Collegiate Schools of Business National Council for Accreditation of Teacher Education American Speech, Language & Hearing Association Accrediting Council on Education in Journalism and Mass Communications National Association of Schools of Music Council on Social Work Education American Veterinary Medical Association Accreditation Board for Engineering and Technology Committee on Allied Health Education and Accreditation in cooperation with National Accrediting Agency for Clinical Laboratory Sciences American Chemical Society National League for Nursing
Facility accreditation:	American Association of Veterinary Laboratory Diagnosticians

## ACCREDITATION VISITS

### 1986-87

1. American Association of Collegiate Schools of Business (AACSB) -  
for all programs in the Bachelor of Science in Business degree  
program and the Master of Business Administration degree program  
Results: Programs to be reviewed again in 87-88
2. American Speech, Language & Hearing Association  
Education Standards Board (MS in Communication Disorders)  
Public Standards Board (Speech, Language & Hearing Clinic)  
Results: Official report due any day.
3. Accreditation Council on Education in Journalism and Mass  
Communication - for all programs in the Department of Journalism  
and Radio-Television  
Results: Received full accreditation
4. Council on Social Work Education - for undergraduate Social Work  
program  
Results: Received full accreditation
5. American Veterinary Medical Association - for Area in Animal Health  
Technology program  
Results: Received full accreditation
6. Commission on Colleges of the Southern Association of Colleges and  
Schools - for Bachelor of Independent Studies degree  
Results: Received full accreditation
7. Accreditation Board for Engineering and Technology - for Associate  
and Baccalaureate degree programs in Civil Engineering Technology,  
Computer Engineering Technology, Construction Technology,  
Electrical Engineering Technology, Manufacturing Engineering  
Technology  
Results: Received full accreditation

### 1987-88

1. Committee on Allied Health Education and Accreditation in  
cooperation with National Accrediting Agency for Clinical  
Laboratory Sciences - for Associate program in Medical Laboratory  
Technology
2. American Chemical Society - for Area in Chemistry
3. American Association of Collegiate Schools of Business

### 1988-89

1. Kentucky State Department of Education - for Area in Elementary  
School Teacher Education



# ACCREDITED PROGRAMS AT MURRAY STATE UNIVERSITY

	<u>FIRST ACCRED.</u>	<u>LAST REVIEW</u>	<u>ANTICIPATED NEXT REVIEW</u>
<u>Institutional Accreditation</u> Southern Association of Colleges & Schools	1928	1984	1994
<u>College of Business and Public Affairs</u> Area in Accounting Bachelor of Science in Business Degree American Association of Collegiate Schools of Business (AACSB)	1976	1986	1987
Area in Accounting & Computer Information Systems Bachelor of Science in Business Degree AACSB	1976	1986	1987
Area in Computer Information Systems Bachelor of Science in Business Degree AACSB	1976	1986	1987
Area in Business Economics Bachelor of Science in Business Degree AACSB	1976	1986	1987
Area in Finance Bachelor of Science in Business Degree AACSB	1976	1986	1987
Major and Area in Business Administration Bachelor of Science in Business Degree AACSB	1976	1986	1987
Area in Management Bachelor of Science in Business Degree AACSB	1976	1986	1987

	<u>FIRST ACCRED.</u>	<u>LAST REVIEW</u>	<u>ANTICIPATED NEXT REVIEW</u>
Area in Marketing			
Bachelor of Science in Business Degree			
AACSB	1976	1986	1987
Area in Office Administration			
Bachelor of Science in Business Degree			
AACSB	1976	1986	1987
Major in Business Education/Basic Business/Secondary Certification			
Bachelor of Science/Bachelor of Arts Degree			
National Council for Accreditation of Teacher Education	1954	1983	1990
Major in Business Education/Secretarial Studies/Second.Cert.			
Bachelor of Science/Bachelor of Arts Degree			
NCATE	1954	1983	1990
Major in Distributive Education/Secondary Certification			
Bachelor of Science/Bachelor of Arts Degree			
NCATE	1954	1983	1990
Master of Business Administration			
AACSB	1976	1986	1987
<u>College of Education</u>			
Area in Elementary School Teacher Education			
Bachelor of Science/Bachelor of Arts Degree			
National Council for Accreditation of Teacher Education (NCATE)	1954	1983	1990
Kentucky State Department of Education	1954	1983	1988
Area in Middle School Teacher Education (5-9)			
Bachelor of Science/Bachelor of Arts Degree			
NCATE	1954	1983	1990

	<u>FIRST ACCRED.</u>	<u>LAST REVIEW</u>	<u>ANTICIPATED NEXT REVIEW</u>
Secondary School Teacher Certification Bachelor of Science Degree NCATE	1954	1983	1990
Area in Communication Disorders Bachelor of Science/Bachelor of Arts Degree NCATE	1954	1983	1990
American Speech, Language and Hearing Association: Education Standards Board (MS in Communication Disorders)	1982	SP 1987	1992
Public Standards Board (Speech, Language & Hearing Clinic)	1971	SP 1987	1992
Area in Learning and Behavior Disorders Bachelor of Science/Bachelor of Arts Degree NCATE	1954	1983	1990
Area in Trainable Mentally Handicapped Bachelor of Science/Bachelor of Arts Degree NCATE	1954	1983	1990
<u>College of Fine Arts &amp; Communication</u>  All undergraduate & graduate programs in JRT Accrediting Council on Education in Journalism & Mass Communications	1987	1987	1992
Major in Music Education Bachelor of Music Education Degree National Association of Schools of Music	1936	1982	1992
Major in Music/Performance Bachelor of Music Degree National Association of Schools of Music	1936	1982	1992
Major in Music Bachelor of Arts Degree National Association of Schools of Music	1936	1982	1992

	ANTICIPATED		
	<u>FIRST ACCRED.</u>	<u>LAST REVIEW</u>	<u>NEXT REVIEW</u>
<u>College of Humanistic Studies</u>			
Major in Social Work			
Bachelor of Science/Bachelor of Arts Degree			
Council on Social Work Education (undergraduate)	1974	1986	1994
<u>College of Industry and Technology</u>			
Area in Animal Health Technology			
Bachelor of Science in Agriculture Degree			
American Veterinary Medical Association	1986	1986	1991
Associate in Civil Engineering Technology			
Associate of Science Degree			
Accreditation Board for Engineering and Technology	1981	1986	1990
Associate in Computer Engineering Technology			
Associate of Science Degree			
Area in Computer Engineering Technology			
Bachelor of Science/Bachelor of Arts Degree			
Accreditation Board for Engineering and Technology	1981	1986	1990
Area in Construction Technology			
Bachelor of Science/Bachelor of Arts Degree			
Accreditation Board for Engineering and Technology	1981	1986	1990
Associate in Electrical Engineering Technology			
Associate of Science Degree			
Area in Electrical Engineering Technology			
Bachelor of Science/Bachelor of Arts Degree			
Accreditation Board for Engineering and Technology	1981	1986	1990
Area in Manufacturing Engineering Technology			
Bachelor of Science/Bachelor of Arts Degree			
Accreditation Board for Engineering and Technology	1981	1986	1990

## ANTICIPATED

FIRST ACCRED.    LAST REVIEW    NEXT REVIEW

College of Science

Associate in Medical Laboratory Technology  
 Associate of Science Degree  
 Committee on Allied Health Education and Accreditation  
 in cooperation with National Accrediting Agency for  
 Clinical Laboratory Sciences

1983                      1983                      1988

Area in Chemistry  
 Bachelor of Science/Bachelor of Arts Degree  
 American Chemical Society

1966                      1983                      1988

Area in Nursing  
 Bachelor of Science in Nursing  
 National League for Nursing

1970                      1983                      1991

Continuing Education

Bachelor of Independent Studies  
 Commission on Colleges of the  
 Southern Association of Colleges and Schools

1987                      1987                      n/a

University Relations and Development

Breathitt Veterinary Center  
 American Association of Veterinary Laboratory  
 Diagnosticians

1969                      1984                      n/a

## REPORT TO THE DEVELOPMENT COMMITTEE

## MSU BOARD OF REGENTS

## I. Council for Aid to Education.

The June, 1987 Edition of the CFAE Report on Voluntary Support of Education gives the result for the 1985-1986 fiscal year. The following charts show the results of MSU's development efforts during that fiscal year as well as those of (1) other regional institutions in the Commonwealth of Kentucky and (2) other institutions in the Ohio Valley Conference.

## 1986 CFAE COMPARISONS

## REGIONAL INSTITUTIONS IN KENTUCKY

INSTITUTION	TOTAL SUPPORT	SOURCES OF SUPPORT		TOTAL ALUMNI	ENROLLMENT
		INDIVIDUALS	CORPORATIONS/ FOUNDATIONS		
Murray State	\$1,517,231	\$1,033,219	\$ 484,012	31,037	7,115
Western Kentucky	1,447,597	965,224	482,373	NA	11,259
Morehead State	450,819	348,806	102,013	20,500	5,695

\* Those not reporting: Eastern Kentucky, Kentucky State, and Northern Kentucky

## OHIO VALLEY CONFERENCE SCHOOLS

INSTITUTION	TOTAL SUPPORT	SOURCES OF SUPPORT		TOTAL ALUMNI	ENROLLMENT
		INDIVIDUALS	CORPORATIONS/ FOUNDATIONS		
Middle Tennessee	\$1,615,066	\$1,146,455	\$ 468,611	30,000	11,228
Murray State	1,517,231	1,033,219	484,012	31,037	7,115
Tennessee Tech	969,827	389,377	580,450	32,035	7,628
Morehead State	450,819	348,806	102,013	20,500	5,695
Tennessee State	342,464	92,632	249,832	16,000	7,006

\* Those not reporting: Eastern Kentucky, Youngstown State, and Austin Peay State.

## II. Annual Fund Results.

The following are results of the 1987 Annual Fund. These figures represent income that is known to have resulted directly from Annual Fund activities and the Racer Club annual drive. Chart A shows contributions as they were recorded in general program areas of designation. Chart B shows the results of each specific element of the Annual Fund effort.

### CHART A

#### 1987 ANNUAL FUND

(Year-to-Date, September 8, 1987)

#### General Program Areas

Program	Number of Contributions to Program	Total Received	Percentage of Annual Fund
Scholarships & Loans	461	\$ 38,332	40%
Academic Departments and Colleges	713	26,595	28%
Unrestricted	781	25,148	28%
Athletics	39	1,740	2%
Other	50	2,506	2%
TOTAL	2044	\$ 94,321	100%

# CHART B

## 1987 ANNUAL FUND

(Year-to-Date, September 8, 1987)

### Income by Annual Fund Category

Annual Fund Element	Number of Contributions	Amount Received
Mass Mail	413	\$ 28,413
Partners Phonathon	532	17,535
Annual Fund Phonathon	612	14,683
Century Club	204	23,505
Campus Lights Phonathon	233	7,490
Faculty/Staff	50	2,695
TOTAL	2044	\$ 94,321
<u>PLEDGES</u>		
Senior Pledge	80	8,000
Other	1	1,000
TOTAL	2125	\$103,321

NOTE: Cash donations to the Racer Club in support of intercollegiate athletics for Fiscal Year 1986-87 were \$112,134. The 1987 Racer Club campaign for new members resulted in 240 new members who contributed \$36,620. Last year's membership was 423.



### III. Scholarship Report.

#### MURRAY STATE UNIVERSITY FOUNDATION

#### SCHOLARSHIP REPORT

Fiscal Year 1986-87

<u>Source of Contribution</u>	<u>Amount</u>	<u>Percentage of Total</u>
Individuals	\$181,088.70	58%
Corporations/Businesses	30,071.50	10%
Trusts & Bequests	70,259.10	22%
Other	32,497.65	10%
TOTAL	\$313,916.95	100%

<u>Program Designation</u>	<u>Amount</u>	<u>Percentage of Total</u>
Named Scholarships	\$188,739.65	60%
General Scholarships (Including Century Club)	114,056.30	36%
Departmental Scholarships	11,121.00	4%
TOTAL	\$313,916.95	100%

1989/90 BIENNIAL BUDGET  
PROPOSED BUDGET REQUEST

BOARD OF REGENTS MEETING  
SEPTEMBER 11, 1987

I. The Budget Request Process

- Each Biennium, the Council on Higher Education's Funding Formula is used to calculate a dollar amount that the CHE has agreed is an appropriate amount to meet the basic operational needs of the university.
  - The actual dollar amounts derived from the formula depend primarily on the number of students we have; the larger our enrollments, the larger our formula-funding.
  - The formula generates money for basic operations; no consideration ~~or~~ funding is given for quality measures such as accreditations, above average salaries, etc.
  - Although the formula generates a specific amount of money, this total, which is often referred to as 100 percent funding (when the appropriation is as large as the formula amount), has never been appropriated.

II. Calendar of Decisions in the 1988/90 Budget Request Process

August 1987	Institutions submit projections on proposed impacts of limited biennial increases.  Interim Joint Appropriations and Revenue Committee meetings (3) are held in Frankfort to discuss budget projections and biennial budget request guidelines.
September 3, 1987	Council on Higher Education meets to finalize budget request guidelines.
September 11, 1987	Biennial budget requests are due to the Council on Higher Education.
October 1987	Council on Higher Education Finance Committee Budget Hearing.  Institutional budget requests and capital construction requests are submitted to Governor's Office of Policy and Management.

November 1987

Council on Higher Education Finance Committee acts on staff budget and tuition recommendations.

Institutions submit revised requests based on these projections.

Council on Higher Education submits recommendation to Governor.

### III. The Proposed Budget Request Forms (Section A)

- The attached forms detail how MSU would spend the new formula dollars (increases over the current year) if we were to receive an appropriation equal to the entire amount that the formula generates (100 percent of full funding).

- Form BR-2 summarizes the expenditures.

#### A1. Fixed Costs

Increases due to anticipated rate changes must be covered first. The debt service increase is due to the new I&T building.

#### A2. Salary Increases

All the universities are using five percent here. This amount is the generally accepted state increase. These dollar amounts include the associated increases in fringe benefits.

#### A3. Other Priorities

The formula generates an increase in the Center of Excellence funds. The balance of the new formula money will go to fund a portion of a proposed Faculty Salary Equalization Plan, which will bring MSU's instructional faculty up to the average salaries of those in the CHE-designated benchmark institutions.

### IV. The Proposed Budget Request Forms (Section B)

- The funding process established by the CHE allows institutions to request money in addition to the formula-generated increases (Section B.)
- We have identified four key programs in need of funds above the formula amount. (A detail narrative is attached for each.)

#### B1. Faculty Salary Equalization Plan

This will allow MSU to bring its instructional faculty's average salaries up to the average salaries of the Benchmark Institutions.

B2. Faculty Salary Excellence Plan

This will generate dollars needed to bring MSU's instructional faculty salaries above the average to the salaries in the top 25 percent of the Benchmark institutions.

B3. The Staff Salary Equalization Plan

This program will enable the university to fund the reclassification of hourly salaries, and bring staff salaries more in line with regional and national averages.

B4. Desegregation Implementation Plan

In this proposal, we ask for a continuation of the funds we received in 1987/88, plus additional funds and for an expansion of the program to facilitate improved recruitment and retention of minority students, faculty and staff.

V. Summary

- The formula-generated increase and the additional requests detailed above combined with the capital requests previously approved by the Board constitute MSU's formal Biennial Budget Request for 1988/90.
- These are summarized on the attached "CHE BUDGET REQUEST SUMMARY" form.

9/10/87

DESEGREGATION PLAN IMPLEMENTATION ACTIVITIES

MURRAY STATE UNIVERSITY

1988/90

Murray State University has an ongoing commitment to the desegregation of its staff and students. While progress has been made at the current funding level, a relatively small increase in dollars could enable Murray State University to make more significant strides in the recruitment and retainment of minority faculty, staff, and students. Improvement dollars are being requested for:

- enhanced faculty and staff recruitment and development efforts;
- increased student assistance in the form of scholarships, assistantships, and student employment; and
- additional activities geared toward the recruitment and retainment of minority students.

Faculty and Staff

The following items are requested in the interest of improving Murray State University's desegregation efforts:

	New Dollars Requested	
	<u>1988/89</u>	<u>1989/90</u>
- Dollars for the enhancement of the existing recruitment and retainment efforts. These funds will be used for increased travel, advertising efforts, and for a personal computer to facilitate the enhancement and efficiency of the Minority Faculty Vita Bank, and for the tracking of the minority graduate student pool.	\$4,000	\$8,000

## Desegregation of Student Enrollment

The following items are requested in the interest of improving the desegregation of Murray State University's student enrollment.

New Dollars Requested	
<u>1988/89</u>	<u>1989/90</u>

- Increased funding for minority student scholarships. These are designed to encourage higher college attendance rates in our service area. Considerable progress has been made in providing minority student scholarships, and Murray State University fully recognizes the potential of financial support as an effective means of further desegregating our student body. In addition to minority students receiving other types of scholarships and financial aid, 26 minority students have received academic scholarships for 1987-88. An increase in funds designated for this purpose would enable us to increase the enrollment of qualified minority students over the next biennium.

\$15,000	\$15,000
----------	----------

Increased funding for minority student graduate assistantships. These are designed to attract qualified graduates from our own baccalaureate programs and those of other universities in the state. The number of black graduate assistantships increased from six in 1985-86 to 10 in 1986-87. The availability of funds for assistantships is critical to attracting minority graduate students. Murray State University envisions employing a select number of highly qualified black graduates from our graduate programs into full time faculty positions. These individuals would be encouraged and financially supported to enter doctorate programs. Upon completion of their doctorate, they would continue their employment at Murray State University thus affirming MSU's commitment to its Affirmative Action Plan and to meeting its desegregation goals.

\$20,000	\$20,000
----------	----------

- Funds for student activities planned to enhance student recruitment and retainment. Money is needed to produce a video package and to sponsor workshops geared toward training Murray State University employees to assist in recruitment efforts. Workshops are also needed to inform minority students about Murray State University's graduate programs. The sponsorship of nationally known minority speakers is important to provide increased inspiration to minority students. Finally, workshops need to be offered to help prepare minority students for career placement.

\$ 6,000 \$ 8,000

Inflation on 1987/88 Funding Base

- To continue the present level of services currently being provided in these areas.

\$ 3,400 \$ 8,700

Additional funding Requested  
(1987/88 Base)

\$ 48,400 \$ 59,700  
99,000 99,000

Amount Requested

\$147,400 \$158,700  
=====

Staff Salary Equalization Plan (Continued)  
Page Three

The estimated cost of bringing MSU's salaries in line with its benchmarks and making reclassifications of individual positions is \$232,000 for 1988/89, with a five percent increase for 1989/90.

	<u>1988/89</u>	<u>1989/90</u>
Request for classification adjustments:	\$232,000	\$243,600
 TOTAL REQUEST	 \$500,000 =====	 \$525,000 =====

SALARY PRODUCTIVITY INCREASES:

We desire to provide our staff employees a proper and competitive salary level for the work they perform. When a proper salary level is reached, we will then distribute new salary dollars based primarily on productivity considerations and evaluations rather than across-the-board increases. Those employees who perform their job in an above-average manner will be eligible for increases. This will properly reward the employees who perform their job in an exceptional manner and/or work additional hours to accomplish their job.



9/10/87

FACULTY SALARY EXCELLENCE PLAN  
MURRAY STATE UNIVERSITY  
1988/90

True excellence cannot be attained by striving for the average, especially when the objective is recruiting and retaining top-quality faculty for teaching, research and public service. In an effort to preserve the outstanding faculty base at Murray State University, and with the clear intention of seeking the best faculty entering and currently teaching in academia, Murray State University reaffirms its commitment to significantly increase the salaries of its faculty--to move the average MSU faculty salary above the average of our benchmark institutions.

Using the CHE-designated benchmark institutions for Murray State, our goal is to strive for salaries meeting those in the top 25 percent of this group. This is a realistic, attainable goal, and one that will better ensure a stable and outstanding faculty base for the university.

Murray State University is proud of its many accreditations. Last year, we completed six professional reaccreditations. Professional teams from industry and higher education evaluated our programs in Journalism, Animal Health Technology, Communication Disorders, Social Work, Business, and the Engineering Technologies. In most cases, the reviews were very positive and constructive. The most critical problem cited by the accreditation agencies focused on faculty and staff salaries.

In Journalism, Murray State is the only university in Kentucky with broadcasting in its accredited unit. With MSU's fall accreditation, there are only three institutions in Kentucky with professionally accredited programs in the Journalism area.

Our Animal Health Technology program is one of only five four-year accredited programs in the nation.

The Communication Disorders review team of the American Speech-Language-Hearing Association was highly complimentary of our faculty, facilities, service orientation, and research record; and, in fact, cited our program as an exemplary model.

The Social Work accreditation review was equally laudatory with comments about the faculty/student involvement, the internship experience, and the quality of training received by our students.

Faculty Salary Excellence Plan (Continued)  
Page Two

The American Assembly of Collegiate Schools of Business has a very rigorous review, and, as such, carries great prestige in the national higher education community. With both undergraduate and graduate programs in business among the most popular in serving the needs of our region, this is a very important accreditation. Therefore, we feel a special challenge to meet AACSB's expectations of increased research efforts and more competitive faculty salaries. Faculty in the College of Business & Public Affairs and the University as a whole are committed to making those improvements.

Murray State University also experienced a review of our Engineering Technology programs, and we are proud of our very fine record in that area--MSU has one of the three accredited Computer Engineering Technology baccalaureate programs in the country and one of twelve nationally accredited baccalaureate Manufacturing Engineering Technology programs, along with five other accreditations in Engineering Technology. No other university in Kentucky or in this Mid-West region has as many programs recognized by the Accreditation Board for Engineering Technology.

No matter what comparison group you use, MSU is in the top 25 percent of the schools in the country in professional accreditations. When you compare us to the other Kentucky universities, our accreditation programs rank us as one of the most accredited universities in the state and the most accredited regional university. When one compares us with our Council on Higher Education benchmarks, we are the only university that is accredited by 12 different national professional associations for 34 different programs. Our benchmarks range from institutions with no professional accreditations to one institution with 14. In comparison to our American Association of State Colleges and Universities or regional university counterparts, we are clearly in the upper 25 percent in the nation. Every institution that is above us is larger, located in or near a metropolitan area, and is an older institution. Obviously, in the last few years, building on a very strong record, we have been able to distinguish ourselves nationally, regionally and in the Commonwealth with these academic programs.

Now, our challenge is to maintain these accreditations in an environment of increased expectations by all accrediting agencies. To maintain this volume of professional accreditations in a university of this size and nature with our funding base is very difficult.

We are convinced that our ability to draw students is increasingly based on this achievement record in professional accreditations. We are receiving indications from knowledgeable students and their parents that these accreditations were a factor in their selection of this university.

To maintain these watermarks of excellence and to strive for even greater quality and service to the region, Murray State University must have some funding mechanism that will elevate faculty salaries above the average.

9/10/87

STAFF SALARY EQUALIZATION PLAN  
MURRAY STATE UNIVERSITY  
1988/90

Salaries for the staff of Murray State University have fallen below salaries for comparable positions at benchmark institutions of higher education and industry in our geographic area. This is a result of several years of inadequate funding for staff salaries. The problem is further exacerbated by the substantial salary increase offered by many universities in surrounding states and by regional industries. As a result of this differential, Murray State is losing competent staff employees to this competition, and creating serious morale problems. In addition, it has become very difficult to recruit qualified employees with the salary differentials that currently exist.

The Associated Industries of Kentucky (AIK) conducts an annual salary survey of industry for the thirteen county region in West Kentucky which encompasses Murray State University. The average wage of job categories in this survey exceeds Murray State's average wages in virtually every category. Two job categories in particular, "Technical or Special Service Office Positions" and "Craft Type Service - Maintenance Jobs," have wages far below the survey group average. A \$6 per hour salary gap is not uncommon in these groups, and larger gaps exist in specific fields. Surveys conducted by Fisher Price, the University of Tennessee at Martin, and the State of Kentucky confirm that Murray State's average staff wages are considerably below the current market rates.

The Administrative Compensation Survey conducted by the College and University Personnel Association (CUPA) surveys administrative positions in institutions of comparable size to Murray State University. This survey for 1986/87 reveals that Murray State's median salaries for positions from the executive officer to deans and directors are, with few exceptions, 85-90 percent of the benchmark medians. A similar situation exists for secondary administrative positions (assistant and associate directors, technical positions, etc.). The salary differential is seen in almost every administrative position.

THE PLAN

A continuation of MSU's salary equalization plan, which was begun in the 1986-88 biennium, will provide a method of correcting these salary inequities. First, through staff realignment, positions will continue to be evaluated by survey information to determine the proper salary to be paid for each position, and adjustments will be made to compensate for inequities. Second, through classification adjustments, positions with similar duties and responsibilities within the University will be adjusted to the proper classification level within our pay structure. Third, after the first two processes are completed, a productivity increase plan will provide salary increases to employees exceeding job performance expectations.

Staff Salary Equalization Plan (Continued)  
Page Two

As the staff salary equalization plan is continued and enhanced with the above three components and more adequate funding, we should be able to reach and maintain comparable salaries within the University and the region.

STAFF REALIGNMENT:

Salaries for salaried staff positions must be brought more in line with comparable positions of other universities of similar size, and to comparable positions within our region for hourly staff employees. This is critical to retain productive staff employees and to maintain a salary level which will attract competent employees for vacant positions. This will be accomplished through staff realignment and reallocation of salary dollars.

This plan will be maintained through a continuous process of checking survey information to set and maintain staff salaries at appropriate levels. Critical positions will be identified and special attention will be given to these positions to maintain desirable salaries and avoid high turnover.

The estimated cost of bringing MSU's salaries more in line with proper salary ranges of other universities and regional industries is approximately \$268,000 in 1988/89, and a five percent increase is needed for 1989/90.

	1988/89	1989/90
Request for salary realignment:	\$268,000	\$281,400

CLASSIFICATION AND EQUITY ADJUSTMENTS:

Murray State University is continuing its process of refining its comprehensive personnel classification system. Due to a lack of salary dollars available in recent years, the University has been unable to fully classify positions at the level appropriate to the work being performed. Many employees are currently performing duties above the level at which they are being compensated. Employees have been assigned duties and responsibilities at the same level as employees earning much higher salaries without any additional compensation. In many cases, these employees are working in the same department, which understandably lowers morale within their work environment.

Positions are reevaluated on an on-going basis or by special request in order to maintain salaries at the appropriate level for the work being performed. Due to the lack of dollars available for adjustments in recent years, most position classification adjustments have not been made. An on-going process of classification adjustments is in place to help maintain a proper wage scale within the University and competitive salaries with other universities and regional industry.

Currently, there are over 100 full-time, non-exempt E&G employees at Murray State University with salaries below the poverty level (\$11,230, as cited in the May 1987 Social Security Bulletin).

FACULTY SALARY EXCELLENCE PLAN  
MURRAY STATE UNIVERSITY  
1988/90

Objective: To raise Murray State University instructional faculty salaries to the average of the first quarter benchmark institutions.

Salary calculations:

<u>1986/87</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>
Benchmarks	\$46,604	\$35,923	\$29,590
MSU	<u>34,460</u>	<u>29,876</u>	<u>25,687</u>
Difference	\$12,144	\$ 6,047	\$ 3,903

<u>1987/88*</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>
Benchmarks	\$48,934	\$37,719	\$31,070
MSU	<u>35,464</u>	<u>31,128</u>	<u>26,851</u>
Difference	\$13,470	\$ 6,591	\$ 4,219

Dollars needed to bring Murray State University to First Quarter

Benchmark levels (including fringes) = \$2,815,100

1988/89

Assuming that the benchmarks and Murray State University increase at the same rates, and using a five percent inflation factor:

Dollars Needed (2,815,100x1.05)	\$2,955,800
Less: Request Under Faculty Salary Equalization Plan	<u>(1,756,300)</u>

Amount Requested =	\$1,199,500 =====
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1989/90

Additional request for five percent raise =	\$ 59,980
Base Amount	1,199,500
Amount Requested =	<u>\$1,259,480</u> =====

\* - Benchmark salaries = 1986/87 inflated by 5 percent  
Murray State University = 1987/88

9/10/87

FACULTY SALARY EQUALIZATION PLAN  
MURRAY STATE UNIVERSITY  
1988/90

As the emphasis on quality in higher education increases, Murray State University recognizes that high quality programs cannot be realized or sustained without a complement of truly outstanding faculty. To this end, Murray State University has made faculty salaries its top priority and, in fact, allocated 90% of its Salary Incentive Funds to the faculty in both 1986/87 and 1987/88. Recruiting the best faculty is possible only when adequate funds are available to offer competitive salaries; retaining faculty is equally important to the institution and adequate salary is the key here as well.

The Council on Higher Education established benchmark institutions for Murray State University that have been deemed appropriate for comparisons. Murray State University's initial goal is to meet the average salaries for this group.

To achieve this goal is critical; examples abound of the inability to recruit and retain top faculty. Faculty were lost in virtually every college last year to other institutions of higher learning for salary increases ranging from \$3,000 - \$13,000. (One faculty member was lost to private industry for a \$40,000 salary increase!) Departments with vacant positions have difficulty in attracting applicants (especially minorities), and once applications were submitted, many candidates declined offers to visit the campus once the salary range was discussed.

Professional accreditations are being jeopardized because of this faculty drain. Accrediting agencies such as the American Assembly of Collegiate Schools of Business require faculty to have terminal degrees in the fields in which they are teaching, and to demonstrate a record of publications in journals of recognized quality. The AACSB has delayed the reaffirmation of Murray State University's accreditation due, in part, to our inability to attract faculty with appropriate terminal degrees and a record of published research. Our salary structure and available funds simply do not permit us to compete successfully for these faculty. The Southern Association of Colleges and Schools is also placing an ever-increasing emphasis on the qualifications of faculty. Murray State's goal is to meet these expectations so that we can continue to offer our students a quality education.

Murray State was able to address some of the most dramatic market inequities (especially in the College of Business and Public Affairs) through the use of the Salary Incentive Funds. This Faculty Salary Equalization Plan will extend that effort and enable Murray State to recruit only the best faculty for each position.

FACULTY SALARY EQUALIZATION PLAN  
1988/90

Objective: To move Murray State University instructional faculty salaries to benchmark averages.

Average Salaries:

<u>1986/87</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>
Benchmarks	\$41,285	\$33,758	\$27,642
MSU	<u>34,460</u>	<u>29,876</u>	<u>25,687</u>
Difference	\$ 6,825	\$ 3,882	\$ 1,955

<u>1987/88*</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>
Benchmarks	\$43,349	\$35,446	\$29,024
MSU	<u>35,464</u>	<u>31,128</u>	<u>26,851</u>
Difference	\$ 7,885	\$ 4,318	\$ 2,173

Dollars needed to bring Murray State University to Benchmark averages (including fringes) = \$1,672,700

1988/89

Assuming that Murray State University and the benchmarks increase salaries at the same rates, and assuming a 5 percent salary increment:

Amount requested = \$1,756,300

(If the formula is funded at 100 percent in 1988/89, \$410,800 of this amount will be covered in the formula-generated increase.)

1989/90

Additional request for 5 percent raise = \$ 87,800  
Base amount 1,756,300  
Amount requested \$1,844,100

(If the formula is funded at 100 percent in 1988/89 and 1989/90, \$80,100 of the \$87,800 will be covered by the formula-generated increase.)

\* Benchmark salaries = 1986/87 inflated by 5 percent  
Murray State University = 1987/88

CHE BUDGET REQUEST SUMMARY  
 CONSOLIDATED INSTITUTIONAL PRIORITIES  
 OPERATING AND CAPITAL BUDGET  
 STATE GENERAL FUND APPROPRIATION INCREASE

9/10/87

INSTITUTION : MURRAY STATE UNIVERSITY

<u>Priority Ranking</u>	<u>Item</u>	<u>Budget</u>	<u>Request 1988/89</u>	<u>Request 1989/90</u>
1.	Faculty Salary Equalization Plan	Operating	1,345,500	1,764,000
2.	Faculty Excellence Plan	Operating	1,199,500	1,259,500
3.	Staff Salary Equalization Plan	Operating	500,000	525,000
4.	Desegregation Implementation Plan	Operating	147,400	158,700
5.	Basketball Arena	Capital *	1,500,000	10,500,000
6.	Blackburn Science Roof	Capital	300,000	-0-
7.	Fine Arts Bldg.	Capital	2,000,000	2,000,000
8.	Upgrade IBM 4341 Computer	Capital	650,000	600,000
9.	Art Laboratory	Capital	400,000	-0-
10.	Carr Health	Capital	500,000	1,800,000
11.	Asbestos Removal	Capital	1,500,000	-0-
12.	Pedestrian Walk	Capital	30,000	270,000
13.	Steam Lines	Capital	250,000	250,000
14.	Lovett Auditorium	Capital	714,000	1,386,000

\* - Partial Private Funding



CHE BUDGET REQUEST SUMMARY (Continued/Page Two)  
 CONSOLIDATED INSTITUTIONAL PRIORITIES  
 OPERATING AND CAPITAL BUDGET  
 STATE GENERAL FUND APPROPRIATION INCREASE

9/10/87

INSTITUTION : MURRAY STATE UNIVERSITY

<u>Priority Ranking</u>	<u>Item</u>	<u>Budget</u>	<u>Request 1988/89</u>	<u>Request 1989/90</u>
15.	Miscellaneous Campus Projects	Capital	648,400	383,500
16.	Miscellaneous Housing Projects	Capital	483,500	517,800
17.	Phase III, Renovation of Laboratory School to B.S.A. Museum	Capital *	3,500,000	-0-
18.	Spectrometer	Capital	60,000	-0-
19.	Upgrade Control Image Processer	Capital	75,000	-0-
20.	Numerical Control Injection Molding System	Capital	90,000	-0-
21.	Computer Aided Design Lab	Capital	527,600	-0-
22.	Flexible Manufacturing System	Capital	485,000	-0-
23.	Numerical Control Router System	Capital	55,000	-0-
24.	Fourier Magnetic Spectrometer	Capital	135,000	-0-
25.	Micro-Computer Lab	Capital	-0-	165,000
26.	Electric Service Truck with Boom	Capital	-0-	60,000
27.	Integrated Online Library System	Capital	-0-	250,000

\* - Private Funding

CHE BUDGET REQUEST SUMMARY(Continued/Page Three)  
CONSOLIDATED INSTITUTIONAL PRIORITIES  
OPERATING AND CAPITAL BUDGET  
STATE GENERAL FUND APPROPRIATION INCREASE

9/10/87

INSTITUTION : MURRAY STATE UNIVERSITY

<u>Priority Ranking</u>	<u>Item</u>	<u>Budget</u>	<u>Request 1988/89</u>	<u>Request 1989/90</u>
28.	Gas Chromatograph/Mass Spectrometer	Capital	-0-	100,000
29.	High Pressure Liquid Chromatograph	Capital	-0-	50,000
30.	Artifact Storage & Display	Capital	-0-	252,000
31.	Printing Press	Capital	-0-	50,500
	TOTAL		<hr/> 17,095,900	<hr/> 22,342,000

## INSTITUTIONAL PRIORITIES

USE OF TOTAL UNRESTRICTED EDUCATIONAL AND GENERAL FUNDS INCREASE  
(State General Fund and Other Educational and General Increases)

Institution: Murray State University

Fiscal Year: 1989/90

Service Type	New Dollars Requested
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A. EXPENDITURE PRIORITIES FOR  
FORMULA-GENERATED INCREASE

## 1. Fixed Costs

a. Fringe Benefits (Existing personnel only)	111,200
b. Utilities (Existing facilities only)	
c. Debt Service	181,900
d. Other (Specify)	4,400

Subtotal - Fixed Costs	297,500
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## 2. Salary &amp; Wage Increases @ 5%

a. Faculty	865,200
b. Staff	671,400

Other Priorities (By item, Continue  
consecutive numbering)

3. Center of Excellence-Operating	17,900
4. Faculty Salary Equalization	80,100

Total (Formula-Generated Increase)	1,932,100
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B. EXPENDITURE PRIORITIES FOR STATE  
GENERAL FUND AMOUNTS ABOVE/OUTSIDE  
FORMULA-GENERATED INCREASE

1. Faculty Salary Equal. Plan	Improvement	1,764,000
2. Faculty Salary Excell. Plan	New	1,259,480
3. Staff Salary Equal. Plan	Improvement	525,000
4. Desegregation Implemen. Plan	Improvement	158,700

Total (Above Formula-Generated Increase)	3,707,180
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## C. GRAND TOTAL

5,639,280

## INSTITUTIONAL PRIORITIES

USE OF TOTAL UNRESTRICTED EDUCATIONAL AND GENERAL FUNDS INCREASE  
(State General Fund and Other Educational and General Increases)

Institution: Murray State University

Fiscal Year: 1988/89

Service Type	New Dollars Requested
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A. EXPENDITURE PRIORITIES FOR  
FORMULA-GENERATED INCREASE

## 1. Fixed Costs

a. Fringe Benefits (Existing personnel only)	146,100
b. Utilities (Existing facilities only)	169,100
c. Debt Service	1,168,000
d. Other (Specify)	

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Subtotal - Fixed Costs	1,483,200
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## 2. Salary &amp; Wage Increases @ 5%

a. Faculty	824,000
b. Staff	639,400

Other Priorities (By item, Continue  
consecutive numbering)

3. Center of Excellence Operating	16,700
4. Faculty Salary Equalization Plan	410,800

Total (Formula-Generated Increase)	3,374,100
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B. EXPENDITURE PRIORITIES FOR STATE  
GENERAL FUND AMOUNTS ABOVE/OUTSIDE  
FORMULA-GENERATED INCREASE

1. Faculty Salary Equal. Plan	Improvement	1,345,500
2. Faculty Excellence Plan	New	1,199,500
3. Staff Salary Equal. Plan	Improvement	500,000
4. Desegregation Implemen. Plan	Improvement	147,400

Total (Above Formula-Generated Increase)	3,192,400
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C. GRAND TOTAL	6,566,500
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MURRAY STATE UNIVERSITY  
Policy for the Investment of Funds for Endowed  
Chair in Eco-Systems Studies

This policy for the investment of funds provided by the Commonwealth of Kentucky for the establishment of an Endowed Chair in Eco-Systems Studies is hereby established by the Board of Regents of Murray State University. It shall be the responsibility of the Vice President for Finance and Administrative Services to invest these funds according to the provisions below:

1. To the extent possible, funds shall be invested in amounts of \$100,000 or more.
2. Funds shall be invested in income producing investments in non-speculative financial institutions, Federal Government securities, Commonwealth of Kentucky securities, Municipalities of Commonwealth of Kentucky Securities, or Federal Government Securities Funds or Trusts offered by sound, well-managed financial institutions or financial service institutions through a process of competitive bidding for periods of three (3) months to five (5) years.
3. If funds are to be invested in Federal Government Securities Funds or Trusts, the selection of the financial institution or financial management institution shall be based on their rating and performance records.
4. Investments in financial institutions in excess of amounts insured by the FDIC or FSLIC must be secured (collateralized) with federal government securities, Commonwealth of Kentucky securities, or Municipalities of Commonwealth of Kentucky Securities.
5. A maximum investment of one-half of the total endowment may be held in one (1) institution at a given time.
6. Charges for administrative expenses related to the investment of these funds shall be assessed against the investment earnings.

*Attachment # 12*

MURRAY STATE UNIVERSITY  
Capitalization Policy

GENERAL

This policy applies to all fixed assets owned by Murray State University. Expenditures for fixed assets owned by the University should be capitalized. Fixed assets include:

Land  
Buildings  
Improvements other than Buildings  
Equipment.

It is the responsibility of all individuals involved in the acquisition of fixed assets to be aware of and to comply with this policy.

The capitalization and recording of expenditures for fixed assets accomplishes several objectives:

- A. To meet the requirements for reporting fixed assets in the University's Annual Financial Report and other required reports to various agencies of the Commonwealth;
- B. To help ensure good stewardship of University real and personal property;
- C. To be used in preparing budgets and schedules related to the acquisition, replacement, maintenance, repair and disposition of fixed assets.

The Vice President for Finance and Administrative Services is responsible for developing and initiating procedures to ensure that accurate, timely and appropriate records are maintained on fixed assets as may be required for the above purposes.

CONTENTS

- I. Land
- II. Buildings
- III. Improvements other than Buildings
- IV. Equipment

## I. LAND

Land is non-expendable, real property whose title is held by Murray State University. The recorded asset cost should include the acquisition price and such ancillary costs as legal and title fees, unpaid taxes assumed, surveying and recording, preparation costs (clearing, filling, and leveling), and demolition of unwanted structures. Highway right-of-ways will not be included because such land generally has value only to the public.

The cost of land does not include expenditures for land improvements such as paving, fencing, and lighting. These costs are recorded in a separate category, "Improvements other than Buildings".

Donated land will be recorded at fair market value at the time of the donation. All donated land will be appraised by an independent third party prior to acceptance by the University. Acceptance of the donated land must be specifically approved by the Board of Regents.

## II. BUILDINGS

Buildings are all real estate, excluding land, which are roofed structures for permanent or temporary shelter of persons, animals, vegetation or equipment and which have a historical cost of \$5,000 or greater. Buildings are recorded at historical cost, which includes the purchase or construction cost, professional fees for architects, attorneys, appraisers, or financial advisors, and any other expenditure necessary to put a building or structure into its intended state of operation.

Donated buildings are recorded at fair market value at the time of donation. An independent third party appraisal is required for all donated buildings prior to acceptance by the University. Acceptance of all donated buildings must be specifically approved by the Board of Regents.

This category also includes building improvements that significantly extend the useful life or enhance the value of the individual building. The improvement, to qualify for capitalization, should be at least 15 percent of the recorded value of the building. Expenditures not meeting these criteria should be expensed.

### III. IMPROVEMENTS OTHER THAN BUILDINGS

Improvements other than Buildings includes all improvements not identifiable with specific buildings with a historical cost of \$5,000 or greater. This category does not include grading and filling as these are to be classified as land. Examples of improvements other than buildings are curbs, surface gutters, sidewalks, drainage systems, parking lots, lighting systems and similar assets which have a quantifiable value.

Donations of improvements other than buildings will be capitalized at fair market value at date of gift. An independent third party appraisal is required for all donated improvements other than buildings prior to acceptance by the University. Acceptance of all donated improvements other than buildings must be specifically approved by the Board of Regents.

### IV. EQUIPMENT

Equipment is tangible personal property which meets the following criteria:

- A. Per unit cost of \$500 or greater;
- B. Is complete in itself;
- C. Does not lose its identity or become a component of the building in which it resides;
- D. Is of a durable nature with an expected life of one or more years;
- E. Livestock, purchased for purposes other than sale or slaughter.



With respect to item B above, it should be noted that built-in or largely immobile items such as large machinery or laboratory benches are equipment as they are separately identifiable. Central air conditioning and heating systems for a building are building components and should be capitalized as buildings. A component part is that part of a unit of equipment that cannot be used independently of the remaining piece of equipment, even though the component part may meet the capitalization criteria by itself. For example, the rotor in a centrifuge would not be capitalized as a separate item, but would be included in centrifuge cost value. Replacement parts would not be capitalized. Some equipment components may be used with a large number of different equipment items. For example, a telephoto camera lens may be used with any number of cameras which are separately capitalized. In such cases, and if the component meets all of the other capitalization criteria, the item may be separately capitalized.

Equipment donated to the University will be capitalized at fair market value on the date of gift. Equipment donations from a single donor in excess of \$5,000 in the aggregate for a fiscal year must be specifically approved by the Board of Regents and must have an independent third party appraisal.

Equipment donations of less than \$5,000 will be acknowledged by the Director of Development. The department receiving the donated equipment is responsible for notifying the Office of Development of the gift for acknowledgement purposes. The valuation of such donations will be the responsibility of the Vice President in whose area the equipment will be used.