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Board of Regents, Murray State University

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MINUTES OF THE MEETING OF THE BOARD OF REGENTS
Murray State University
February 5, 1994

The Board of Regents of Murray State University met on February 5, 1994, in quarterly session in the Board of Regents Room, Wells Hall, on the campus of Murray State University. The meeting was called to order at 9:00 a.m. by Chairman James O. Butts.

Chairman Butts welcomed the guests and Regent Wells Lovett gave the invocation.

Upon roll call the following were present: Mr. James O. Butts, Mr. Sid Easley, Mrs. Beverly Ford, Mrs. Arlivia Gamble, Dr. Frank Julian, Mr. Philip Lanier, Mr. Wells Lovett, Mrs. Virginia Strohecker, and Mr. Brian Van Horn. Absent: Mr. Robert Matthews.

Present for the meeting were: Dr. Ronald J. Kurth, President of the University; Mrs. Sandra M. Rogers, Secretary of the Board; Mr. Tom Denton, Treasurer; Dr. James Booth, Provost and Vice President for Academic and Student Affairs; Mr. John Fitzgibbon, Interim Vice President for University Relations and Administrative Services; Mr. James Overby, General Counsel; members of the faculty, staff, news media and visitors.

Agenda

The following agenda for the meeting was presented:

AGENDA
MEETING OF THE BOARD OF REGENTS
Murray State University
February 5, 1994
9:00 a.m.

1. Roll Call
2. Minutes of Meeting of the Board of Regents held on November 18, 1993
3. Report of the President Dr. Kurth
4. Report of the Chairman Mr. Butts
5. Report of the Treasurer Mr. Denton
(Financial and Investment Reports for the period July 1, 1993 - December 31, 1993)
6. Report of the Alumni Association Mr. Dennis Jackson
President, Alumni Assoc.
7. Athletic Report on Non-budgeted Revenue Dr. Karl Hussung
8. Personnel Changes Dr. Kurth
 - A. Resignations and Terminations, August 1, 1993, through December 31, 1993
 - B. New Employment, August 1, 1993, through December 31, 1993
 - C. Salary Roster effective January 1, 1994
 - D. Staff Leaves of Absence without Pay
 - E. Faculty Leaves Withdrawn
 - F. Sabbatical
 - G. Early Retirement Contracts
 - H. Extension of Early Retirement Contract
 - I. Recommendation on Appointment of Interim Chair, Educational Leadership and Counseling
 - J. Recommendation on Appointment of Director, Office of Equal Opportunity

- K. Recommendation on Appointment of Director,
Office of Sponsored Programs
- L. Recommendation on Appointment of Director, WKMS
- M. Recommendation on Amendment to Retirement Contract

9. Committee Reports/Recommendations

- A. Academic Affairs Mrs. Gamble
 - 1) Higher Education Review Commission (HERC) Report
 - 2) Council on Higher Education (CHE) Mission Statement
 - 3) Update on Task Force on Academic Restructuring Report
- B. Athletic Mr. Butts
 - 1) Update on the NCAA Convention
- C. Buildings and Grounds Mrs. Ford
 - 1) 1994-95 Major Maintenance/Capitol Projects
- D. Development/Investments Mr. Lovett
- E. Faculty/Staff Affairs Mrs. Strohecker
- F. Finance/Audit Mr. Easley
 - 1) Budget Guidelines
 - 2) Acknowledgement and Authorization of Council on Higher Education (CHE) Tuition Rates
 - 3) Audit Reports
 - 4) Audit Contract
 - 5) Fees:
 - a. Auxiliaries
 - 1. Housing and Dining Fees
 - 2. Housing Proposal for Upperclassmen
 - 3. Housing Proposal for Children of MSU Faculty and Staff
 - 4. Room and Board Refund Policy
 - b. Course Fees
 - c. Application Fee Increase
 - 6) 1994-95 Major Maintenance/Capitol Projects
- G. Student Life Mr. Van Horn
 - 1) Name Change from Student Activities to Student Government
 - 2) Update on African-American Recruitment and Programs
 - 3) Fee Increases (see Finance/Audit)
- H. Governmental Relations Mr. Matthews
 - 1) Legislative Session Update
- 10. SACS Update Dr. Lawson
- 11. Resolution Dr. Kurth
- 12. Executive Session

Minutes of the Meeting of the Board of Regents held on November 18, 1993. Approved

Mr. Lanier moved that the Minutes of the Board meeting held on November 18, 1993, be approved as submitted. Dr. Julian seconded and the motion carried.

Report of the President

The President's Quarterly Report was mailed prior to the meeting. An addendum was provided. President Kurth provided and reviewed a report on the Higher Education Budget Presentation prepared by the House

Appropriations and Revenue Committee and encouraged Board members to study carefully. Included in the report was the 1994-96 Executive Budget Recommendation.

(See Attachment #1)

Report of the Chairman

Following a discussion involving the establishment of an Executive Committee of the Board, the decision was made to delay action until a later date as the person who made the recommendation, Mr. Robert Matthews, was not present.

Mrs. Gamble moved to table the motion to establish an Executive Committee until a later date. Dr. Julian seconded and the motion carried.

Report of the Treasurer

Mr. Tom Denton presented and reviewed the financial and investment reports for the period ending December 31, 1993. Following a brief discussion, the reports were accepted.

(See Attachments #2 and #3)

Report of the Alumni Association

Mr. Bill Rayburn, Executive Secretary/Treasurer of the Alumni Association, presented a report on the establishment of two new chapters at Henderson, Kentucky, and Memphis, Tennessee. He informed the Board that the Newsletter will be mailed monthly with information regarding planned alumni events and encouraged members to attend the events when possible. Alumni Weekend is scheduled on April 29-30 and May 1.

Athletic Report on Non-budgeted Revenue

Dr. Karl Hussung, Faculty Athletic Representative, Chairman of the Advisory Committee, and a member of the MSU Faculty for thirty-six and one-half years, distributed a summary sheet of the athletic report on non-budgeted revenue (See Attachment #4). He pointed out that in recent years there had been considerable concern over the athletic subsidy, which is the difference between budgeted expenditures and budgeted revenue. In an attempt to quantify some tangible benefits, Dr. Hussung pursued the question of how many dollars athletics generate for the University that are not budgeted as athletic revenue.

He pointed out that, from these sources, for the current year student athletes at Murray State University who are here because of their particular program are putting back into the revenues of the University \$1.4 million. Some interesting results from the data for the current year were: about one of every nineteen full-time students attending Murray State this year do so because the University sponsors their sport, which is over five percent; this year \$7 out of every \$10 subsidizing athletics will be returned to the University via these non-budgeted revenues; this year \$3 out of every \$4 subsidizing football will be returned; two out of every nine African American students attend Murray State because the University sponsors their sport; and, one out of every four first-time freshmen African American students are involved in our football program.

Dr. Hussung concluded his discussion by saying that he conducted the study solely on his own initiative; he was not asked to generate the data by any administrator in the University.

President Kurth commended Dr. Hussung for his function as the faculty athletic representative in determining the eligibility and keeping the records for Murray State's athletes. He pointed out that

the report was particularly relevant when "budgeted" has meaning in the athletic program, and the current year is the first year that the athletic budget has been balanced. In the President's first year at Murray State, there was a \$450,000 deficit in the athletic budget.

Other Regents commended Dr. Hussung for presenting a clearer picture and providing a greater appreciation for the athletic department overall.

Personnel Changes, Approved

President Kurth recommended the following personnel changes:

Report of Resignations and Terminations, New Employment, and Salary Roster, Approved

Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve the Report of Resignations and Terminations for the period of August 1, 1993, through December 31, 1993; the Report of New Employment for the period of August 1, 1993, through December 31, 1993; and the Salary Roster as of January 1, 1994. Effective date on all reports is January 1, 1994. Mr. Van Horn seconded and discussion followed.

Ms. Annazette Fields, Director of Equal Opportunity, was asked to provide information on the number of minorities on the termination list and the new employment list.

Upon call for the vote, the motion carried.

(See Attachments #5, #6, and #7)

Staff Leaves of Absence Without Pay, Approved

Mrs. Strohecker moved that the Board of Regents, upon the recommendation of the President of the University, approve the Staff Leaves of Absence Without Pay as listed below:

Bonnie Adams, Special Education, 8/1/93 - 7/31/94
 Jacqueline Armstrong, Food Services, 12/8/93 - 12/18/93
 Tammy Elkins, Food Services, 6/18/93 - 9/2/93
 Billy Buchanan, Facilities Management, 7/8/93 - 8/31/93
 Barnard Cavitt, Facilities Management, 7/24/93 - 8/6/93
 Michael Reed, Facilities Management, 9/16/93 - 11/1/93
 Tina Cunningham, Residence Halls, 8/23/93 - 9/8/93
 Sandra Williams, Residence Halls, 9/18/93 - 10/16/94
 Linda Edwards, University Bookstore, 8/25/93 - 1/31/94
 Sherry Fortner, Military Science, 2/1/94 - 4/18/94
 Linda Sperath, Provost/VP Academic Affairs, 8/2/93 - 8/20/93
 Sarah West, Breathitt Veterinary Center, 6/25/93 - 3/31/94

Dr. Julian seconded and the motion carried.

Faculty Leaves, Withdrawn

Dr. Julian moved that the Board of Regents, upon the recommendation of the President of the University, approve the withdrawal of the following leaves of absence:

Leave of Absence Without Pay - Jeffrey Anderson, Chemistry,
 1/1/94 - 5/31/94

Sabbatical Leave - Adoph Krizan, Business Administration and
 Office Systems, 1/1/94 - 5/31/94

Mrs. Strohecker seconded and the motion carried.

Sabbatical Leave, Approved

Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve a Sabbatical Leave for Dr. Truman Whitfield, Associate Professor, Department of Elementary and Secondary Education, for the period of January 1, 1994 - May 31, 1994.

Dr. Julian seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Early Retirement Contracts, Approved

Dr. Julian moved that the Board of Regents, upon the recommendation of the President of the University, approve the following applications for early retirement, effective with the 1994-95 academic year:

Ms. Ann Carr, Associate Professor, Home Economics
 Dr. Roy Hatton, Professor, History
 Dr. Adam Lanning, Associate Professor, Sociology, Anthropology,
 & Social Work
 Dr. Yancey Watkins, Professor, Elementary & Secondary Education
 Dr. C. D. Wilder, Associate Professor, Biological Sciences

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Extension of Early Retirement Contract, Approved

Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve the extension of the early retirement contract previously approved for Dr. Kenneth Harrell, Professor of History, which will allow him to continue half-time teaching for the Department of History during the 1995-96 academic year.

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Interim Chair, Department of Educational Leadership and Counseling, Appointed

Mrs. Ford moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Dr. Lowell Latto, Associate Professor, as Interim Chair of the Department of Educational Leadership and Counseling, for the period January 1, 1994, through June 30, 1994, with a stipend of \$250 per month to be added to his academic year salary of \$37,448.

Mrs. Strohecker seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Director of Equal Opportunity, Appointed

Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Ms. Annazette Fields as Director of Equal Opportunity, effective February 1, 1994, at an annual salary of \$33,000.

Mrs. Strohecker seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Director of Sponsored Programs, Appointed

Mr. Van Horn moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Dr. Allan Beane as Director of Sponsored Programs, effective July 1, 1994, at the base salary of \$57,383 plus any salary increase approved by the Board of Regents for 1994-95.

Mrs. Gamble seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Manager, WKMS, Appointed

Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Ms. Kate Lochte as Manager of WKMS-FM, effective July 1, 1994, at a salary of \$35,000.

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

Following a discussion regarding educational credits and function of WKMS-FM with regard to students, Provost Jim Booth, Dean Gary Hunt and Station Manager Kate Lochte were asked to provide a report to the President, who will report back to the Board.

Retirement Contract, Amended

Mrs. Ford moved that the Board of Regents, upon the recommendation of the President of the University, amend the University's retirement agreement with Ms. Sally Alexander as presented on the attached contract.

Mrs. Strohecker seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

(See Attachment #8)

Committee Reports/Recommendations

A. Academic Affairs - Mrs. Gamble

Informational items provided to the Committee included:

1. Higher Education Review Commission Report - the report has been accepted by the Governor and will be recommended by the Council on Higher Education staff for full approval at its meeting on February 28.
2. Higher Education Mission Statement - after approval of the Higher Education Mission Statement, the Murray State Statement of Mission and Goals will be reviewed.
3. Update on Task Force on Academic Restructuring Report - Provost James Booth has met with all of the chairs on campus, had an open meeting with the Faculty Senate and is discussing the report with the deans.
4. EEO Update - The Council's Committee on Equal Opportunity was on Murray State's campus on December 10, 1993, to review progress toward meeting CEO goals. The final report has not been received from the CEO.

Regent Gamble strongly suggested that more Board members be present at the CEO visits to campus to show support in the effort to meet the CEO goals. In the future, the administration was requested to invite all the Board members to the CEO meetings.

B. Athletic - Mr. Butts

President Kurth provided two documents to the Board. One was a compliance update on legislation passed at the recent NCAA Convention and attention was called to those issues that would directly affect Murray State. Another document provided was a listing of the actual NCAA legislative votes. Special attention was called to two issues that failed which related to the vote on 1-AA football--one being to reduce football scholarships to 45 and the other being to reduce scholarships in football to 55.

Dr. Kurth pointed out that gender equity, Title IX compliance, and the number of football scholarships in IAA schools could become an issue between women and minorities. He suggested that the IAA Division schools begin thinking about the necessary steps to prevent that issue from being framed in those terms.

As a result of the vote, Morehead State will be moving to non-scholarship football by 1998 and will be asking the Ohio Valley Conference to allow them to be a member without playing football. Dr. Kurth encouraged the Board to work very hard to find a way to keep the OVC together to preserve the kind of balance now present in the conference to contain travel costs. The fact that the teams travel by bus certainly saves money for all OVC schools.

Chairman Butts recommended that two resolutions be drafted for presentation at the next meeting. One resolution commending Dr. Karl Hussung for his years of service to the University and particularly for his work on the athletic budget situation. The second resolution would be appropriate honoring Basketball Coach Scott Edgar for fifty wins in the three years he has been at Murray State.

Mr. Lanier moved that Resolutions be drafted honoring Dr. Karl Hussung and Mr. Scott Edgar. Mr. Lovett seconded and the motion carried.

C. Buildings and Grounds - Mrs. Ford

For the Buildings and Grounds Committee, Mrs. Ford moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached lists of Major Maintenance/Capital Projects (on the basis of availability of funds) in the Housing and Dining and Education and General Fund Areas, for funding from the (1) Housing and Dining Repair and Maintenance Fund, (2) Housing and Dining Other Operating Expense Prior Year Balance, (3) Other Agency Funds, and/or (4) the University's Consolidated Educational Renewal and Replacement Fund, for accomplishment during the 1994-95 fiscal year.

Mr. Lanier seconded and the motion carried.

(See Attachment #9)

Mr. Easley requested that the record show that the Finance/Audit Committee joins the Buildings and Grounds supporting the motion.

Resolution, Adopted

Mr. Lanier moved the adoption of the following Resolution regarding the establishment of a four-year polytechnic institute at Paducah Community College.

WHEREAS, Paducah Community College has proposed the establishment and funding of a four-year polytechnic institute that would, through the University of Kentucky, grant engineering degrees; and

WHEREAS, the estimated total cost of establishing such an institute is \$30,000,000, most of which would be provided by the citizens of the Commonwealth through appropriations by the General Assembly; and

WHEREAS, Murray State University now has in place the Martha Layne Collins Center for Industry and Technology, housing the College of Industry and Technology, which was designed and built to accommodate expanding needs of the Murray State University service area and so can render ever greater service than at present; and

WHEREAS, the Board of Regents of Murray State University is confident that the University, the civic leadership of Paducah and the leadership of Paducah Community College and the University of Kentucky share common goals and aspirations for the education of engineers and other students; and recognizes and joins those leaderships in their concern about the economy of the region and the availability of employment opportunities for the young people of the region, and believes that more can be accomplished through the joint efforts of all parties to achieve those lofty goals, at less cost to the citizens of the Commonwealth and without unnecessary duplication of facilities and programs;

NOW, THEREFORE, the Board of Regents of Murray State University expresses the opinion that establishment of a polytechnic institute at the Paducah Community College would create unnecessary duplication of programs and facilities, and that great cost can be avoided through cooperative efforts, and

States its readiness and desire to enter into dialogue with the civic leadership of Paducah, and the leadership of Paducah Community College and the Universities of Kentucky and Louisville to find ways of mutually resolving the perceived problems and mutually achieving the goals of the region, of Paducah and of the three institutions, believe that in such a manner there can best be progress toward complying with the emphases of Governor Brereton Jones in his charge to the Governor's Higher Education Review Commission when he spoke of the need for a focus "on cooperation and on controlling expenditures"; and "limiting expansion of campuses," pointing to constricting "economic realities"; and

The said Board of Regents does hereby

FINALLY RESOLVE, that it does hereby request the General Assembly of the Commonwealth to decline to approve or finance in any part the proposal of the Paducah Community College in order that the foregoing material efforts may come to a conclusion, and that a copy of this resolution be sent to the Governor, the President of the Senate, the Speaker of the House, the Chairman of the Appropriation Committees in the House and Senate, to each member of the legislative delegations from the service area of Murray State University, and the President of Paducah Community College.

Dr. Julian seconded the motion and the following backup material was presented by Regent Philip Lanier regarding Paducah Community College:

1. MSU has already demonstrated the way in which higher education can be extended in specialized or general areas to all parts of its service area. It has established extended campus centers at Paducah and one along its Eastern Service Rim (Madisonville, Hopkinsville, Fort Campbell). This has been done at substantially less expense than is proposed for PCC's polytechnic institute.

MSU has developed the Interactive Telecommunications Network to link electronically its main campus to the extended campus centers, including PCC.

MSU has a successful history of cooperation with the Universities of Louisville and of Kentucky, having joint doctorate programs in science, education, and collaboration in special education and business.

Cooperation is the key, not duplication.

2. Program duplication is an unwise duplication also of investment, and a waste of investment already made. The Martha Layne Collins Center for Industry and Technology, established at substantial cost to the Commonwealth, has ample space for program expansion, at minimal cost.

Expansion of baccalaureate and graduate initiatives in technology and engineering in West Kentucky should build upon the base that is already present at MSU. The cost savings to the citizens would be substantial.

Creation of a polytechnic institute at PCC would duplicate numerous course and program offerings currently available at MSU and could potentially decrease enrollment in both Physics and Astronomy and in Engineering Technology. Why take away from an established investment?

A 1990 study done by MSU shows that to install a professional engineering program at MSU would require about \$2.5 million in capital expenditure and \$1 million in recurring annual cost. No new buildings would have to be constructed. That is several magnitudes better than the PCC proposal.

The population of the West Kentucky service area is not increasing significantly. The target audience for higher education in the region is relatively fixed. Creation of new programs would primarily take students from one location and move them to another, an action that is not in the best interests of the taxpayers.

3. MSU has in place, through the investment of the Commonwealth's citizens:
 - six faculty members who are Registered Professional Engineers, four of whom have a Ph.D. in engineering;
 - extensive laboratory facilities, including those in Manufacturing and Robotics, Microprocessing, Electrical Power, Hydraulics and Pneumatics Control, Computer Aided Design, Conventional Materials Processing, Radio Communications, Printed Circuit Board Design and Production, Engineering Materials Testing, Plasma, Chemical Services, and extensive state of the art microcomputers.

Should the taxpayers be asked to pay AGAIN in order to DUPLICATE such fine offerings?
4. In his charge to the Governor's Higher Education Review Commission, Governor Jones said:
 - "Economics realities tell us that expansion must be limited";
 - Innovative ways must be found to give better access to engineering education "WITHOUT ADDING PROGRAMS AROUND THE STATE";
 - "The Commission should consider the wisdom of one of the [existing engineering programs] becoming a top national program," (NOTE: this is a goal that would require allocation of substantial monetary resources, which would be heavily depleted by establishing an entirely new polytechnic institute);
 - "Pressure builds periodically to construct new community colleges. Campuses should be established only after all other alternatives to meet the need have been exhausted." QUESTION: Does not this same theme apply to duplication on present campuses?

Cabinet Secretary Kevin Hable has been quoted as saying that the presently-proposed funding authorization would only pay for operating costs. This implies that the legislature will be asked for EVEN MORE money to pay for capital investment.

University of Kentucky President Charles Wethington has been quoted as saying that the University of Kentucky would find it "difficult to come up with additional dollars to take on this new initiative."

The present proposal calls upon UK to put \$1,000,000 into the presently-proposed FIRST INSTALLMENT of \$10,000,000 for the polytechnic institute, projected to cost ultimately \$30,000,000.

Both Mr. Hable and President Wethington were quoted in The Paducah Sun.

Dr. Gary Cox, Executive Director of the Council on Higher Education, the body that was established to coordinate higher education in Kentucky, has said that the Council has never been presented with the PCC proposal. Thus, the established coordinating body has been left out of planning and has had no opportunity to perform its statutorily-assigned responsibility. If all of Kentucky's higher education is operated on that basis, there won't be enough money available to any Governor with which to administer the State's business.

Dr. Cox also said that a Council staff report suggested that engineering needs could be met by MSU's offering two or three years of schooling, with the remainder to be obtained at UK. This is just the route that MSU is presently taking in its conversations with the University of Louisville.

There does not seem to be any difference between UK's perception of how the PCC-UK link would work and the linkage that MSU proposes with the University of Louisville. Dr. Wethington has said that engineering classes at PCC would be provided through the combined use of on-campus instruction and interactive television from the Lexington campus.

Upon call for the vote, the motion passed unanimously.

Appreciation was expressed to Regent Lanier for the Resolution and providing the background information.

Copies of both the Resolution and background information were provided to the press.

D. Finance/Audit - Mr. Easley

Mr. Easley stated that discussion on the Budget Guidelines would be delayed until after the Executive Session.

Other recommendations to come before the Finance/Audit Committee included the following recommendations.

On behalf of the Finance/Audit Committee, Mr. Easley moved that the Board of Regents acknowledge and authorize the attached tuition rates for the 1994-95 year as established by or based upon the Council on Higher Education for Murray State University.

(See Attachment #10)

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

For the Finance/Audit Committee, Mr. Easley moved that the Board of Regents approve the WKMS, NCAA, and the KIIS audits.

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

(See Attachment #11)

For the Finance/Audit Committee, Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve a 3 percent room and board increase, effective 1994 Summer Session and the 1994-1995 Academic Year.

Mr. Lanier seconded and discussion followed.

Following a lengthy discussion regarding budget guidelines and budget issues, the roll was called and the following voted: Mr. Easley, no; Mrs. Ford, no; Mrs. Gamble, no; Dr. Julian, no; Mr. Lanier, no; Mr. Lovett, no; Mrs. Strohecker, no; Mr. Van Horn, no; and Mr. Butts, no. Motion was defeated.

Mr. Easley stated that the next three recommendations (Housing proposal for upperclassmen, housing proposal for children of MSU faculty and staff, and the room and board refund policy) were passed until the budget guidelines are approved.

For the Finance/Audit Committee, Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve the following course fees for the 95-96 academic year:

Chemistry 105	\$10	Chemistry 215	\$20
Chemistry 106	10	Chemistry 221	20
Chemistry 121	10	Chemistry 315	20
Chemistry 122	10	Chemistry 325	20

Mrs. Ford seconded and the roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

For the Finance/Audit Committee, Mr. Easley moved that the Board of Regents, upon the recommendation of the President of the University, approve an increase in all application fees for admission to Murray State University to \$15, with a waiver of the fee based upon need.

Mrs. Ford seconded and discussion followed.

After a concern was expressed by Regent Van Horn that the increase be earmarked specifically to develop the degree audit system and a "diploma on demand," Dean Phil Bryan assured him that the increase would go for the two stated reasons and not for salaries in another department.

Regent Lanier requested that another term be used rather than "diploma on demand."

The roll was called with the following voting: Mr. Easley, yes; Mrs. Ford, yes; Mrs. Gamble, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Butts, yes. Motion carried.

E. Student Life - Mr. Van Horn

For the Student Life Committee, Mr. Van Horn moved that the Board of Regents, upon the recommendation of the President of the University, approve a change in the name of the Student Activities Office to Student Government Association Office.

Mrs. Gamble seconded and the motion carried.

Information items presented to the Student Life Committee included an update on African-American Student Recruitment/Retention and a review of the Black History Celebration Calendar.

F. Governmental Relations - Dr. Kurth

President Kurth reported that the House Appropriations and Revenue Committee invited university presidents and the Executive Director of the Council on Higher Education (CHE) to testify on the impact of the Governor's proposal on our institutions. His testimony touched on four points: 1) an overall perspective of the Governor's budget proposal, 2) the outlook for compensating faculty and staff, 3) the possible effect of precluding tuition increases, and 4) the absence of any capital funding for Murray State University. Murray State's presentation was a success and the response of Committee members was positive.

SACS Update

Dr. Anita Lawson, Assistant to the President for Institutional Planning, presented a review of the visit from the Southern Association of Colleges and Schools (SACS) reaffirmation committee to the Murray State campus. She encouraged Regents to attend the session scheduled at 10:30 a.m., Tuesday, February 15, in the Commonwealth Room of the Curris Center.

Dr. Lawson distributed copies of Murray State's Plan for Addressing Recommendations and Suggestions from the 1993 SACS Self-Study for Reaffirmation of Accreditation.

Resolution, Adopted

Dr. Julian moved the adoption of the following Resolution Honoring the Late Dr. Thomas B. Hogancamp. Mr. Lovett and Mrs. Strohecker seconded and the motion carried unanimously.

BOARD OF REGENTS MURRAY STATE UNIVERSITY RESOLUTION IN MEMORY OF

DR. THOMAS B. HOGANCAMP

WHEREAS, Dr. Thomas B. Hogancamp, a 1946 graduate of Murray State University who served the University for 37 years, died on October 11, 1993; and

WHEREAS, his passing deprived Murray State University of a dedicated and respected alumnus whose unstinting devotion to his alma mater spanned five decades from the 1940s to the 1980s; and

WHEREAS, prior to his retirement in 1985, he served Murray State University faithfully for 37 years as professor, chair of several departments, Dean of the College of Business, Executive Director of the MSU Foundation and 11 years as Vice President for Finance and Administrative Services; and

WHEREAS, he lived his life with dignity and a high sense of values and through his leadership served the University with great affection and benefit;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Regents of Murray State University expresses its sadness at the loss of a loyal and dear friend and advocate of Murray State University and offers its sympathy to his wife Helen Lovett Hogancamp and their family; and

BE IT FINALLY RESOLVED that this resolution in memory of Dr. Thomas B. Hogancamp be spread upon the minutes of this meeting of the Board of Regents and that a copy be presented to his wife on behalf of the Board and the entire University community.

Tabled Motion

Mr. Lanier moved that the motion which he made at the November 18, 1993, Board meeting relative to a plan of evaluation of the President be removed from the table and placed on the agenda for the next meeting of the Board.

Mr. Lovett seconded and the motion carried.

Executive Session

Dr. Julian moved that the Board convene in Executive Session for the purpose of discussion of particular personnel matters. Mrs. Gamble seconded and the motion carried. Executive Session began at 11:40 a.m. and ended at 3:40 p.m.

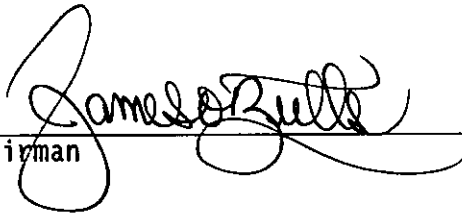
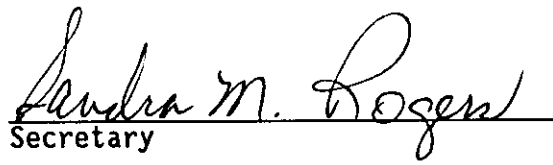
Public Session

Mrs. Gamble moved that the Board adjourn from Executive Session and convene into public session at 3:40 p.m. Dr. Julian seconded and the motion carried.

Chairman Butts stated that there was no action to be taken as a result of the Executive Session.

Meeting Adjourned

Mr. Easley moved and Mrs. Ford seconded that the meeting be adjourned. There being no further business to come before the Board, Chairman Butts called the meeting adjourned. Adjournment was at 3:43 p.m.


Chairman
Secretary

This page is left blank due to the attachments to the Minutes of the meeting of the Board of Regents held on February 5, 1994.

Sandra M. Rogers
Secretary

ATTACHMENT #1

PRESIDENT'S REPORT
TO THE
BOARD OF REGENTS

February 5, 1994

ENROLLMENT

Dean of Admissions and Records Phil Bryan has provided a report on spring 1994 enrollments for Day 6 of the semester, counting from the opening of registration. Dean Bryan judges the effects of the recent bad weather which delayed the efforts of some students to register (and led Murray State University to extend registration and delay late penalties) to now be over. Thus, Day 6 figures accurately reflect enrollment at this point of the semester.

When compared with Day 6 figures from spring 1993, headcount enrollment is down by only 31, to 7,206. There are 120 new freshmen this semester, 28 more than on this day last spring, and 320 new transfers, 20 more than last spring. When the 400 readmissions (52 more than at this time last year) are included, 840 students are enrolled at Murray State in spring 1994 who were not here during fall semester. Conversely, the category showing the greatest decline over last spring is previously enrolled students, down 141 to 6,296. This decline is accounted for in part by an increase in December graduates.

Graduate headcount enrollment, 1,006, shows an increase of 41 graduate students over last spring. International student enrollment shows a growth of 47 students, to 168. African-American enrollment continues to be strong, showing a 9 percent increase over last spring. African-American retention from the fall semester to the spring semester shows a 12 percent improvement over last year.

Enrollment from Tennessee reciprocity counties continues to grow, up 17 to 406. Enrollment from incentive grant counties continues to decline, down 71 to 684. Total credit hours generated for the spring semester are 95,344, down 800 from Day 6, 1993.

GOVERNOR'S BUDGET SPEECH

On Monday evening, January 24, 1994, Governor Brereton Jones delivered his 1994 State of the Commonwealth address before a joint session of the General Assembly, using the occasion to present his biennial budget for 1994-96. The speech was a disappointment for Murray State University in particular and higher education in general.

The Council on Higher Education (CHE) had recommended a general funding increase for institutions of 3 percent in 1994-95, with a 5 percent increase for 1995-96 to be tied to performance funding goals. The Governor chose instead to reduce increases in those two years for the universities to 2 percent and 3 percent, respectively. He also unexpectedly called for the CHE to refrain from any additional increase in tuition, as might be expected from following CHE policy, in the next two years. (The increase for fall 1994 which has already been approved will not be affected.) If the General Assembly adopts the Governor's budget figures and the CHE follows his request regarding tuition, Murray State will face difficult budget challenges in the next two years.

The community colleges will fare better under the Governor's budget; they are slated to receive the full 3 percent increase in the first year of the biennium. One of the capital projects which the Governor chose to showcase was the proposed polytechnic institute at Paducah Community College. Pending a successful campaign to raise \$4 million in private donations and the dedication of \$1 million from University of Kentucky funds, the Governor has pledged \$5 million over the biennium. Like the Governor's other budget recommendations, this plan must also win legislative approval, but media coverage of the speech noted strong support among West Kentucky legislators and state government figures.

LEGISLATIVE TRACKING

Arrangements for tracking legislation and providing Murray State with information and appropriate support during the General Assembly are now in place. Mr. Buddy Buckingham, Coordinator of Economic Development, will once again stay in Frankfort during the week to attend sessions and committee meetings, seek news on legislation, and provide information about Murray State to legislators. He will meet weekly with the legislative liaisons of the other universities and the Council on Higher Education at the CHE office and provide regular reports to the President's Office on all legislative matters.

On the Murray State campus, a legislative tracking operation has been set up in the office of Dr. Anita Lawson, Assistant to the President for Institutional Planning. The University has subscribed to the Legislative Information System, an on-line computer service run by the Legislative Research Commission which provides updated information on the status of legislation. Graduate Assistant Tom Britton will coordinate the project, producing and distributing a regularly updated chart, the Murray State Legislative Tracker, which describe the current status of bills of interest to the University, and gathering information from the campus community to develop positions and identify actions in response to proposed legislation. A copy of the first

issue of the Legislative Tracker is included with this Report; it will be mailed weekly to members of the Board of Regents and the President's Legislative Coordinating Group, university administrators, and the Presidents of Faculty Senate and Staff Congress. Dr. Lawson or Mr. Britton can be reached at (502) 762-6884.

JANUARY SNOWSTORM

In order to accommodate students following the ice and snow storms of January 16-17, 1994, and the subsequent closing of Kentucky parkways and interstates, Murray State University cancelled the first two days of scheduled classes, Thursday and Friday, January 20-21, 1994, and extended registration periods. Activities in observance of Martin Luther King Day on January 17, 1994, were also cancelled. Offices remained open during the period, and, with only a few exceptions, staff were able to report to work.

The high level of service provided by Murray State personnel during this difficult period deserves to be called to your attention. Murray State faculty and staff kept the registration process going throughout the week of bad weather. Physical Plant crews did a fine job of clearing campus drives, parking lots, and sidewalks and dealt with other problems caused by the severe weather conditions, in particular, minor water damage in several buildings caused by frozen water pipes. Due in part to the foresight and timely efforts of Student Affairs and Housing staff, students already in residence accepted the delay and inconvenience cheerfully. While most of Kentucky was brought to a standstill, Murray State kept working, and the faculty and staff who made it possible deserve our appreciation for their efforts.

CHE MEETING CANCELLED

The Council on Higher Education meeting scheduled for January 24, 1994, was cancelled due to the weather. Indications are that it will be rescheduled for late February, possibly incorporating the meeting originally scheduled for March 21, 1994. Approval of the recommendations of the Higher Education Review Commission, which were provided to you recently, was listed as the major item of business on the agenda for the January meeting circulated before the cancellation.

KENTUCKY ACCOUNTABILITY COMMITTEE

The Kentucky Accountability Committee (KAC) held an all-day meeting on Wednesday, January 26, 1994, in Frankfort. In addition to necessary preparations for collecting and analyzing data for the 1994 Accountability Report that will be published next December, KAC began work to establish goals for the

accountability areas. In several areas -- student and alumni satisfaction, education reform support, licensure exams, persistence and graduation rates, hours devoted to instruction -- these goals will be used to determine the amount of additional funding for performance which the University receives in 1995-96.

Dr. Anita Lawson, Assistant to the President for Institutional Planning and Murray State representative on the KAC, and Ms. Fugen Muscio, Coordinator of Institutional Research, attended the KAC meeting for Murray State. The next meeting will be held February 25, 1994.

EQUAL OPPORTUNITY COMMITTEE

On December 10, 1994, Murray State received an official visit from the CHE Committee on Equal Opportunities (CEO) to review Murray State progress toward the goals of the Kentucky Plan for Equal Opportunity. Regent Arlivia Gamble took part in the meeting, which featured reports by Provost and Vice President for Academic and Student Affairs Jim Booth, Associate Vice President for Student Affairs Don Robertson, and Interim Director of Equal Opportunity Annazette Fields. Others taking part in the meeting were Anita Lawson; Phil Bryan, Dean of Admissions and Registrar; Mike Young, Assistant to the Associate Vice President for Student Affairs; Doris Clark, Coordinator of African-American Recruitment and Retention; and Alacia Bigham, President of the Black Student Council.

Following a tour of the Multicultural Center and lunch in the Commonwealth Room, the CEO was joined for dessert by representative deans and chairs and faculty, staff, and students who serve on the Affirmative Action or Minority Retention Committees, the African-American Recruitment Team, or the Black Student Council.

University personnel presented information to the CEO showing progress toward five-year goals in equal opportunity areas. In 1993-94, the fourth year of the five-year period, institutions were expected to show 80 percent achievement of the goals. Goals for personnel are set in terms of the percentage that should be African-American in each of the seven federal categories of university employees. In four categories, Administrative (currently 7.1 percent African-American at Murray State), Faculty (4.0 percent), Professional Non-Faculty (8.8 percent), and Skilled Craft (2.9 percent), Murray State has already achieved its five-year goals. In Service/Maintenance (6.9 percent), Murray State has met its goals for this year. Only in Secretarial (1 percent) and Technical/Paraprofessional (2.9 percent) does Murray State fall short this year.

In student areas, Murray State exceeded its 1993-94 goals in the areas of first-year retention of African-American students (58 percent actual for fall 1993), overall undergraduate retention (68 percent actual) and graduate enrollment (4.8 percent actual). Presenters also gave detailed information to the CEO on diverse University efforts which we expect will increase enrollment and success of African-American students to an even greater extent in the future.

Informal feedback from Dr. Roy Peterson, Special Assistant to the CHE Executive Director and member of the CEO, indicates that the CEO viewed the efforts of the University as demonstrated in the meeting favorably. Dr. Peterson assures us that an official report documenting CEO reaction is currently being developed by CEO members. Murray State will receive a copy, as soon as all members have approved the draft, perhaps as early as next month.

REGIONAL SPECIAL EVENTS CENTER GROUNDBREAKING

On Friday, January 14, 1994, a crowd of at least 200 people braved the icy cold to view groundbreaking ceremonies for the Regional Special Events Center at the designated site northwest of Stewart Stadium. Governor Brereton Jones joined Representative Freed Curd, Board Chairman James Butts, and me in the ceremony. Other legislators and state government representatives were present for the event, which included a reception and chili lunch in the Racer Room.

The bond sale for the facility will be initiated at the state level during spring 1994. At this time we expect construction to begin in fall 1994 and the facility to be ready for full occupancy in fall 1996. The hopes and dreams of loyal Murray State supporters and West Kentucky boosters will then finally be a reality.

SACS REAFFIRMATION VISIT

The University has received the names of the sixteen individuals who will be members of Murray State's Reaffirmation Committee for its accreditation with the Commission on Colleges of the Southern Association of Colleges and Schools (SACS). In addition to the Chair, Dr. Thomas Armstrong, Provost of Francis Marion University, and the SACS Associate Executive Director, Dr. Gerald Lord, the leadership of the Committee will include Dr. Louis J. Rodriguez, President of Midwestern State University in Wichita Falls, Texas. Other team members, all from institutions in the southeastern states similar to Murray State, include a Vice President of Business Affairs, two Deans, an Associate Vice President, an Assistant to the Chancellor, two Directors, four Department Chairs, and three faculty members. Two observers will accompany the Committee.

The Murray State Self-Study and other documents have been mailed to the Committee. Plans are being completed for the visit of the Committee in mid-February. Members of the Board have been invited to attend the opening reception and banquet on February 14, 1994, a meeting with the leadership of the Committee on February 15, and the exit interview on Thursday, February 17.

Following the conclusion of a personal visit to campus in early December, Dr. Armstrong has praised the work of the campus committees who prepared the Self-Study. He has also kept the University informed of the progress of the reaffirmation process. I believe that we can look forward to a successful Committee visit in February. I urge you to take part in the reaffirmation visit if at all possible.

I&T SERVICE TO INDUSTRY

During the past year programs offered through the College of Industry and Technology have expanded service to West Kentucky business and industry. Working through two offices, the Technology Center (TC) and the Occupational Safety and Health Training Center (OSHTC), college faculty and staff have provided training to more than 600 employees of firms in the region and beyond. Mr. Buddy Buckingham, Coordinator of Economic Development in the Center for Continuing Education and Academic Outreach, works closely with the TC and the OSHTC to identify particular needs of clients that can be served by Murray State programs.

TC programs focus primarily on upgrading skills in such areas as computer-assisted manufacturing, surveying, and programmable control. Hands-on utilization of up-to-date equipment housed at the Collins Center is important to the training provided. The OSHTC trains industrial employees to comply with increasing federal controls under the Environmental Protection Act and the Occupational Safety and Health Act. It also views improving the personal health and safety of industrial workers as an important mission.

Together, the two centers offer seminars and workshops on 20 topics on a variable schedule. Training programs are also tailored to the needs of particular clients. Demand for the training, which comes from as far away as Texas and Michigan, is growing fast. Budget constraints have handicapped the further expansion of services to a certain extent. The University is exploring opportunities offered by potential state workforce development funding to increase its efforts.

OFFICE OF SPONSORED PROGRAMS

The Office of Sponsored Programs reports that during the period November 1, 1993, and December 31, 1993, Murray State

personnel submitted 18 grant proposals to external funding sources for a total amount of \$551,976. During that same period, 12 proposals were funded, bringing the University \$406,779.

Faculty from all six colleges received grants during this period. Projects included scientific research, education support, foreign language instruction, nominations for the National Register of Historic Places, and creative writing events.

Particularly noteworthy among recent awards are a PRISM grant of \$264,488 to Dr. Gary Boggess, Dean of the College of Science, and \$81,995 to Dr. John Guyton, Associate Professor, Department of Elementary and Secondary Education, from the National Science Foundation. Albert Sperath, Director, Clara M. Eagle Gallery, received the Al Smith Fellowship in Visual Arts from the Kentucky Arts Council for \$5,000.

RECENT ACHIEVEMENTS

Dr. Bert Siebold, Professor of Industrial and Engineering Technology, was installed as the 1994 President of the Kentucky Applied Technology Education Association (KATEA) during the association's fall conference November 5-6, 1993. KATEA is Kentucky's professional association for university faculty, high school post secondary teachers and college students in technology education, vocational education, and health and personal service.

Dr. James Broughton, Assistant Professor of Health, Physical Education, and Recreation, was named "Professional Recreator of 1993" and elected to serve as a Board member of the Kentucky Association of Health, Physical Education, Recreation and Dance at the association's conference November 5-6, 1993.

Murray State University's Viewbook has been selected as an award winner in the national Blue Pencil communications competition. The National Association of Government Communicators selected outstanding marketing entries from throughout the United States to be so honored.

ATHLETICS

The Murray State Racer basketball team is currently 13-3 overall and 6-0 in the Ohio Valley Conference (OVC). With an eight-game winning streak, the Racers are tied for the third longest winning streak in the nation. Murray State has sole position of first place in the OVC and has notched non-conference wins against Memphis State and Mississippi. The 13-3 start, the best since 1984-85, has earned the Racers votes in the Top 25 and national publicity from Sports Illustrated. Marcus Brown, who has already won OVC Player of the Week awards twice this season, is averaging 17.7 points per game.

The Murray State Lady Racers are 5-10 overall and 1-5 in the Ohio Valley Conference. One more win on the season will equal last year's total of six. Jennifer Parker, one of the leading scorers in the nation at 22.6 points per game, tied a school record with 40 points in a loss to the University of Tennessee-Martin.

The Racer rifle team are hosting the Collegiate Sectional and the OVC championships during the month of February. Indoor track and tennis seasons are also underway.

Murray State runner Rebecca Burnett and Murray State relief pitcher Reid Huber were recognized by the Ohio Valley Conference in December as Scholar-Athlete Award winners, the highest individual honor that can be earned by OVC student-athletes. It is awarded annually to three men and three women senior athletes.



Murray State University

Office of the President
1 Murray St
Murray, KY 42071-3305
(502) 762-3763

January 26, 1994

The Murray State _____
Legislative Tracker
_____ 1994 Kentucky General Assembly

MEMORANDUM

TO: Board of Regents, President Kurth, Cabinet, President's Legislative
Coordinating Group

cc: Other Interested Parties

FROM: Tom Britton *Tom Britton*
Graduate Assistant for Legislative Tracking
Office of Institutional Planning
220 Wells Hall
Phone: 762-3775
Fax: 762-3413

MUSIC: A48813F
VAX: (ALawson)

SUBJECT: 1994 Regular Session of the Kentucky General Assembly

Attached is the first edition of *The Murray State Legislative Tracker*. It contains a list of bills we are tracking this session, the name of each bill's primary sponsor, a brief description of the bill and its pertinent provisions, any important changes or amendments, and each bill's current progress through the law-making process. Refer to the legend on the following page for abbreviations contained in the chart. The list of bills will grow as more are filed and as more come to our attention through Buddy Buckingham (Murray State's eyes and ears in Frankfort), through CHE legislative updates, from media sources, and from interested parties on campus. New this session, we are able to check the status of bills by computer through the Legislative Research Commission's Legislative Information System. This should greatly improve the timeliness of our response to new and amended legislation. Most weeks I will publish an update of *The Legislative Tracker* on Wednesday.

Contact me at the above phone or fax numbers or by the above e-mail addresses to request bill summaries, to request complete copies of bills, or to inquire about the current status of specific bills. If you have special knowledge about legislation we are currently tracking or are aware of a bill you feel we should be tracking, please let us know.

The Murray State _____
Legislative Tracker

_____ 1994 Kentucky General Assembly

Legend of Abbreviations
Contained in the *Legislative Tracker*

- (*) Asterisk indicates that a copy of the bill is available from the Office of the Assistant to the President for Institutional Planning
SB Bill originated in the Senate
HB Bill originated in the House of Representatives

Standing Committees

- AN Agriculture and Natural Resources, Senate
AR Appropriations and Revenue, House or Senate
AS Agriculture and Small Business, House
BI Banking and Insurance, House or Senate
BP Business Organizations and Professions, House or Senate
CI Cities, House
CS Counties and Special Districts, House
EA Elections and Constitutional Amendments, House
EC Economic Development, House
ED Education, House or Senate
ET Economic Development and Tourism, Senate
HW Health and Welfare, House or Senate
JY Judiciary, House or Senate
LI Labor and Industry, House or Senate
LG Local Government, Senate
NE Natural Resources and Environment, House
SG State Government, House or Senate
TE Tourism Development and Energy, House
TN Transportation, House or Senate

Other Abbreviations

- DD Bill died before attaining this point in legislative process
DV Bill delivered to Governor
S Bill signed by Governor
V Bill vetoed by Governor
WD Bill withdrawn by sponsor before attaining this point in legislative process
WV "Posting" in committee waived
X Bill has attained this point in the legislative process ("Posted" in committee, "Reported Favorably" from committee)

Definitions

- Concurrence Vote..... Vote on a bill after differences between House and Senate versions have been resolved
Posted..... Bill is officially on the list of legislation to be considered for action by a committee
Reported Favorably.... Bill received a favorable vote from the committee

The *May State* Legislative Tracker

1994 Kentucky General Assembly

Prepared by the Office of Assistant to the President for
Institutional Planning, Room 220, Wells Hall
Anita Lawson, Legislative Liaison, 762-6884
Tom Britton, Graduate Assistant, 762-3775

Contact Tom Britton 62-3775 to request copies of bills, or to inquire about the current status of specific bills.

Asterisk (*) indicates that a copy of the bill is available from the Office of the Assistant to the President for Institutional Planning.

SB--bill originated in the Senate

HB--bill originated in the House of Representatives

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As of January 26, 1994, page 1

Bill No.	Sponsor/Description	Pertinent Provisions/Amendments/Changes	House of Origin				Second House				Signed By Governor
			In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	
SB 2 *	E. Ford/redefines "Insured Student Loan"	Redefines "insured student loan" to conform to Federal law	ED								
SB 12 *	E. Ford/codifies College Access Program (CAP)	Authorizes the KHEAA to award program grants to financially needy part-time and full-time undergraduate students; codifies CAP program into KRS, meaning that the only action needed in future budget bills would be the amount of appropriation.	ED	X	X	36-0					
SB 13 *	E. Ford/redefines "Insured Student Loan"	Changes the definition of "insured student loan" and "loan guarantee" to conform to Federal Law. It would direct the KHEAA to purchase personal liability insurance for board members and employees. It would also grant the power to issue administrative subpoenas and would remove its employees from the state merit system.	ED								
SB 15 *	E. Ford & Neil/Superintendent Screening Committee	Requires a minority member to be elected to superintendent screening committees in districts with a minority population of 8% or greater.	ED								
SB 19 *	T. Buford/Council of Higher Education	Requires that two members of the CHE be undergraduate degree recipients from independent colleges. The CIKC would submit a list of three names from which the Governor would choose two.	ED								
SB 21 *	G. Neil/Minority Membership on School Councils	Requires a minority member on school-based decision making councils in schools with 8% or more minority enrollment or in schools with 2% to 8% minority enrollment that have not had a minority member on council in the preceding two years.									
SB 24 *	E. Ford/Est. Teacher Loans and Scholarships	Awards scholarships to full-time students who meet certain academic requirements and who intend to become teachers. For every semester of assistance, a semester must be spent teaching.	ED								
SB 27 *	E. Ford/Redefines "Visually Impaired"	Redefines "Visually impaired" to mean a condition of the eye with correction that constitutes or progressively results in a substantial limitation of life's activities.	ED								
SB 30 *	T. Philpot/Requires Liability Ins. for Attorneys	Requires attorneys in private practice to maintain liability insurance of not less than \$100,000 per client and \$300,000 per incident.	JY								
SB 31 *	T. Philpot/Primary Program Exempt. for 5 year old	Exempts five year olds from the primary program under certain circumstances.	ED								
SB 40 *	M. Moloney/KET appointments made through the Governor's Higher Ed. Nominating Commission	Requires gubernatorial appointments made to the KET be nominated by the Governor's Higher Education Nominating Commission.	ED								
SB 46 *	J. Green/Redefines Capital Projects	Changes the value of a capital construction item from \$200,000 to \$400,000 and the value of movable equipment items from \$50,000 to \$100,000. It would also prohibit the artificial division of a contract in order to cause an estimated contract price to fall below the \$400,000 threshold. SCA 1 Pendleton/ Raises threshold for review by CHE from \$200,000 to \$400,000 for State Universities.	AR	X	X	35-1					

The Murray State Legislative Tracker

1994 Kentucky General Assembly

Prepared by the Office of Assistant to the President for
Institutional Planning, Room 220, Wells Hall
Anita Lawson, Legislative Liaison, 762-6884
Tom Britton, Graduate Assistant, 762-3775

Contact Tom Britton at 762-3775 to request bill summaries or complete copies of bills, or to inquire about the current status of specific bills.

Asterisk (*) indicates that a copy of the bill is available from the Office of the Assistant to the President for Institutional Planning.

SB--bill originated in the Senate

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As of January 26, 1994, page 2

Bill No.	Sponsor/Description	Pertinent Provisions/Amendments/Changes	House of Origin				Second House				Signed By Governor
			In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	
SB 97 *	E. Rose & Others/Health Care Reform	Creates a five member Kentucky Health Policy Board as an independent state agency. This board will be charged with the responsibility of recommending a plan before the 1996 General Assembly for a universal access program. Creates the Kentucky Health Service at the University of Kentucky and at the University of Louisville. This Service will create and oversee the implementation of regional family practice residency training programs in community based sites. Requires institutions of higher education receiving state student tuition assistance to develop a healthy lifestyles program.	HW								
HB 33 *	J. Coleman/Lay member to CHE must be recipient of a Baccalaureate from an independent college	Requires that at least one of the lay members appointed by the Governor to the Council on Higher Education be an undergraduate recipient from an independent, nonprofit college or university.	ED	W	X	94-0					
HB 48 *	Donnermeyer/Creates an office of Geographic Info	Creates an Office of Geographic Information to coordinate geographic information system development in state and local government. Also establishes a Geographic Information Advisory Council to advise the office on GIS standards and develop a statewide plan to be reported to the Governor.	SG	X							
HB 49 *	F. Curd & Rasche/Superintendent Training Program	Changes from 7/1/92 to 7/15/94 the date from which newly hired school superintendents have one year to complete an assessment program	ED	W	X	93-0					
HB 50 *	F. Curd & Rasche/Creates Standards for Classified School Employees	Requires local districts to enter into contracts with classified employees and to establish written terms and conditions of employment. Under this bill an evaluation of these policies are subject to review by the Dept. of Education.	ED	W	X						
HB 51 *	Curd/Creates a Speech Pathology Assistant	Sets out what an assistant may and may not do and provides that someone with a degree in Speech pathology may receive a license as an assistant while completing their professional experience. HCS- ESPB has responsibility for teacher certification	ED	W	X						
HB 56 *	Donnermeyer/Changes statute regarding Info Resources Management	Removes the Executive Director of the CHE from the Ky. Information Management Commission and adds a rep. of the public universities to be appointed by the CHE. HCA 1 Incr. membership of KIRMC by adding Budget Dir & Librarian	SG	X	X						
HB 60 *	R. Sanders/Creates an Economic Inducement Prog.	Makes business enterprise's located within counties with preset levels of unemployment eligible for tax credits as determined by the KEDFA	EC								
HB 64 *	Donnermeyer/Open records of Public Agencies	Amends existing law by defining media, mechanical processing, software and commercial purposes. Allows the copying of public records in electronic or paper format and permits public agencies to set fees for such services. HCA 1-Limits "commercial purpose" to exclude litigation; HCA 2- Clarifies penalty provision to apply to the commercial use of	SG	X	X	90-1					

The *Monday State* Legislative Tracker

1994 Kentucky General Assembly

Prepared by the Office of Assistant to the President for
Institutional Planning, Room 220, Wells Hall
Anita Lawson, Legislative Liaison, 762-6884
Tom Britton, Graduate Assistant, 762-3775

Contact Tom Britton 762-3775 to request copies of bills, or to inquire about the current status of specific bills.

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As of January 26, 1994, page

Bill No.	Sponsor/Description	Pertinent Provisions/Amendments/Changes	House of Origin				Second House				Signed By Governor
			In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	In Committee	Posted	Reported Favorably	Floor Vote (Concurrence Vote)	
HB 65 *	H. Moberly/School based decision making	Allows parents of students enrolled in the school, as opposed to parent members of the parent teacher org, to vote for the parent rep. on the school council.	ED	X	X						
HB 68 *	H. Moberly/Abolishes the three district limitation for Experimental Education Programs	Allows the State Board to approve Experimental Programs without the three district limitation. It also authorizes a local board adopt a schedule of at least 6 hours of daily instruction throughout the school year.	ED	X	X						
HB 72 *	L. Clark/Changes definition of Capital Projects	Adds the phrase "in cash or other considerations" to the definition of capital projects.	SG	X	X	93-0					
HB 74 *	Lear/Adds funding for Workforce Training via the Local Government Economic Ass. Program	Adds workforce training to the LGEA grant expenditure priorities and to the definition of "industrial development projects."	EC	W	X						
HB 91 *	J. Coleman/Removal procedures for Parent Memb. of School Councils	Brings parent members of school boards under the same removal proceedings for immorality, misconduct in office, incompetency, willful neglect or nonfeasance as other school officials.	ED								
HB 97 *	Stumbo/Requires Assembly confirmation and re-confirmation of the Commissioner of Education	Limits the Commissioner's Contract to two years. Appointment and re-appointments require the consent of the General Assembly.	ED	X							
HB 98 *	Bowling/Energy efficiency in Government Building	Creates the Energy Efficiency Program for State Government Buildings within the Finance and Administration Cabinet. It requires the agency to implement low cost/no cost energy efficiency measure, engineering analysis, energy efficiency building improvements, and monitor results. It also creates the Institutional Energy Efficiency Program for buildings owned by the University of Louisville.	SG								
HB 101 *	P. Mason/Comprehensive School Health Program	Requires schools to be measured on the proportion of students who have attained age-appropriate knowledge about human growth and development. This bill also requires the Board of Education to develop a comprehensive school health program.	ED								
HB 150 *	B. Donnermeyer/Disclosure for nonprofit Corp.	Requires nonprofit corporations to report financial and other information to the Secretary of State.	BP	X							
HB 154 *	Curd/Adds nonteaching employee member to the boards of ECU, KSU, MoSU, MuSU, NKU, UK and WKU.	Adds nonteaching member to the University of Kentucky Board of Trustees and the Board of Regents of the regional universities.	ED								
HB 176 *	F. Rasche/Family Education Rights and Privacy Act	Requires that education records remain confidential except that records may be released under certain circumstances. Bill requires that parental consent or the consent of an eligible student be obtained before records are released. It also provides that parents or eligible students are to be informed of their privacy rights and of their right to review and inspect said records.	ED	X							

The Murray State ————— Legislative Tracker

1994 Kentucky General Assembly

Prepared by the Office of Assistant to the President for
Institutional Planning, Room 220, Wells Hall
Anita Lawson, Legislative Liaison, 762-6884
Tom Britton, Graduate Assistant, 762-3775

Contact Tom Britton at 762-3775 to request bill summaries or complete copies of bills, or to inquire about the current status of specific bills.

Asterisk (*) indicates that a copy of the bill is available from the Office of the Assistant to the President for Institutional Planning.

SB--bill originated in the Senate

HB--bill originated in the House of Representatives

Refer to the legend preceding this chart for a complete list of abbreviations used in the *Legislative Tracker*.

As of January 26, 1994, page 4

[illegible]

PRESIDENT'S REPORT
TO THE
BOARD OF REGENTS

February 5, 1994

ADDITIONAL INFORMATION

BIENNIAL BUDGET

As I have reported to the Governmental Relations Committee of the Board, on Thursday, February 3, 1994, the House Appropriations and Revenue Committee invited university presidents and the Executive Director of the Council on Higher Education (CHE) to testify on the impact of the Governor's proposal on our institutions. My testimony touched on four points: 1) an overall perspective of the Governor's budget proposal, 2) the outlook for compensating faculty and staff, 3) the possible effect of precluding tuition increases, and 4) the absence of any capital funding for Murray State University. In my judgment, our presentation was a success, and the response of Committee members was positive.

Since distributing the earlier portion of this Report, we have reviewed a copy of House Bill 302, the Governor's budget prepared for legislative consideration. (Senate Bill 218 is identical.) Copies of the Higher Education portion of the budget have been distributed to Board members. Some of the passages in that bill offer further clarification of some elements of the Governor's budget. Let me call the following items, in particular, to your attention.

One area of confusion has been what mechanism would be recommended to enact the Governor's stricture against tuition increases in the biennium, since the CHE currently has statutory power to set tuition. The relevant portion indicates that the Governor is not proposing that statute be changed. It reads:

"The Council on Higher Education shall not authorize changes in the tuition rates for colleges and universities during the period covered by the 1994-96 budget above the rates for the 1994-95 school year as approved in action taken by the Council at its November 8, 1993, meeting."

The wording of the section which addresses support for University of Kentucky engineering programs at Paducah is also enlightening. It is included under the section for the University of Kentucky, which is separately funded from the University of Kentucky Community College System, and reads in full:

"Included in the above General Fund appropriation [stated as 1994-95: \$246,065,800 and 1995-96: \$255,973,700] is \$500,000 in fiscal year 1994-95 and \$500,000 in fiscal

year 1995-96 for course offerings or other programming in the field of engineering at the Paducah Community College. These funds are for enhanced activities in addition to the current engineering education programming currently being provided. It is the intent of the General Assembly that the program developed with these funds be implemented in such a way as to be consistent with all engineering education accreditation standards. It is the intent of the General Assembly that the University of Kentucky shall make available from its internal resources, \$500,000 in each fiscal year above the current level of funding for these activities, in order to match the additional General Fund appropriation described in this section. Moreover, contingent upon local and/or private funding support of \$2,000,000 in additional funding per year beyond the amounts heretofore described, there is appropriated from the General Fund surplus account in fiscal year 1995 and fiscal year 1996, \$2,000,000 per year in additional funding to match the private and local fundraising effort for engineering enhancement. The University shall develop a plan for the expenditure of these funds, in cooperation with Murray State University to the extent the plan is consistent with the mission statement of Murray State University, for presentation to the Governor, the Interim Appropriations and Revenue Committee, and the Interim Education Committee, no later than July 1, 1994. On an annual basis thereafter, the University shall provide a financial and programmatic status report on the progress of this initiative."

If HB 302/SB 218 are enacted with this language intact, Murray State will vigorously pursue the joint planning venture with the University of Kentucky which it sets forth. In keeping with Board policy, we have already sought joint programs in this area with both the University of Kentucky and the University of Louisville. At the present time, our discussions with University of Louisville concerning development of a joint program in engineering continue, with the possibility of offering University of Louisville engineering courses to our students in fall 1994.

EQUAL OPPORTUNITY COMMITTEE

We have just received a copy of the draft report from the CHE Committee on Equal Opportunity (CEO) concerning findings during their visit to Murray State on December 10, 1993. While we will take the opportunity to request a few changes in the draft before it assumes final form, we were pleased with the CEO's overall assessment of the meeting as "much more productive and professional" than earlier meetings. The CEO also notes its appreciation of Ms. Arlivia Gamble for representing the Board of Regents at the meeting. At the meeting of the Board Academic Affairs Committee, Ms. Annazette Fields, Director of Equal Opportunity, described Murray State's CEO presentation on activities and progress in equal opportunity areas and highlighted the report.

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HIGHER EDUCATION BUDGET PRESENTATION

**House Appropriations and Revenue
Committee**

**Budget Review Subcommittee on
Education**

February 3, 1994

**1994/96 EXECUTIVE BUDGET RECOMMENDATIONS
ANALYSIS OF RECOMMENDATIONS FOR HIGHER EDUCATION INSTITUTIONS
OPERATING APPROPRIATION**

	<u>Governor's Recommendation</u>	<u>Council's Recommendation</u>	<u>Difference</u>
Operating (annual increases)			
1994/95	\$12,371,900	\$17,649,100	(\$5,277,200)
1995/96	18,020,100	30,000,000	(11,979,900)

Council recommended operating increases of 3 percent and 5 percent for 1994/95 and 1995/96, respectively. The Governor's recommendation provides a 2 percent increase for universities and a 3 percent increase for the UK Community College System in 1994/95. It includes a 3 percent increase for community colleges and universities in 1995/96 to be distributed based on performance measures developed by the Higher Education Review Commission.

Other			
1994/95	500,000	0	500,000

The Governor's recommendation provides recurring funds for UK to provide course offerings or other programming in the field of engineering at Paducah Community College; UK is to provide an additional \$500,000 from its internal sources of revenue. This level is continued with no additional increases in 1995/96. (This project was not submitted to the Council for consideration at the November, 1993 meeting.)

New Debt Service			
1994/95	3,385,600	0	3,385,600
1995/96	7,507,900	34,000,000	(26,492,100)
UL HSC Research Building (Est.)	1,540,000		1,540,000

Debt service is recommended by the Governor for the MoSU Lappin Hall renovation project which was recommended by the Council. Debt service is recommended by the Governor for the following new facilities recommended by the Council: UK Commonwealth Library, Ashland Community College Classroom Building, and Hazard Community College Student/Performing Arts Center - Phase I. (Hopkinsville Community College Regional Technical Training Center, which was recommended by the Council, is included in the Workforce Development Cabinet recommendations.) For 1995/96, debt service is provided for one-half of the bonds for the UK Mechanical Engineering Building, with UK being required to provide the remainder from other sources.

The Governor's speech included \$14 million for the UL HSC Research Building; Council recommendation was for bonds of \$19 million (debt service included in the \$34 million).

- NOTES: ■ This analysis excludes necessary adjustments for existing bonds and the UL Hospital contract.
- This analysis excludes debt service amounts for the life/safety bond pool (\$1,424,800) included in the recommendations for the Council and for the Hopkinsville Community College Regional Technical Training Center (approximately \$800,000).

1994/96 EXECUTIVE BUDGET RECOMMENDATIONS
ANALYSIS OF RECOMMENDATIONS FOR HIGHER EDUCATION INSTITUTIONS
CAPITAL BUDGET (STATE FUNDING ONLY)

<u>Category(a)</u>	<u>Governor's Recommendation</u>	<u>Council's Recommendation</u>	<u>Difference</u>
Life/Safety(b)	\$15,000,000	\$57,179,000	(\$42,179,000)
Critical Major Renovation/ Infrastructure Projects(c)	6,850,000	51,018,000	(44,168,000)
Technology Projects	0	14,971,000	(14,971,000)
Research Equipment Projects (Federal Funds Matching)	0	2,272,000	(2,272,000)
New Facilities			
UK Commonwealth Library	46,000,000	46,000,000	0
Ashland CC Classroom Bldg	4,500,000	4,500,000	0
Hazard CC Student/Performing Arts Center, Ph I	10,000,000	10,000,000	0
Hopkinsville CC Regional Technical Training Center(d)		8,000,000	
NKU Natural Science Building(e)	0	32,500,000	(32,500,000)
WKU Health/Technology Bldg	0	29,500,000	(29,500,000)
UK Mechanical Engineering Bldg(f)	7,330,000	14,660,000	(7,330,000)
UL HSC Research Bldg(g)	14,000,000	19,000,000	
EKU Academic Bldg	0	15,000,000	(15,000,000)
Other	<u>81,830,000</u>		
Design Funding, UK Center for Rural Health	200,000	0	200,000

~ operating budget 12,000,000

- (a) Categories are listed in Council priority order.
- (b) In the Council recommended appropriation for 1995/96 is \$1,424,800 to support the \$15 million life/safety bond pool. Funds are to be allocated to the institutions in a manner similar to the \$10 million appropriated to the Council in 1992/94.
- (c) MoSU Lappin Hall renovation only; project recommended by the Council.
- (d) Hopkinsville Regional Technical Training Center included in the Workforce Development Cabinet recommendations.
- (e) Governor's speech suggests authorizing NKU to "spend as much as \$2 million in private or university funds to begin the design of the Sciences Classroom Building."
- (f) Executive Budget authorizes UK to issue agency bonds for one-half of the project.
- (g) Project was included in the Governor's speech with the following requirement: "In addition to the authorization to spend up to \$9 million in private or university funds, if the University of Louisville will commit to raise an additional \$5 million in private or university funds, I will propose that the capital budget be amended to allow the expenditure of an additional \$14 million in state funds."

NOTES: ■ The budget includes a University Restricted Funds Bond Projects Pool of \$35 million to be distributed in the same manner as the \$23 million pool allocated to the Council in 1992/94. The Council included \$145.2 million in agency bond projects in its 1994/96 recommendation. By definition, these are funds that each university generates from existing resources (e.g. housing and dining and intercollegiate athletics).

- Excludes the Louisville Stadium (\$7 million) which is recommended in the Economic Development Cabinet. In November, the Council recommended agency funds authorization for the stadium, as requested by the university. The proposal for economic development bonds surfaced after the November Council meeting.

1995/96 Performance Funding Initiative

1995/96 Performance Funding Measures (Percent Distribution by Category)

Category	Percent Distribution								
	<u>EKU</u>	<u>KSU</u>	<u>MoSU</u>	<u>MuSU</u>	<u>NKU</u>	<u>UK</u>	<u>CCS</u>	<u>UL</u>	<u>WKU</u>
Persistence of Students	12 %	14 %	10 %	18 %	10 %	15 %	15 %	15 %	10 %
Student Outcomes	21	23	25	15	16	15	22	20	17
Quality of Instructional Programs	30	27	25	27	30	20	25	22	29
Quality of Research/Service Programs	10	10	15	10	20	25	15	21	20
Campus Management	27	26	25	30	24	25	23	22	24
Total	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %

1995/96 Performance Funding Levels

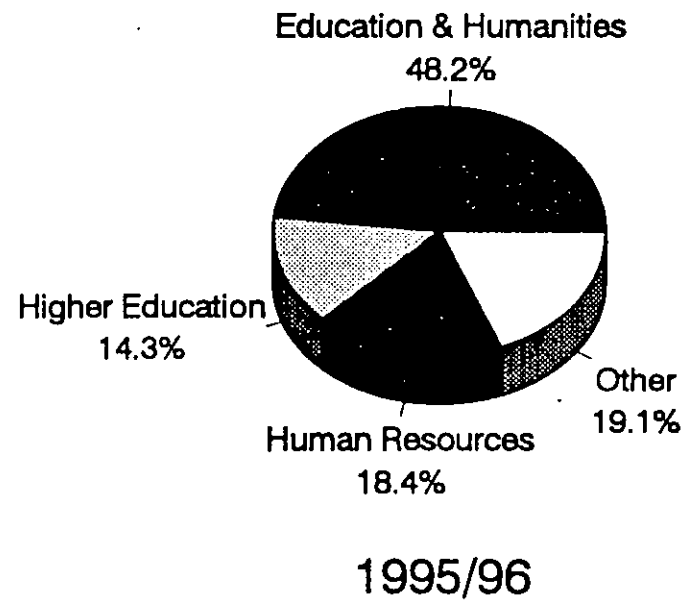
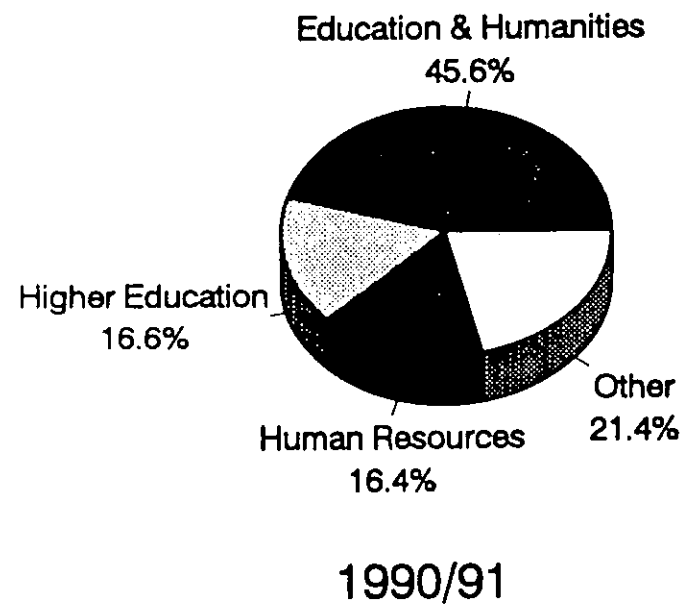
	<u>EKU</u>	<u>KSU</u>	<u>MoSU</u>	<u>MuSU</u>	<u>NKU</u>	<u>UK</u>	<u>CCS</u>	<u>UL</u>	<u>WKU</u>	<u>System</u>
CHE Recommendation (5%)	\$2,400,000	796,000	1,430,000	1,746,000	1,221,000	11,414,000	3,089,000	5,564,000	2,340,000	\$30,000,000
Governor's Recommendation (3%)	\$1,440,300	477,800	858,000	1,048,000	732,400	6,849,200	1,871,700	3,338,600	1,404,100	\$18,020,100

1995/96 Performance Funding Measures (Allotment of 1995/96 Performance-Based Funds)

Performance-based funds will be allotted to each institution as follows:

Points Earned	Percent of Approp
90-100	100
89	89
88	88
.	.
.	.
.	.
11	11
0-10	0

DISTRIBUTION OF GENERAL FUND REGULAR APPROPRIATIONS



KENTUCKY APPROPRIATION RECOMMENDATION FORMULA - SUMMARY
 (Based on Governor's Recommendation)
 1993/94 - 1995/96

1993/94

<u>Institution</u>	<u>Formula Calculation</u>	<u>1993/94 Appropriation*</u>	<u>Percent Formula Funding</u>
Eastern Kentucky University	\$77,479,600	\$52,680,900	68.0 %
Kentucky State University	23,934,300	18,263,200	76.3
Morehead State University	46,234,500	31,724,700	68.6
Murray State University	48,976,300	37,824,300	77.2
Northern Kentucky University	40,519,700	29,032,500	71.7
University of Kentucky University System	320,296,200	241,326,000	75.3
UK Community College System	116,246,000	71,794,000	61.8
University of Louisville	185,503,200	135,016,100	72.8
Western Kentucky University	71,224,000	50,114,300	70.4
System	\$930,413,800	\$667,776,000	71.8 %
System Gap			15.5

1994/95

<u>Institution</u>	<u>Formula Calculation</u>	<u>Governor's Recommendation**</u>	<u>Percent Formula Funding</u>
Eastern Kentucky University	\$78,338,500	\$53,734,900	68.6 %
Kentucky State University	24,361,600	18,467,400	75.8
Morehead State University	46,396,700	32,304,400	69.6
Murray State University	49,275,000	38,536,300	78.2
Northern Kentucky University	40,074,300	29,531,300	73.7
University of Kentucky University System	317,679,200	242,797,700	76.4
UK Community College System	115,212,100	73,738,300	64.0
University of Louisville	183,237,600	137,191,200	74.9
Western Kentucky University	71,395,000	51,036,700	71.5
System	\$925,970,000	\$677,338,200	73.1 %
System Gap			14.2

1995/96

<u>Institution</u>	<u>Formula Calculation</u>	<u>Governor's Recommendation**</u>	<u>Percent Formula Funding</u>
Eastern Kentucky University	\$79,601,100	\$55,176,100	69.3 %
Kentucky State University	24,830,800	18,926,100	76.2
Morehead State University	47,067,700	33,157,200	70.4
Murray State University	50,022,800	39,526,500	79.0
Northern Kentucky University	40,314,900	30,260,700	75.1
University of Kentucky University System	322,723,000	249,657,500	77.4
UK Community College System	117,615,100	75,622,600	64.3
University of Louisville	185,228,400	141,021,000	76.1
Western Kentucky University	72,245,600	52,441,200	72.6
System	\$939,649,400	\$695,788,900	74.0 %
System Gap			14.7

* Amount is net of two percent reduction and accountability funds (\$1,200,000).

** Amount is net of accountability funds (\$1,200,000), new debt service, and funds for UK engineering courses in Paducah (\$500,000).

**1994/95 TUITION SCHEDULE
FULL-TIME SEMESTER RATES**

	<u>1992/93 Rates</u>	<u>1993/94 Rates</u>	<u>Dollar Change</u>	<u>1994/95 Rates</u>	<u>Dollar Change</u>
RESIDENT					
Undergraduate					
Community Colleges	\$350	\$420	\$70	\$480	\$60
Lexington Community College	810	810	0	810	0
Masters Institutions	670	750	80	790	40
Doctoral Institutions	840	980	140	1,090	110
Graduate					
Masters Institutions	740	830	90	870	40
Doctoral Institutions	920	1,080	160	1,200	120
ANNUAL RATES					
Law	2,760	3,280	520	3,850	570
Medicine	5,530	6,480	950	7,090	610
Dentistry	4,650	5,030	380	5,710	680
NONRESIDENT					
Undergraduate					
Community Colleges	1,050	1,260	210	1,440	180
Lexington Community College	2,430	2,430	0	2,430	0
Masters Institutions	2,010	2,250	240	2,370	120
Doctoral Institutions	2,520	2,940	420	3,270	330
Graduate					
Masters Institutions	2,220	2,490	270	2,610	120
Doctoral Institutions	2,760	3,240	480	3,600	360
ANNUAL RATES					
Law	8,090	9,420	1,330	10,570	1,150
Medicine	15,270	15,190	(80)	16,720	1,530
Dentistry	13,740	11,800	(1,940)	13,950	2,150

Community Colleges: UK Community College System (excluding Lexington Community College).
Masters Institutions: Eastern Kentucky University, Kentucky State University, Morehead State University, Murray State University, Northern Kentucky University, and Western Kentucky University
Doctoral Institutions: University of Kentucky and University of Louisville.

NOTE: In February 1993 the Council on Higher Education approved application of the tuition-setting policy to an annual basis. Tuition rates for 1995/96 will be approved in November 1994.

TUITION

Tuition-Setting Policy

- The policy uses benchmark institutions as points of reference to set objectives (tuition as a percent of PCPI).
- Tuition objectives are then applied to projected Kentucky PCPI.
- Tuition rates are set by type of institution (doctoral, masters, community colleges).
- The tuition policy is applied on an annual basis.
- The policy is not a revenue generating policy (i.e., tuition is not set to offset any reduction in state funding).

Tuition Objectives (Percent of PCPI)

	<u>1993/94</u>	<u>1994/95</u>
Doctoral Institutions	11.7	11.8
Masters Institutions	8.9	8.6
Community Colleges	5.0	5.2

Kentucky PCPI

		<u>Percent Change</u>
1992 (Actual)	16,534	
1993 (Projected)	17,529	6.0
1994 (Projected)	18,428	5.1

1992 PCPI COMPARISON - SREB AND CONTIGUOUS STATES

State	<u>1985</u>	<u>1991</u>	<u>1992</u>	<u>1 Year Percent Change</u>	<u>Percent Change Rank</u>
Alabama	\$10,673	\$15,526	\$16,220	4.5	10
Arkansas	10,476	14,636	15,439	5.5	3
Florida	13,742	18,985	19,397	2.2	19
Georgia	12,543	17,447	18,130	3.9	14
Illinois	14,738	20,737	21,608	4.2	12
Indiana	12,446	17,193	18,043	4.9	6
KENTUCKY	10,824	15,626	16,534	5.8	1
Louisiana	11,274	15,054	15,712	4.4	11
Maryland	15,864	22,304	22,974	3.0	17
Missouri	13,244	17,980	18,835	4.8	9
Mississippi	9,187	13,318	14,088	5.8	2
North Carolina	11,617	16,848	17,667	4.9	7
Ohio	13,226	17,767	18,624	4.8	8
Oklahoma	12,232	15,570	16,198	4.0	13
South Carolina	10,586	15,391	15,989	3.9	15
Tennessee	11,243	16,478	17,341	5.2	5
Texas	13,483	17,248	17,892	3.7	16
Virginia	14,542	20,046	20,629	2.9	18
West Virginia	10,193	14,315	15,065	5.2	4
Median*	12,339	17,021	17,780	4.5	
Kentucky as % of median	87.7	91.8	93.0		

*Median calculated excluding Kentucky.

Source: Economic Bulletin Board - UK King Library, Government Publications and Maps.

1992 PCPI COMPARISON - BENCHMARK STATES

<u>State</u>	<u>1985</u>	<u>1991</u>	<u>1992</u>	<u>Percent Change</u>	<u>Percent Change Rank</u>
Georgia	12,543	17,447	18,130	3.9	9
Illinois	14,738	20,737	21,608	4.2	8
Indiana	12,446	17,193	18,043	4.9	4
KENTUCKY	10,824	15,626	16,534	5.8	1
Missouri	13,244	17,980	18,835	4.8	7
North Carolina	11,617	16,848	17,667	4.9	5
Ohio	13,226	17,767	18,624	4.8	6
Tennessee	11,243	16,478	17,341	5.2	3
Texas	13,483	17,248	17,892	3.7	10
Virginia	14,542	20,046	20,629	2.9	11
West Virginia	10,193	14,315	15,065	5.2	2
Median*	13,235	17,348	18,087	4.3	
Kentucky as % of median	81.8	90.1	91.4		

*Median calculated excluding Kentucky.

Source: Economic Bulletin Board - UK King Library, Government Publications and Maps.

**KENTUCKY PUBLIC HIGHER EDUCATION INSTITUTIONS
RESIDENT UNDERGRADUATE TUITION - PER SEMESTER
DOLLAR AND PERCENT CHANGES**

	<u>Doctoral Institutions</u>			<u>Masters Institutions</u>			<u>UK Community College System</u>		
	<u>Tuition</u>	<u>Dollar Change</u>	<u>Percent Change</u>	<u>Tuition</u>	<u>Dollar Change</u>	<u>Percent Change</u>	<u>Tuition</u>	<u>Dollar Change</u>	<u>Percent Change</u>
1981/82	353			293			195		
1982/83	406	53	15.0 %	337	44	15.0 %	195	0	0.0 %
1983/84	467	61	15.0	388	51	15.1	207	12	6.2
1984/85	520	53	11.3	415	27	7.0	234	27	13.0
1985/86	572	52	10.0	442	27	6.5	260	26	11.1
1986/87	620	48	8.4	470	28	6.3	270	10	3.8
1987/88	660	40	6.5	500	30	6.4	280	10	3.7
1988/89	680	20	3.0	520	20	4.0	290	10	3.6
1989/90	690	10	1.5	530	10	1.9	300	10	3.4
1990/91	750	60	8.7	590	60	11.3	320	20	6.7
1991/92	810	60	8.0	650	60	10.2	340	20	6.3
1992/93	840	30	3.7	670	20	3.1	350	10	2.9
1993/94	980	140	16.7	750	80	11.9	420	70	20.0
1994/95	1090	110	11.2	790	40	5.3	480	60	14.3

MANDATORY STUDENT FEES*
(PER SEMESTER)
1982/83 THROUGH 1993/94

	<u>EKU</u>	<u>KSU</u>	<u>MoSU</u>	<u>MuSU</u>	<u>NKU</u>	<u>UKUS</u>	<u>UL</u>	<u>WKU</u>
1982/83	\$25	\$20	\$20	\$30	\$20	\$17	\$33	\$20
1983/84	35	25	35	30	20	42	48	5
Dollar Change	10	5	15	0	0	25	15	5
Percent Change	40.0	25.0	75.0	0.0	0.0	147.1	45.5	0
1984/85	35	52	40	30	30	42	48	35
Dollar Change	0	27	5	0	10	0	0	0
Percent Change	0.0	108.0	14.3	0.0	50.0	0.0	0.0	0.0
1985/86	35	53	45	30	30	42	50	35
Dollar Change	0	1	5	0	0	0	2	0
Percent Change	0.0	1.9	12.5	0.0	0.0	0.0	4.2	0.0
1986/87	40	56	65	30	30	46	50	45
Dollar Change	5	3	20	0	0	4	0	10
Percent Change	14.3	5.7	44.4	0.0	0.0	9.5	0.0	28.6
1987/88	45	60	65	40	40	46	54	45
Dollar Change	5	4	0	10	10	0	4	0
Percent Change	12.5	7.1	0.0	33.3	33.3	0.0	8.0	0.0
1988/89	50	60	65	45	40	90	54	50
Dollar Change	5	0	0	5	0	44	0	5
Percent Change	11.1	0.0	0.0	12.5	0.0	95.7	0.0	11.1
1989/90	60	60	65	55	55	90	54	50
Dollar Change	10	0	0	10	15	0	0	0
Percent Change	20.0	0.0	0.0	22.2	37.5	0.0	0.0	0
1990/91	60	66	70	55	55	105	60	70
Dollar Change	0	6	5	0	0	15	6	0
Percent Change	0.0	10.0	7.7	0.0	0.0	16.7	11.1	40.0
1991/92	70	66	115	55	55	112	60	70
Dollar Change	10	0	45	0	0	7	0	0
Percent Change	16.7	0.0	64.3	0.0	0.0	6.7	0.0	0.0
1992/93	100	50	145	130	110	159	100	102
Dollar Change	30	(16)	30	75	55	47	40	32
Percent Change	42.9	-24.2	26.1	136.4	100.0	42.0	66.7	45.7
1993/94	100	50	150	140	110	159	105	104
Dollar Change	0	0	5	10	0	0	5	2
Percent Change	0.0	0.0	3.4	7.7	0.0	0.0	5.0	2.0

*UK Community College System students are not charged mandatory student fees with the exception of students attending Lexington Community College; LCC students pay the mandatory fees charged by UK.
NOTE KSU's 1992/93 fees decreased due to elimination of the mandatory health insurance fee.

1993/94 MANDATORY FULL-TIME STUDENT FEES BY PROGRAM*
(Semester Rates)

<u>Institution</u>	<u>Activity and Student Services</u>	<u>Health</u>	<u>Building</u>	<u>Other**</u>	<u>Total</u>
Eastern Kentucky University	\$100				\$100
Kentucky State University	40			10	50
Morehead State University	95	35		20	150
Murray State University	120	10	10		140
Northern Kentucky University	110				110
University of Kentucky University System	20.75	76.25		62	159
University of Louisville	50		15	40	105
Western Kentucky University	77.50	26.50			104

*UK Community College System students are not charged mandatory student fees with the exception of students attending Lexington Community College; LCC students pay the mandatory fees charged by UK.

**KSU - Computer usage fee

MoSU - Computer fee

UK - student center fee \$22; technology fee \$40.

UL - Computer services fee

Note: KSU's 1992/93 fees decreased due to elimination of the mandatory health insurance fee.

TUITION AND MANDATORY STUDENT FEES
(Per Semester)
1982/83 THROUGH 1993/94

	1982/83	1983/84	1984/85	1985/86	1986/87	1987/88	1988/89	1989/90	1990/91	1991/92	1992/93	1993/94
EKU												
Tuition	\$337	\$388	\$415	\$442	\$470	\$500	\$520	\$530	\$590	\$650	\$670	\$750
Fees	25	35	35	35	40	45	50	60	60	70	100	100
Total	362	423	450	477	510	545	570	590	650	720	770	850
KSU												
Tuition	337	388	415	442	470	500	520	530	590	650	670	750
Fees	20	25	52	53	56	60	60	60	66	66	50	50
Total	357	413	467	495	526	560	580	590	656	716	720	800
MoSU												
Tuition	337	388	415	442	470	500	520	530	590	650	670	750
Fees	20	35	40	45	65	65	65	65	70	115	145	150
Total	357	423	455	487	535	565	585	595	660	765	815	900
MuSU												
Tuition	337	388	415	442	470	500	520	530	590	650	670	750
Fees	30	30	30	30	30	40	45	55	55	55	130	140
Total	367	418	445	472	500	540	565	585	645	705	800	890
NKU												
Tuition	337	388	415	442	470	500	520	530	590	650	670	750
Fees	20	20	30	30	30	40	40	55	55	55	110	110
Total	357	408	445	472	500	540	560	585	645	705	780	860
UKUS												
Tuition	406	467	520	572	620	660	680	690	750	810	840	980
Fees	17	42	42	42	46	46	90	90	105	112	159	159
Total	423	509	562	614	666	706	770	780	855	922	999	1,139
UKCCS*												
Tuition	195	207	234	260	270	280	290	300	320	340	350	420
Fees	0	0	0	0	0	0	0	0	0	0	0	0
Total	195	207	234	260	270	280	290	300	320	340	350	420
UL												
Tuition	406	467	520	572	620	660	680	690	750	810	840	980
Fees	33	48	48	50	50	54	54	54	60	60	100	105
Total	439	515	568	622	670	714	734	744	810	870	940	1,085
WKU												
Tuition	337	388	415	442	470	500	520	530	590	650	670	750
Fees	20	35	35	35	45	45	50	50	70	70	102	104
Total	357	423	450	477	515	545	570	580	660	720	772	854

*Since 1991/92 tuition rates at Lexington Community College have remained at \$810; LCC students pay the mandatory fees charged by UKUS.

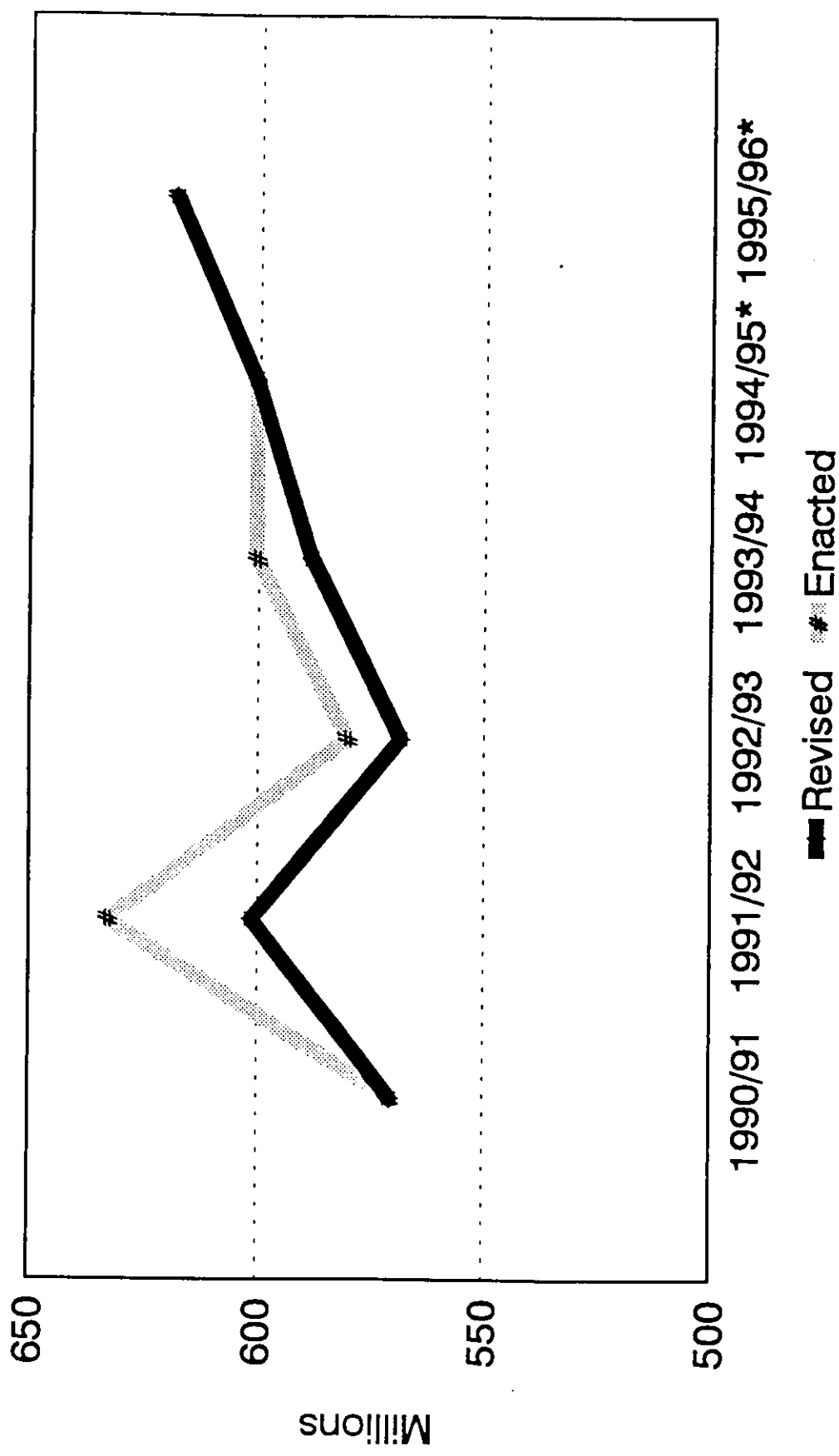
**STATE GENERAL FUND REDUCTIONS 1991/92 - 1993/94
KENTUCKY HIGHER EDUCATION**

<u>Institution/Agency</u>	<u>1991/92 (1)</u>	<u>1992/93 (2)</u>	<u>1992/93 (3)</u>	<u>1993/94 (4)</u>	<u>Total</u>
Eastern Kentucky University	\$2,652,200	\$2,433,000	\$931,900	\$960,600	\$6,977,700
Kentucky State University	732,500	793,400	306,800	318,600	2,151,300
Morehead State University	1,412,100	1,455,100	553,600	572,200	3,993,000
Murray State University	1,433,200	1,757,800	676,800	698,900	4,566,700
Northern Kentucky University	1,115,400	1,237,200	473,400	488,500	3,314,500
University of Kentucky University System	11,839,900	11,444,300	4,411,800	4,568,000	32,264,000
UK Community College System	3,287,300	NA	1,191,600	1,236,200	5,715,100
University of Louisville	6,815,000	5,634,800	2,150,700	2,226,600	16,827,100
Western Kentucky University	2,359,900	2,370,800	908,300	936,500	6,575,500
Subtotal - Institutions	31,647,500	27,126,400	11,604,900	12,006,100	82,384,900
CHE	423,300	578,000	147,300	153,000	1,301,600
KHEAA	897,600	NA	409,500	421,800	1,728,900
Total	\$32,968,400	\$27,704,400	\$12,161,700	\$12,580,900	\$85,415,400

- (1) Five percent reduction due to state revenue shortfalls taken in October 1991.
(2) Five percent reduction in funding base reflected in 1992/94 appropriations bill.
(3) Two percent reduction as directed in March 1993.
(4) Two percent reduction as directed in August 1993.

Note: Does not include reductions in unused debt service; amount would have lapsed at the end of each fiscal year.

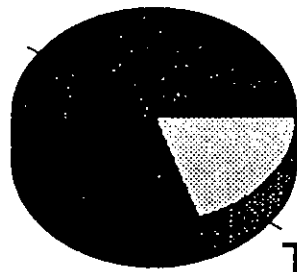
STATE GENERAL FUND OPERATING APPROPRIATIONS



*1994/95 and 1995/96 amounts reflect Governor's recommendation. Increases do not include debt service and hospital.

STATE GENERAL FUND AND TUITION AND FEES REVENUE

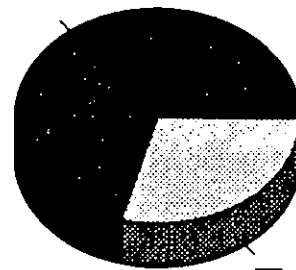
State General Fund
80%



Tuition & Fees
20%

1982/83

State General Fund
71%



Tuition & Fees
29%

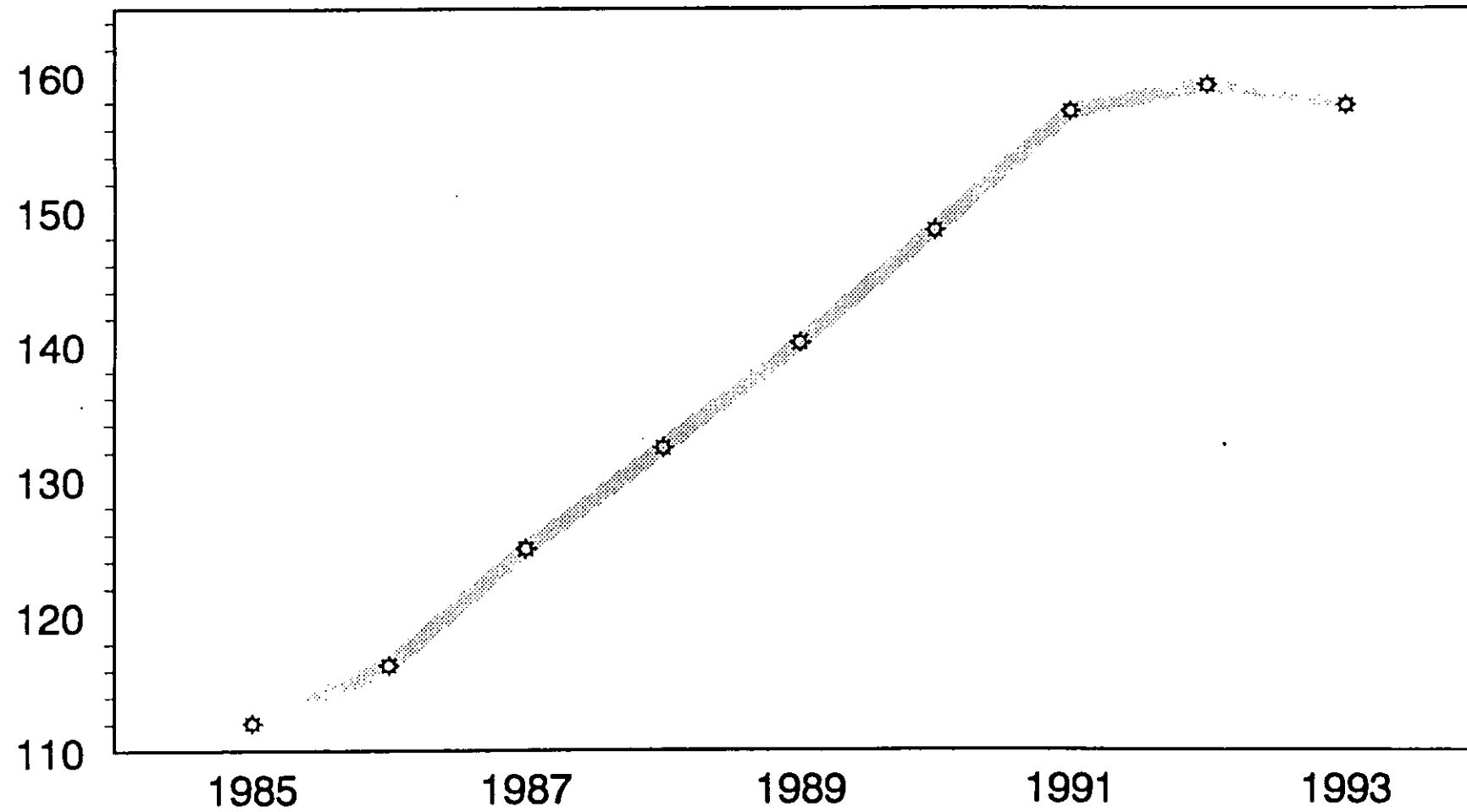
1992/93

HEADCOUNT ENROLLMENT

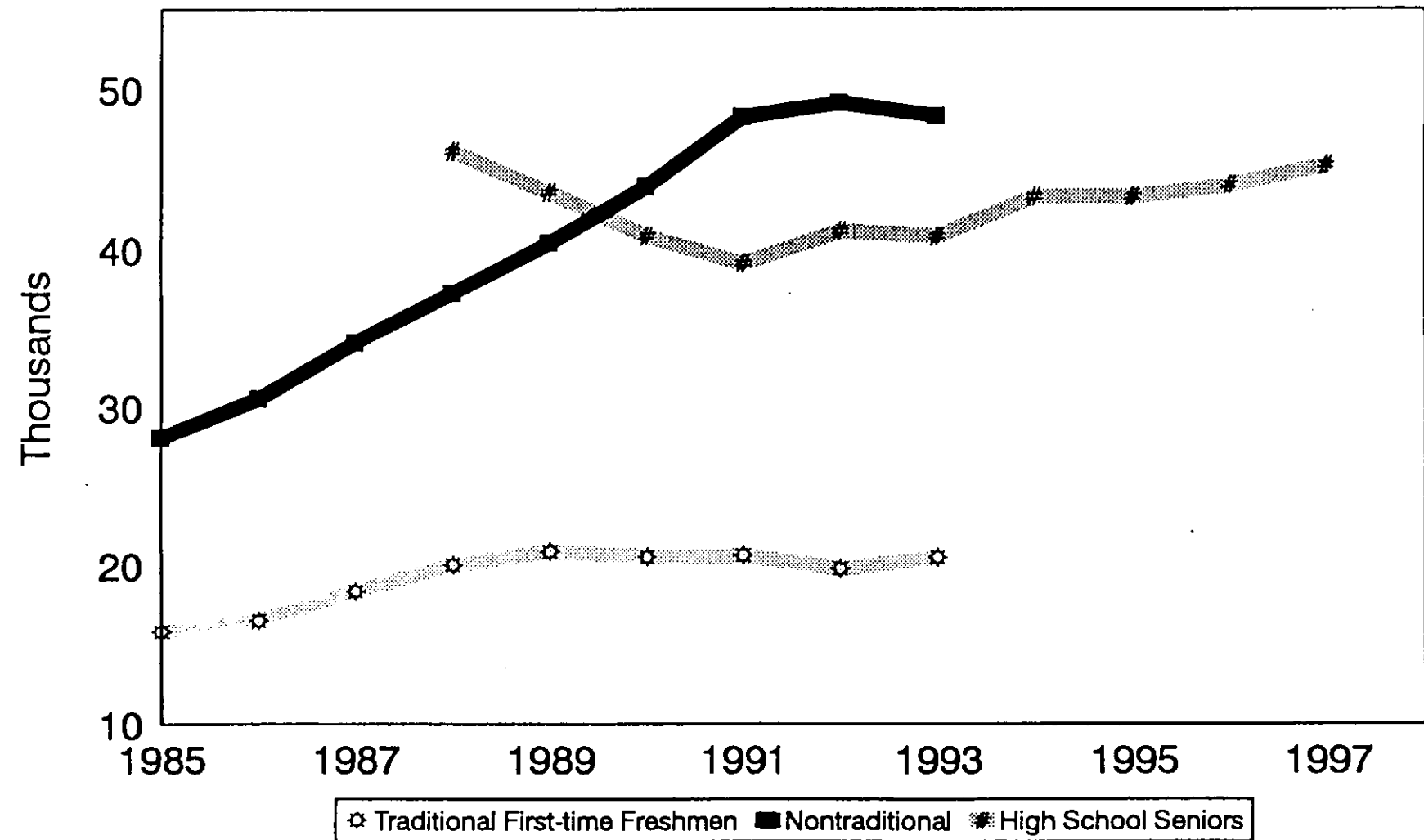
	<u>Fall 1985</u>	<u>Fall 1992</u>	<u>Fall 1993</u>	<u>7 Year Average Annual Change</u>	<u>1 Year Percent Change</u>
Universities	88,248	111,238	109,370	3.4	-1.0
UK Community College System	23,767	48,046	48,370	14.8	0.0
Total System	112,015	159,284	157,740	5.8	-1.0
Eastern Kentucky University	12,229	16,866	16,391	4.9	-2.8
Kentucky State University	2,012	2,544	2,487	3.4	-2.2
Morehead State University	5,695	9,169	8,899	8.0	-2.9
Murray State University	7,294	8,190	8,120	1.6	-0.9
Northern Kentucky University	8,697	11,888	12,024	5.5	1.1
University of Kentucky University System	20,966	24,197	24,288	2.3	0.4
UK Community College System	23,767	48,046	48,370	14.8	0.7
University of Louisville	20,096	22,634	21,826	1.2	-3.6
Western Kentucky University	11,259	15,750	15,335	5.2	-2.6
Total	112,015	159,284	157,740	5.8	-1.0

KENTUCKY PUBLIC HIGHER EDUCATION HEADCOUNT ENROLLMENT

Enrollment in Thousands



ENROLLMENT TRENDS



Traditional = 24 years of age and under; Nontraditional = 25 years of age and over

Source: High school senior data, [redacted], Department of Education; 1985 - 1992 actual, [redacted] 7 projected.

ALL-TIME AVERAGE FACULTY SALARY COMPARISONS - 1983/84 THROUGH 1992/93
KENTUCKY INSTITUTIONS AND BENCHMARK INSTITUTIONS MEDIAN

	1983/84	1984/85	1985/86	1986/87	1987/88	1988/89	1989/90	1990/91	1991/92	1992/93
UNIVERSITY OF KENTUCKY										
Benchmark Median	\$32,005	\$33,735	\$37,342	\$40,211	\$42,461	\$44,620	\$46,957	\$50,152	\$51,062	\$52,235
University of Kentucky	31,370	32,375	34,624	37,055	38,715	39,604	42,008	46,298	50,414	50,602
UK as Percent of Benchmark Median	98.0	96.0	92.7	92.2	91.2	88.8	89.5	92.3	98.7	96.9
UNIVERSITY OF LOUISVILLE										
Benchmark Median	32,170	33,999	35,950	37,643	40,791	42,767	45,137	46,614	46,845	48,114
University of Louisville	30,243	31,151	32,791	35,105	37,087	37,484	39,761	42,556	46,147	46,808
UL as Percent of Benchmark Median	94.0	91.6	91.2	93.3	90.9	87.6	88.1	91.3	98.5	97.3
MASTERS DEGREE INSTITUTIONS										
Benchmark Median	25,612	27,968	30,021	32,209	33,730	35,442	37,471	39,670	39,839	40,557
Eastern Kentucky University	25,884	26,417	27,254	29,209	31,476	32,990	35,004	38,293	41,863	41,867
EKU as Percent of Benchmark Median	101.1	94.5	90.8	90.7	93.3	93.1	93.4	96.5	105.1	103.2
Kentucky State University	22,815	23,199	23,524	25,666	28,864	30,085	31,717	34,034	35,044	35,782
KSU as Percent of Benchmark Median	89.1	82.9	78.4	79.7	85.6	84.9	84.6	85.8	88.0	88.2
Morehead State University	25,333	26,113	27,014	28,455	28,984	28,810	30,906	34,491	36,564	36,527
MoSU as Percent of Benchmark Median	98.9	93.4	90.0	88.3	85.9	81.3	82.5	86.9	91.8	90.1
Murray State University	25,454	25,840	26,867	28,747	30,132	29,769	32,568	35,655	37,107	37,133
MuSU as Percent of Benchmark Median	99.4	92.4	89.5	89.3	89.3	84.0	86.9	89.9	93.1	91.6
Northern Kentucky University	26,702	27,120	28,177	29,076	31,423	32,580	34,427	36,116	38,334	39,659
NKU as Percent of Benchmark Median	104.3	97.0	93.9	90.3	93.2	91.9	91.9	91.0	96.2	97.8
Western Kentucky University	27,301	27,840	28,945	30,549	31,955	32,757	34,199	36,595	39,111	38,962
WKU as Percent of Benchmark Median	106.6	99.5	96.4	94.8	94.7	92.4	91.3	92.2	98.2	96.1
UK COMMUNITY COLLEGE SYSTEM										
Benchmark Median	20,032	22,031	23,387	25,056	26,524	27,479	28,777	31,601	30,480	30,341
UK Community College System	20,379	20,515	22,226	24,012	25,125	25,177	26,582	28,530	30,434	30,358
UKCCS as Percent of Benchmark Median	101.7	93.1	95.0	95.8	94.7	91.6	92.4	90.3	99.8	100.1

STATE GENERAL FUND SUPPORT PER FULL-TIME EQUIVALENT (FTE) STUDENT*
1984/85 THROUGH 1992/93

	<u>1984/85</u>	<u>1985/86</u>	<u>1986/87</u>	<u>1987/88</u>	<u>1988/89</u>	<u>1989/90</u>	<u>1990/91</u>	<u>1991/92</u>	<u>1992/93</u>
Four-Year I									
University of Kentucky University System	3,784	3,965	4,117	4,109	4,199	4,476	4,776	4,940	4,307
Four-Year II									
University of Louisville	3,628	4,075	4,239	4,433	4,420	4,445	4,729	4,979	4,797
Four-Year III									
Eastern Kentucky University	3,201	3,462	3,535	3,752	3,661	3,773	3,802	3,728	3,381
Murray State University	3,858	4,211	4,570	4,855	4,628	4,634	4,731	4,691	4,436
Western Kentucky University	3,444	3,845	3,849	3,714	3,581	3,604	3,793	3,752	3,545
Average	3,445	3,777	3,882	3,974	3,842	3,896	4,001	3,947	3,668
Four-Year IV									
Morehead State University	4,075	4,523	4,741	4,502	3,856	3,745	3,807	3,765	3,466
Four-Year V									
Northern Kentucky University	2,969	3,200	3,353	3,464	3,329	3,190	3,083	3,029	2,689
Four-Year VI									
Kentucky State University	7,336	8,150	7,883	8,609	8,364	8,400	8,134	7,822	7,421
Two-Year I									
UK Community College System	1,858	2,041	2,141	2,083	1,959	1,949	2,116	2,158	2,042

*State General Operating Appropriations per full-time equivalent (fte) student as reported to the SREB State Data Exchange.

NOTE: In 1992/93 SREB began reporting data in new institutional categories. The following shows the categories for each of Kentucky's institutions.

University of Kentucky: Doctoral I to Four-Year I
University of Louisville: Doctoral II to Four-Year II
Eastern Kentucky University, Murray State University, and Western Kentucky University: Masters I to Four-Year III
Morehead State University: Masters II to Four-Year IV
Northern Kentucky University: Masters II to Four-Year V
Kentucky State University: Masters II to Four-Year VI
UK Community College System: Two-Year I to Two-Year I

STATE PROFILES:
FINANCING PUBLIC HIGHER EDUCATION, 1992/93
("HALSTEAD REPORT")

Council staff has reviewed State Profiles: Financing Public Higher Education, 1992/93, prepared by Kent Halstead. The intent of the report is to "show relative status and inter-relationships of the fundamental factors governing the financing of public higher education in each state, and through inter-state comparisons and trend analysis, provide a means for evaluation." The report analyzes state support, tuition, enrollment, college-going rates, and economic factors by state. It should be noted that the report relates funding for higher education in Kentucky systemwide and does not reflect how the institutions are funded individually. From a national perspective, Halstead highlights the following:

- "Allocation for funding public higher education has declined from a peak 8.3 percent of state and local government budgets in 1979/80 to 6.3 percent today. This shift in budget priority is the single greatest cause of the declining role of government support to higher education, not declining tax revenues."
- "The purchasing power of state and local government appropriations to public institutions for education purposes per FTE student has declined 17 percent in the last six years."
- "Comparable appropriated support for public higher education ranges from a high of \$8,240 per FTE student in Wyoming to a low of \$2,245 in Vermont. An equally amazing range exists for the changes in state real investment (i.e., constant dollars per student) over the past 15 years, from Hawaii's 18 percent gain in constant dollars per student to Kentucky's 37 percent loss."
- "Public institutions are increasingly more dependent on tuition revenues as state support declines. In the early 1980s, students paid only 21 percent of the costs of their education; today their share is 31 percent."
- "In the last 15 years, funding of public higher education in half the states has declined in constant dollars per student. The most extreme case is Kentucky and Alaska's 26 percent loss."

A statistic of specific interest in the report is "education appropriation per full-time equivalent (FTE) student." Education appropriation excludes state support for research, agriculture, medical, and dental programs. The report shows that Kentucky's 1992/93 state support per FTE student was \$3,366; in 1991/92 this amount was \$3,391. Kentucky ranked 42 (81 percent of the national average) nationally as compared to being ranked 43 (80 percent of the national average) in the previous year.

The education appropriation per FTE of \$3,366 is the lowest level since 1984/85 (\$3,305). This is a result of two equally significant factors: a reduction in state general fund

appropriations in 1992/93 and the continuing increase in enrollment for that academic year. Annual FTE enrollment (as defined by Halstead) was 88,359 in 1984/85. Enrollment increased 38 percent by 1992/93 to 122,329. While enrollment increased during this time period, state appropriation to higher education did not keep pace. Kentucky's "education appropriation" to higher education in 1984/85 (\$403.8 million) represented 8.8 percent of total state tax revenue; in 1992/93 (with an education appropriation of \$601 million) the higher education share decreased to 6.3 percent. The 1992/93 national average is 6.3 percent; the range is from 13.1 percent in Wyoming to 2.8 percent in Vermont.

The report includes data that have been collected for 15 years. During this time the following trends for Kentucky are noted:

- There has been a decline in the number of high school graduates per one thousand population; 12.8 in 1977/78 to 10.1 in 1992/93.
- Participation in public higher education (FTE enrollment per high school graduate) has increased; 1.9 percent in 1977/78 to 3.2 percent in 1992/93.
- The percent of tax revenues allocated to Kentucky's public higher education (i.e., "education appropriation") has decreased; 10.2 percent in 1977/78 to 6.3 percent in 1992/93.

**1994/96 EXECUTIVE BUDGET RECOMMENDATIONS
COUNCIL ON HIGHER EDUCATION AGENCY REQUEST ANALYSIS**

Program	Revised 1993/94	1994/95 Recommendation					1995/96 Recommendation				
		Requested	Recommended	Difference*	Dollar Change**	Percent Change**	Requested	Recommended	Difference*	Dollar Change**	Percent Change**
Council Operating Programs											
Administration	\$2,281,200	\$2,349,500	\$2,349,500	\$0	\$68,300	3.0 %	\$2,478,000	\$2,478,000	\$0	\$128,500	5.5 %
Accountability	281,600	222,000	222,000	0	(59,600)	-21.2	227,600	227,600	0	5,600	2.5
Public Education Support	135,300	138,700	138,700	0	3,400	2.5	141,400	141,400	0	2,700	1.9
Subtotal	2,698,100	2,710,200	2,710,200	0	12,100	0.4	2,847,000	2,847,000	0	136,800	5.0
Pass-Through Programs											
EPSCoR	1,291,100	4,177,100	2,227,100	(1,950,000)	936,000	72.5	4,900,000	2,000,000	(2,900,000)	(227,100)	-10.2
Contract Spaces	1,791,300	1,932,400	1,932,400	0	141,100	7.9	2,103,000	2,103,000	0	170,600	8.8
Engineering Education Support	599,000	1,100,000	1,100,000	0	501,000	83.6	1,100,000	1,100,000	0	0	0.0
Americans with Disabilities Act Support	30,800	230,400	60,000	(170,400)	29,200	94.8	235,000	60,000	(175,000)	0	0.0
Health (PEPP)	293,400	299,300	293,400	(5,900)	0	0.0	305,300	293,400	(11,900)	0	0.0
Rural Nursing and Allied Health	373,500	381,000	373,500	(7,500)	0	0.0	388,600	373,500	(15,100)	0	0.0
Telecommunications	167,700	171,100	167,700	(3,400)	0	0.0	174,500	167,700	(6,800)	0	0.0
Metroversity	53,000	54,100	53,000	(1,100)	0	0.0	55,200	53,000	(2,200)	0	0.0
Minority Student Preparation	228,800	233,400	228,800	(4,600)	0	0.0	238,100	228,800	(9,300)	0	0.0
CampusServe (Destination Graduation)	64,700	66,000	64,700	(1,300)	0	0.0	67,300	64,700	(2,600)	0	0.0
Subtotal	4,893,300	8,644,800	6,500,600	(2,144,200)	1,607,300	32.8	9,567,000	6,444,100	(3,122,900)	(56,500)	-0.9
Total General Fund (Excluding Debt Service)	\$7,591,400	\$11,355,000	\$9,210,800	(\$2,144,200)	\$1,619,400	21.3	\$12,414,000	\$9,291,100	(\$3,122,900)	\$80,300	0.9

*Difference between agency requested amount and recommendation.

**Change of recommended amount over previous year.

ATTACHMENT #2



Murray State University

Financial Report

FOR THE PERIOD
July 1, 1993 - December 31, 1993

SUBMITTED TO
THE PRESIDENT
AND
BOARD OF REGENTS

February 4, 1994



Murray State University

Murray, Ky. 42071

January 24, 1994

President Ronald J. Kurth and
Members of the Board of Regents
Murray State University
Murray, KY 42071

Dear President Kurth and Members of the Board:

Attached is the Financial Report of Murray State University for the period July 1, 1993 through December 31, 1993.

Contents	Page
Current Unrestricted Funds - Balance Sheet.....	1
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John Fitzgibbon
Interim Vice President for
University Relations
and Administrative Services

Thomas W. Denton
Treasurer and Director for
Financial Management
and Planning

emd

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED BALANCE SHEET
As of December 31, 1993
With Comparative Figures as of December 31, 1992

	-----1993-94-----			
	Educational and General	Auxiliaries	Total	1992-93
ASSETS				
Cash (Note 2)	\$ 3,889,318	\$ 2,278,931	\$ 6,168,249	\$ 3,325,406
Investments (Note 2)	12,432,507	-	12,432,507	11,824,695
Inventories and prepaid expenses (Note 3)	399,752	721,717	1,121,469	1,155,484
Accounts and loans receivable, net	3,084,626	1,882,401	4,967,027	5,020,851
Interest receivable	49,820	-	49,820	34,887
Due from other funds	173,966	-	173,966	14,667
Total assets	\$ 20,029,989	\$ 4,883,049	\$ 24,913,038	\$21,375,990
LIABILITIES AND FUND BALANCE				
Liabilities:				
Accounts payable	\$ 797,888	\$ -	\$ 797,888	\$ 286,398
Accrued expenses	-	-	0	890,008
Accrued compensated absences	1,073,998	78,951	1,152,949	1,131,573
Health and life insurance liability	757,746	-	757,746	385,201
Racer Card liability	-	57,591	57,591	89,749
Deposits	900	207,152	208,052	195,615
Due to other funds	103,323	-	103,323	40,000
Total liabilities	\$ 2,733,855	\$ 343,694	\$ 3,077,549	\$ 3,018,544
Fund Balance:				
Beginning fund balance - July 1	\$ 5,835,602	\$ 1,227,713	\$ 7,063,315	\$ 6,770,910
Additions/(deductions) - year to date	11,460,532	3,311,642	14,772,174	11,586,536
Total fund balance	\$ 17,296,134	\$ 4,539,355	\$ 21,835,489	\$18,357,446
Total liabilities and fund balance	\$ 20,029,989	\$ 4,883,049	\$ 24,913,038	\$21,375,990

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SUMMARY OF CHANGES AND ALLOCATIONS IN FUND BALANCE
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	-----1993-94-----			
	Educational and General	Auxiliaries	Total	1992-93
	-----	-----	-----	-----
Fund Balance - Beginning July 1				
Working capital	\$ 1,107,034	\$ 630,743	\$ 1,737,777	\$ 1,687,567
Reserve for self insurance	650,000	-	650,000	650,000
Reserve for revenue contingency	540,566	-	540,566	136,281
Encumbrances	503,480	78,393	581,873	427,123
Carryovers	3,034,522	369,381	3,403,903	3,869,939
Unallocated	-	149,196	149,196	-
	-----	-----	-----	-----
Total fund balance - beginning July 1	\$ 5,835,602	\$ 1,227,713	\$ 7,063,315	\$ 6,770,910
Increase/(decrease) - year to date				
Revenues	\$ 38,737,664	\$ 8,507,879	\$ 47,245,543	\$ 45,421,734
Expenditures	(26,512,364)	(4,786,785)	(31,299,149)	(32,517,387)
Mandatory transfers				
Debt service	(537,897)	(327,812)	(865,709)	(1,246,528)
Loan match	-	-	-	-
Phone switch note payable	(209,312)	-	(209,312)	-
Non-Mandatory transfers				
To CERR	(47,477)	-	(47,477)	(84,061)
From CERR	(479,201)	-	(479,201)	382,000
To plant funds	420,000	-	420,000	(365,296)
From plant funds	7,479	-	7,479	-
To educational and general	77,320	(77,320)	-	-
Other changes	4,320	(4,320)	-	(3,926)
	-----	-----	-----	-----
Total year to date increase/(decrease) in fund balance	\$ 11,460,532	\$ 3,311,642	\$ 14,772,174	\$ 11,586,536
Fund Balance - ending December 31				
Working capital	\$ 3,466,617	\$ 2,475,014	\$ 5,941,631	\$ 6,948,391
Reserve for self insurance	650,000	-	650,000	650,000
Reserve for revenue contingency	540,566	-	540,566	136,281
Encumbrances	486,864	(12,956)	473,908	538,889
Carryovers	3,034,522	369,381	3,403,903	3,869,939
Unallocated	9,117,565	1,707,916	10,825,481	6,213,946
	-----	-----	-----	-----
Total fund balance - ending December 31	\$ 17,296,134	\$ 4,539,355	\$ 21,835,489	\$ 18,357,446
	=====	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SUMMARY OF BUDGET ADJUSTMENTS
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	-----1993-94-----			1992-93
	Original Budget	Adjustments/ Revisions	Current Budget Per Report	Budget Per Report
REVENUES				
Educational & General	\$58,504,786			
Prior year carryovers (Note 5)		\$ 3,034,522		
Prior year encumbrances (Note 5)		503,480		
Various account adjustments		589,304		
Total Educational & General	\$58,504,786	\$ 4,127,306	\$ 62,632,092	\$ 62,010,192
Auxiliary Enterprises	\$11,425,251			
Prior year carryovers (Note 5)		\$ 369,381		
Prior year encumbrances (Note 5)		78,393		
Various account adjustments		(75,000)		
Total Auxiliary Enterprises	\$11,425,251	\$ 372,774	\$ 11,798,025	\$ 11,985,573
Total revenues	\$69,930,037	\$ 4,500,080	\$ 74,430,117	\$ 73,995,765
	=====	=====	=====	=====
EXPENDITURES				
Educational & General	\$58,504,786			
Prior year carryovers (Note 5)		\$ 3,034,522		
Prior year encumbrances (Note 5)		503,480		
Various account adjustments		589,304		
Total Educational & General	\$58,504,786	\$ 4,127,306	\$ 62,632,092	\$ 62,010,192
Auxiliary Enterprises	\$11,425,251			
Prior year carryovers (Note 5)		\$ 369,381		
Prior year encumbrances (Note 5)		78,393		
Various account adjustments		(75,000)		
Total Auxiliary Enterprises	\$11,425,251	\$ 372,774	\$ 11,798,025	\$ 11,985,573
Total Expenditures	\$69,930,037	\$ 4,500,080	\$ 74,430,117	\$ 73,995,765
	=====	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS - EDUCATIONAL AND GENERAL
UNAUDITED SCHEDULE OF REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	1993-94			1992-93	
	Current Budget	Fiscal Year Actual	Actual % Budget	Fiscal Year Actual	Actual % Budget
REVENUES					
Tuition and fees (Note 6)	\$17,668,238	\$16,166,363	91%	\$14,890,512	89%
State appropriation	37,894,500	20,785,800	55%	20,570,000	55%
Indirect cost reimbursement	140,000	15,223	11%	49,574	29%
Sales and services of educational departments	1,177,723	390,430	33%	490,583	43%
Other sources	2,213,629	1,379,848	62%	1,116,695	43%
Prior year carryovers and encumbrances (Note 5)	3,538,002	-	N/A	-	N/A
Total revenues	\$62,632,092	\$38,737,664	62%	\$37,117,364	60%
EXPENDITURES (Note 7)					
Instruction	\$25,214,282	\$11,157,661	44%	\$11,986,517	50%
Research	868,857	291,293	34%	289,465	38%
Public service	3,221,014	1,240,304	39%	1,410,275	47%
Academic support	3,030,976	1,290,254	43%	1,295,057	45%
Library	2,238,773	1,229,578	55%	1,222,796	57%
Student services	4,982,814	2,388,043	48%	2,227,486	48%
Institutional support	6,815,368	2,842,581	42%	3,048,008	43%
Operation and maintenance of plant	9,381,549	2,783,663	30%	2,891,817	33%
Scholarships	3,557,571	3,288,987	92%	3,134,183	82%
Total expenditures	\$59,311,204	\$26,512,364	45%	\$27,505,604	48%
TRANSFERS IN (OUT) AND OTHER CHANGES					
Mandatory transfers					
Consolidated educational bond sinking fund	\$(3,729,403)	\$ (537,897)	N/A	\$ (921,450)	N/A
Loan fund match	(103,334)	-	N/A	-	N/A
Phone switch note payable	(209,312)	(209,312)	N/A	-	N/A
Non-mandatory transfers					
Transfers to CERR (Note 8)	(310,000)	(47,477)	N/A	(84,061)	N/A
Transfers from CERR (Note 8)	(479,201)	(479,201)	N/A	382,000	N/A
Transfers to unexpended plant fund (Note 8)	420,000	420,000	N/A	(302,327)	N/A
Transfers from unexpended plant fund (Note 8)	7,479	7,479	N/A	-	N/A
Transfers from auxiliaries	77,320	77,320	N/A	77,320	N/A
Other changes	-	4,320	N/A	(4,069)	N/A
Total transfers and other changes	\$(4,326,451)	\$ (764,768)	N/A	\$ (852,587)	N/A
Total expenditures, transfers and other changes	\$63,637,655	\$27,277,132	43%	\$28,358,191	46%
Net change in fund balance		\$11,460,532		\$ 8,759,173	

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS - AUXILIARIES
UNAUDITED SCHEDULE OF REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	1993-94			1992-93	
	Current Budget	Fiscal Year Actual	Actual % Budget	Fiscal Year Actual	Actual % Budget
REVENUES					
Food services	\$ 4,099,185	\$ 3,129,819	76%	\$ 3,080,194	71%
Housing services	4,435,079	3,703,067	83%	3,709,625	86%
Bookstore	2,280,000	1,278,859	56%	1,235,439	54%
Curris Center	222,000	149,559	67%	42,240	42%
University parking	170,122	153,114	90%	125,720	83%
Racer Card administration	53,865	37,970	70%	40,157	161%
Interest revenue	-	14,012	N/A	27,525	37%
Manual commissions	-	135	N/A	2,400	1200%
Vending	90,000	41,344	46%	40,988	46%
Miscellaneous	-	-	N/A	82	N/A
Prior year carryovers and encumbrances (Note 5)	447,774	-	N/A	-	N/A
Total revenues	\$11,798,025	\$ 8,507,879	72%	\$ 8,304,370	69%
EXPENDITURES (Note 7)					
Food services	\$ 3,882,301	\$ 1,603,784	41%	\$ 1,620,799	39%
Housing services	3,857,157	1,500,438	39%	1,629,109	48%
Bookstore	2,071,831	1,150,347	56%	1,204,613	58%
Curris Center	545,675	264,922	49%	260,936	50%
University parking	173,724	47,468	27%	43,970	52%
Racer Card administration	76,055	62,748	83%	47,285	104%
Manual commissions	21,557	3,791	18%	4,457	23%
Miscellaneous	-	-	N/A	318	2446%
Vending	153,575	39,244	26%	41,142	21%
Renovation and maintenance	868,603	79,908	9%	89,884	16%
Scholarships	81,776	34,135	42%	69,270	64%
Total expenditures	\$11,732,254	\$ 4,786,785	41%	\$ 5,011,783	45%
TRANSFERS IN (OUT) AND OTHER CHANGES					
Mandatory transfers					
Housing and dining bond sinking fund	\$ (632,357)	\$ (327,812)	N/A	\$ (325,078)	N/A
Non-mandatory transfers					
Transfers to unexpended plant fund (Note 8)	-	-	N/A	(62,969)	N/A
Transfers from unexpended plant fund (Note 8)	-	-	N/A	-	N/A
Transfers to educational and general	(77,320)	(77,320)	N/A	(77,320)	N/A
Other changes	-	(4,320)	N/A	143	N/A
Total transfers and other changes	\$ (709,677)	\$ (409,452)	N/A	\$ (465,224)	N/A
Total expenditures, transfers and other changes	\$12,441,931	\$ 5,196,237	42%	\$ 5,477,007	46%
Net change in fund balance		\$ 3,311,642		\$ 2,827,363	
		=====		=====	

MURRAY STATE UNIVERSITY
CURRENT RESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	-----1993-94-----			-----1992-93-----	
	Current Budget	Fiscal Year Actual	Actual % Budget	Fiscal Year Actual	Actual % Budget
REVENUES					
Federal funds					
Pell	\$ 2,686,709	\$ 3,176,404	118%	\$ 2,001,173	54%
SEOG	311,979	305,350	98%	158,700	51%
Workstudy	469,131	188,811	40%	209,902	46%
Grants and contracts	2,139,086	797,851	37%	719,797	39%
Total federal funds	\$ 5,606,905	\$ 4,468,416	80%	\$ 3,089,572	49%
State grants and contracts	1,321,418	853,658	65%	799,939	70%
Other grants and contracts	192,405	97,889	51%	92,334	43%
Total current restricted revenues	\$ 7,120,728	\$ 5,419,963	76%	\$ 3,981,845	52%
	=====	=====	=====	=====	=====
EXPENDITURES					
Educational and general					
Instruction	\$ 1,956,703	\$ 761,418	39%	\$ 777,612	50%
Research	425,937	157,570	37%	163,974	38%
Public service	430,074	184,261	43%	118,217	34%
Library	14,423	19,112	100%	20,310	133%
Academic support	195,105	58,938	30%	46,411	28%
Student services	482,911	85,985	18%	261,300	67%
Institutional support	18,103	24,005	100%	26,070	135%
Operation and maintenance of plant	459	612	100%	1,745	131%
Scholarships and other financial aid	3,580,542	4,106,760	115%	2,538,389	54%
Total educational and general	\$ 7,104,257	\$ 5,398,661	76%	\$ 3,954,028	52%
Auxiliary enterprises	\$ 16,471	\$ 21,302	100%	\$ 27,817	132%
Total current restricted expenditures	\$ 7,120,728	\$ 5,419,963	76%	\$ 3,981,845	52%
	=====	=====	=====	=====	=====

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

EDUCATIONAL AND GENERAL	1993-94	1992-93
Tuition and fees		
Fall tuition	\$ 7,617,057	\$ 6,937,105
Spring tuition	6,267,130	5,731,423
Summer II tuition	415,501	406,334
Summer I tuition	24,919	-
Miscellaneous tuition	807	1,188
Student activity fees	1,576,897	1,570,248
Admissions Application Fees	23,578	-
Other fees	240,474	244,214
Total tuition and fees	\$ 16,166,363	\$ 14,890,512
State appropriations	\$ 20,785,800	\$ 20,570,000
Total state appropriations	\$ 20,785,800	\$ 20,570,000
Indirect cost reimbursements		
Federal and state indirect cost reimbursements	\$ 15,223	\$ 49,574
Total indirect cost reimbursements	\$ 15,223	\$ 49,574
Sales and services of educational departments		
Art Workshops	\$ 345	\$ -
Art cash sales	12,165	10,852
Biology Station income	1,042	11,189
Chemical services	-	90
Clinical services	7,338	8,026
Environmental Education Workshop	2,280	-
Environmental Education Income	30	2,852
Fall Business Education Conference	915	2,241
Graphic Arts video	5,021	10,434
High school journalism workshop	-	9
Kentucky Institute of International Studies (KIIS)	187,641	270,889
Keyboard recruiting	-	130
MSU News advertising	43,721	30,493
MSU X-Ray lab	1,600	2,200
Meal Management Luncheons	515	-
Office Systems Service Center	685	293
Recording studio	445	60
Shield	38,086	44,551
Theatre revenue	5,475	7,959
TV studio	554	1,305
University farms	82,104	85,071
Waterfield Center	468	1,939
Total sales and services of educational departments	\$ 390,430	\$ 490,583
Other Sources		
Air Products Symposium	\$ 1,000	\$ 1,000
Alumni Affairs	-	5,266
Archeology Services Center	13,389	13,838
Athletics	202,112	139,542
Athletics - Auction	164	-
Athletics - Concessions	31,805	20,890
Athletics - Guarantees	80,000	-
Athletics - NCAA revenue	(5,649)	-
Athletics - Programs	11,492	9,927
Bad debt expense recovery	7,413	7,102
Black Leadership Conference	-	255
Boar Test Unit	6,236	6,587
Boys Regional HS Tournament	180	-
Breathitt Veterinary Center	103,006	97,933

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES (cont.)
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	1993-94	1992-93
	-----	-----
Educational and General (cont.)		
Other Sources (cont.)		
Camps - basketball	\$ 25,125	\$ 21,610
Camps - football	425	-
Camps - golf	7,375	10,450
Camps - tennis	12,698	17,775
Campus Lights	100	-
Center for Economic Education Council	714	8,325
Chemistry breakage fees	2,560	475
Child Development	4,650	-
Community education	45,273	81,705
Conferences and workshops	8,407	5,611
Consolidated Educational revenue interest	95,396	168,752
Contract Residuals	-	762
Cooperative Education/Placement income	2,818	2,238
Counseling and testing	5,557	3,731
English Language Institute	106,156	-
Environmental Consortium of Mid-America	2,250	1,000
Faculty Resource Center	3,122	4,289
Facult Resource Center copier	-	348
Festival of Champions	21,839	23,504
Forensics team income	-	4
Fort Campbell	-	22,830
Freedom Fest concessions	6,805	4,328
Friends of Oakhurst	-	736
Girls Regional HS Tournament	180	-
Hazardous Materials Training	66,610	48,272
Honors Children Chorus	-	1,666
International Student Orientation	2,330	-
Intramurals income	3,663	3,087
IC-Continuing Education	388	-
IC-Education	1,816	-
IC-Humanistic Studies	81	-
IC-Industry and Tech	130	-
IC-VPAA	10,219	-
IC-VPAA	12,940	-
IC-Science	3,972	-
Kentucky Honors Roundtable	200	450
Library - census microfilm	646	568
Library - copy service	28,984	28,907
Library - fines	6,014	4,683
Library - interlibrary loan	467	533
Library - other income	702	2,911
Livestock and Exposition Center	38,519	33,320
Locker rental	-	(45)
Magic Silver Show	207	794
Mens Golf	1,200	-
Music recital income	417	322
National Student Exchange	100	100
New Madrid	-	81
Operating fund interest	58,679	46,527
Other revenue	37,777	31,981
Pediatric Assessment	3,913	-
Post Office box rental	2,980	3,428
Post Office contract	3,333	3,333
Printing	6,996	5,778
Psychology copy account	407	602
Quad State	16,896	14,475
Racer Card income	262	-
Recycling program	917	190
Regensburg exchange	73,982	37,562
Rentals	6,180	4,907
Residence Hall fees	18,866	19,578
Rodeo income	7,107	6,233
Sale of surplus property	7,231	8,929

MURRAY STATE UNIVERSITY
CURRENT UNRESTRICTED FUNDS
UNAUDITED SCHEDULE OF REVENUES (cont.)
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for the Period Ended December 31, 1992

	1993-94	1992-93
Educational and General (cont.)		
Other Sources (cont.)		
String Prep Program	\$ 2,940	\$ -
Student Government Association	27,301	8,308
Summer Chess Camp	(6,332)	255
Summer Orientation	19,369	15,715
Tae Kwon Do camp	350	-
Technology Center	10,000	7,124
Telecommunications commission	81,121	73,803
Welcome Back	-	562
West Kentucky Dance Festival	75	321
West Kentucky Environmental Education Consortium	1,753	3,676
Wickliffe Mounds Gift Shop	2,919	3,818
Wickliffe Mounds Research Center	12,623	13,128
Total other sources	\$ 1,379,848	\$ 1,116,695
Total educational and general	\$ 38,737,664	\$ 37,117,364

	1993-94	1992-93
AUXILIARY ENTERPRISES		
Food services	\$ 3,129,819	\$ 3,080,194
Housing services	3,703,067	3,709,625
Bookstore	1,278,859	1,235,439
Curris Center	149,559	42,240
University parking - fines	77,424	52,160
University parking - permits	75,690	73,560
Racer Card administration	37,970	40,157
Vending revenue	41,344	40,988
Interest revenue	14,012	27,525
Manual commissions	135	82
Miscellaneous auxiliary revenue	-	2,400
Total auxiliary enterprises	\$ 8,507,879	\$ 8,304,370
Total current unrestricted revenues	\$ 47,245,543	\$ 45,421,734

MURRAY STATE UNIVERSITY
PLANT FUNDS
UNAUDITED BALANCE SHEET
As of December 31, 1993
With Comparative Figures As of December 31, 1992

	1993-94					
	Unexpended Plant	Renewal and Replacement	Retirement of Indebtedness	Investment in Plant	Total	1992-93
ASSETS-						
Cash (Note 2)	\$ 1,121,029	\$ 144,284	\$ -	\$ -	\$ 1,265,313	\$ 5,279,749
Cash on deposit with trustee	-	-	15,592	-	15,592	1,999
Investments	4,673,942	3,043,398	4,154,463	-	11,871,803	7,860,243
Interest receivable	-	(411)	10,178	-	9,767	26,538
Accounts receivable	-	425,000	-	-	425,000	425,000
Discount on bonds	114,142	-	-	376,600	490,742	363,419
Due from other funds	-	103,323	-	-	103,323	40,000
Property, plant and equipment	-	-	-	139,513,516	139,513,516	136,071,164
Total assets	\$ 5,909,113	\$ 3,715,594	\$ 4,180,233	\$ 139,890,116	\$ 153,695,056	\$ 150,068,112
LIABILITIES AND FUND BALANCE-						
liabilities						
Accounts payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interaccount payables	-	-	-	-	-	-
Interest payable	-	-	56,075	-	56,075	-
Due to other funds	77,339	108,500	-	-	185,839	14,667
Notes payable	-	-	-	197,601	197,601	384,242
Bonds payable	4,651,943	-	-	33,116,020	37,767,963	37,433,721
Obligations capital leases	-	-	-	9,352	9,352	28,834
Other obligations	-	-	-	22,080	22,080	28,887
Total liabilities	\$ 4,729,282	\$ 108,500	\$ 56,075	\$ 33,345,053	\$ 38,238,910	\$ 37,890,351
Fund balance						
Beginning fund balance - July 1	\$ 1,706,958	\$ 3,052,689	\$ 4,266,077	\$ 104,860,045	\$ 113,885,769	\$ 111,649,249
Additions/(deductions) - YTD	(527,127)	554,405	(141,919)	1,685,018	1,570,377	528,512
Total fund balance	\$ 1,179,831	\$ 3,607,094	\$ 4,124,158	\$ 106,545,063	\$ 115,456,146	\$ 112,177,761
Total liabilities and fund balance	\$ 5,909,113	\$ 3,715,594	\$ 4,180,233	\$ 139,890,116	\$ 153,695,056	\$ 150,068,112

MURRAY STATE UNIVERSITY
PLANT FUNDS
UNAUDITED STATEMENT OF CHANGES IN FUND BALANCE
As of December 31, 1993
With Comparative Figures As of December 31, 1992

	1993-94					1992-93
	Unexpended Plant	Renewal and Replacement	Retirement of Indebtedness	Investment in Plant	Total	
REVENUES AND OTHER ADDITIONS-						
Expenditures for plant facilities	\$ -	\$ -	\$ -	\$ 1,708,918	\$ 1,708,918	\$ 1,290,511
Donated assets	-	-	-	34,845	34,845	-
Retirement of indebtedness	-	-	-	186,641	186,641	665,396
Interest income	53,450	27,727	70,972	-	152,149	174,551
Reduction in lease obligations	-	-	-	-	-	-
Reduction in installment obligations	-	-	-	-	-	-
Other additions	840,000	-	-	84,319	924,319	-
Total revenues and other addition	\$ 893,450	\$ 27,727	\$ 70,972	\$ 2,014,723	\$ 3,006,872	\$ 2,130,460
EXPENDITURES AND DEDUCTIONS-						
Expended for plant facilities	\$ 908,779	\$ -	\$ -	\$ 329,705	\$ 1,238,484	\$ 1,116,458
Retirement of indebtedness	-	-	651,642	-	651,642	665,396
Interest on indebtedness	-	-	548,819	-	548,819	656,772
Deletions and disposals	-	-	-	-	-	577,931
Cost of bond issuance	-	-	-	-	-	-
New bond indebtedness	-	-	-	-	-	43,753
Other deductions	84,319	-	87,451	-	171,770	44,835
Total expenditures and deductions	\$ 993,098	\$ 0	\$ 1,287,912	\$ 329,705	\$ 2,610,715	\$ 3,105,145
TRANSFERS AMONG FUNDS IN (OUT)						
Mandatory						
Principal and interest	\$ -	\$ -	\$ 1,075,021	\$ -	\$ 1,075,021	\$ 1,455,840
Non-mandatory						
Transfer from unrestricted current to unexpended plant	(420,000)	-	-	-	(420,000)	365,296
Transfer from unrestricted current to renewal and replacement	-	47,477	-	-	47,477	64,061
Transfer from unexpended plant to unrestricted current	(7,479)	-	-	-	(7,479)	-
Transfer from renewal and replacement to unrestricted current	-	479,201	-	-	479,201	(382,000)
Transfer from unexpended plant to retirement of indebtedness	-	-	-	-	-	-
Transfer from unexpended plant to investment in plant	-	-	-	-	-	-
Transfer from retirement of indebtedness to unexpended plant	-	-	-	-	-	-
Transfer from investment in plant to unexpended plant	-	-	-	-	-	-
Total transfers	\$ (427,479)	\$ 526,678	\$ 1,075,021	\$ -	\$ 1,174,220	\$ 1,503,197
Net increase(decrease) - YTD	\$ (527,127)	\$ 554,405	\$ (141,919)	\$ 1,685,018	\$ 1,570,377	\$ 528,512
Fund balance - beginning July 1	\$ 1,706,958	\$ 3,052,689	\$ 4,266,077	\$ 104,860,045	\$ 113,885,769	\$ 111,649,249
Total fund balance - ending December 31	\$ 1,179,831	\$ 3,607,094	\$ 4,124,158	\$ 106,545,063	\$ 115,456,146	\$ 112,177,761

MURRAY STATE UNIVERSITY
PLANT FUNDS
UNAUDITED UNEXPENDED REVENUES AND EXPENDITURES
For the Period July 1, 1993 through December 31, 1993

	Revised Budget	Fiscal Year to Date	Project Year to Date	Encumbrances	Balance Available
REVENUES					
Revenue bond proceeds	\$ 15,101,491	\$ 840,000	\$ 18,539,180	\$ -	\$ (3,437,689)
Local funds	2,580,070	(427,479)	2,468,964	-	111,106
Investment income	2,039,089	53,450	3,022,371	-	(983,282)
Other State funds	1,115,823	-	1,347,055	-	(231,232)
Other	-	-	-	-	-
State appropriations	343	-	343	-	-
Total revenues	\$ 20,836,816	\$ 465,971	\$ 25,377,913	\$ 0	\$ (4,541,097)
EXPENDITURES					
Architect & engineering fees	\$ 1,588,587	\$ 36,439	\$ 1,229,716	\$ 195,060	\$ 163,811
General construction	12,598,073	158,989	12,320,818	163,193	114,062
Movable equipment/furniture	3,894,124	605,316	3,787,128	-	106,996
Land/right of way	1,142,909	-	1,139,410	-	3,499
Legal & administrative costs	157,605	-	153,212	-	4,393
Transfer for debt service	782,938	-	782,938	-	-
Miscellaneous expense	16,500	1,200	7,689	-	8,811
Agency labor	190,663	37,356	103,494	-	87,169
Agency materials	348,481	69,479	221,465	-	127,016
Arbitrage rebate transfer	-	-	163,249	-	(163,249)
Contingency	404,647	-	-	-	404,647
Total expenditures	\$ 21,124,527	\$ 908,779	\$ 19,909,119	\$ 358,253	\$ 857,155

MURRAY STATE UNIVERSITY
PLANT FUNDS
UNAUDITED SCHEDULE OF UNEXPENDED REVENUES AND EXPENDITURES
For the Period July 1, 1993 through December 31, 1993

PROJECT	Allotments			Expenditures			Outstanding Encumbrances	Balance 12-31-93
	Prior to July 1, 1993	Received 1993-94	Total	Prior to July 1, 1993	1993-94	Total		
100 Clearing	\$ 61,195	\$ -	\$ 61,195	\$ -	\$ -	\$ -	\$ -	\$ 61,195
131 Land acquisitions	1,200,690	-	1,200,690	1,192,796	-	1,192,796	-	7,894
251 Industry and Technology building	13,750,000	-	13,750,000	13,730,151	6,802	13,736,953	-	13,047
300 Con Ed Series E and F clearing	989,716	-	989,716	882,764	-	882,764	-	106,952
400 Con Ed Series G clearing	-	-	-	83,542	-	83,542	-	(83,542)
403 Steam/condensate lines replacement	414,600	-	414,600	412,406	802	413,208	-	1,392
405 Renovate old fine arts building	266,500	10,000	276,500	55,893	2,895	58,788	168,458	49,254
410 National Boy Scout Museum Phase IV	36,814	-	36,814	28,064	-	28,064	8,750	-
420 On-line Library computer system	266,000	-	266,000	208,498	-	208,498	-	57,502
427 Regents ceiling tiles and lights	35,554	-	35,554	26,494	-	26,494	-	9,060
500 Project 48 bonds clearing	-	-	-	79,707	-	79,707	-	(79,707)
501 E & G sprinkler systems	512,483	-	512,483	512,483	-	512,483	-	-
503 Hazardous waste storage	85,000	-	85,000	57,810	13,362	71,172	-	13,828
514 New campus phone switch	837,613	22,670	860,283	859,332	-	859,332	-	951
528 Emergency generators and lighting	156,130	-	156,130	151,980	1,427	153,407	2,831	(108)
531 Old fine arts asbestos removal	96,000	-	96,000	47,456	24,829	72,285	8,855	14,860
534 Fire alarm replacement and compressed gas storage	67,500	-	67,500	23,089	19,089	42,178	-	25,322
535 Asbestos abatement - Blackburn, etc.	90,000	-	90,000	77,794	-	77,794	846	11,360
537 Underground fuel tank replacement	137,000	-	137,000	111,020	-	111,020	1	25,979
538 Flammable storage cabinets	42,500	-	42,500	15,538	-	15,538	-	26,962
539 Renovate Security & Information Office	73,502	-	73,502	73,502	-	73,502	-	-
542 Parking Lot - Waldrop & Chestnut	50,626	-	50,626	42,569	8,057	50,626	-	-
545 BVC HVAC renovation	10,000	-	10,000	-	-	-	3,101	6,899
547 Update Campus Master Plan	175,000	-	175,000	163,316	1,562	164,878	5,427	4,695
549 Hancock Biological Station roof replac	78,683	-	78,683	78,683	-	78,683	-	-
551 Hancock Biological Station - cabins, bathhouse	90,000	-	90,000	11,274	62,984	74,258	-	15,742
609 High rise fire & rescue apparatus	600,000	-	600,000	-	598,514	598,514	-	1,486
619 Central Plant Roof Replacement	8,000	107,000	115,000	6,636	-	6,636	94,132	14,232
620 Asbestos Abatement - various bldg	93,000	-	93,000	360	58,852	59,212	-	33,788
621 HVAC Curris Center Ballroom	7,700	-	7,700	6,167	208	6,375	-	1,325
622 BVC HVAC system	16,720	-	16,720	4,550	5,200	9,750	3,250	3,720
623 Expo/South Farm inventory	30,000	35,000	65,000	27,995	110	28,105	-	36,895
624 Shower/eyewash station	31,500	-	31,500	-	-	-	-	31,500
625 Generator general service bldg	15,000	-	15,000	-	11,401	11,401	-	3,599
626 E&G fire horn upgrade	43,500	-	43,500	-	-	-	-	43,500
627 Wrather Auditorium roof	23,139	-	23,139	23,139	-	23,139	-	-
628 Pouce plaster/paint	20,000	-	20,000	-	-	-	-	20,000
629 Emergency generator & lights	38,296	-	38,296	5,332	31,489	36,821	-	1,475
631 Hancock Researcher Cabins	-	30,000	30,000	-	-	-	-	30,000
632 Remove UST/Expo Ctr.	15,000	(7,479)	7,521	-	7,521	7,521	-	-
633 Unit B trio roof replacement	5,000	63,500	68,500	-	5,625	5,625	56,900	5,975
634 Remote fire alarm monitoring system	15,950	-	15,950	-	-	-	2,201	13,749
635 Simpson Child Dev Cen - roof replaceme	40,000	-	40,000	-	33,550	33,550	2,000	4,450
636 Elevator fireman's service	12,925	-	12,925	-	-	-	-	12,925
637 Faculty Hall Elevator Renovation	3,500	236,500	240,000	-	-	-	1,501	238,499
638 Hay Storage Facility - Main Farm	-	30,000	30,000	-	-	-	-	30,000
639 Oakhurst - Exterior Painting	-	20,000	20,000	-	-	-	-	20,000
640 Recycling Building	-	35,000	35,000	-	14,500	14,500	-	5,500
Total	\$ 20,542,336	\$ 582,191	\$ 21,124,527	\$ 19,000,340	\$ 908,779	\$ 19,909,119	\$ 358,253	\$ 857,155

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT
For the Period July 1, 1993 through December 31, 1993

Note 1. Summary of Significant Accounting Policies .

Accounting Basis

The annual financial statements of Murray State University are prepared on an accrual basis of accounting except for depreciation on physical plant and equipment.

Tuition and fee revenues for a semester are recognized upon recording the receivable, normally before or shortly after the semester begins. Revenues of summer school academic terms are reported in the fiscal year in which the programs predominately fall. Therefore deferred tuition revenues are recorded for terms which have not begun at year-end. State appropriations revenues are recognized upon receipt.

Expenditures are generally recognized, for interim reporting, in the period expended rather than the period incurred. Some liability accounts on the Balance Sheet are not adjusted until year-end, at which time all expenditures are accrued.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of the resources available to the University, the accounts of the University are maintained in accordance with the principles of "fund accounting." This is the procedure by which resources for various activities are classified for accounting and reporting purposes into funds that are in accordance with activities or objectives specified.

Current funds are used primarily to account for the transactions affecting the general operations of the University. These resources are expendable for performing the primary and support objectives of the University. Restricted gifts, grants, appropriations, and other restricted resources are accounted for in the appropriate restricted funds.

All gains and losses arising from the sale, collection or other disposition of investments and other noncash assets are accounted for in the funds which owned such assets. Ordinary income derived from investments, receivables, and the like is accounted for in the fund owning such assets.

Note 2. Deposits and Investments

The University currently uses commercial banks and the Commonwealth of Kentucky for its depositories. Deposits with commercial banks are covered by Federal depository insurance or collateral held by the bank in the University's name. At the state, the University's accounts are pooled with other agencies of the state. These state pooled deposits are substantially covered by Federal depository insurance or by collateral held by the state in the state's name. The investments of the University not held in the state investment pool are insured or registered, or are held by the University or by an agent in the University's name.

Note 3. Inventories

Inventories are stated at the lower of cost, using first-in-first-out valuation, or market.

Note 4. Murray State University Foundation, Inc.

Murray State University Foundation, Inc. (the Foundation) is a Kentucky not-for-profit corporation formed to receive, invest, and expend funds for the enhancement and improvement of the University

The Foundation prepares and issues its own financial statements.

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT (cont.)
For the Period July 1, 1993 through December 31, 1993

Note 5. Prior Year Carryovers and Encumbrances

Budget Revisions for Prior Year Carryovers and Prior Year Encumbrance Carryovers are based on actual balances brought forward to date from fiscal year 92/93.

Note 6. Tuition and Fees and Scholarships

Incentive Grants of \$1,225,352 have been included as both tuition and as scholarship expenditures. The amounts are \$163,527 for Summer II 1993, \$660,100 for Fall 1993, and \$402,725 for Spring 1994.

Note 7. Unrestricted Expenditures

In addition to expenditures, outstanding encumbrances as of December 31, 1993 are \$486,864 for Educational and General and (\$12,956) for Auxiliary Enterprises.

Note 8. Non-Mandatory Transfers from/(to) Plant Funds

	Unrestricted Educational and General	Unrestricted Auxiliaries
	-----	-----
I. Transfer from Consolidated Educational Renewal and Replacement Fund:		
a. Hester Hall - set up area for fire and rescue vehicles	9,000	-
b. Oakhurst -Paint and Gutters	20,000	-
c. Racer Arena Concession Area - Flooring	1,799	-
d. Art and Music Temporary Location Renovation	30,000	-
e. High Rise Fire and Rescue Apparatus	(600,000)	-
f. Faculty Hall Elevator Repairs	(3,500)	-
g. Trio Roof Replacement - Unit B	63,500	-
Total	\$ (479,201)	\$ -
	=====	=====
II. Transfer to Consolidated Educational Renewal and Replacement Fund :		
a. Interest transfer	\$ (47,477)	\$ -
Total	\$ (47,477)	\$ -
	=====	=====
III. Transfer to Unexpended Plant Fund:		
a. Hancock Biological Station - warm weather cabins	\$ (30,000)	\$ -
b. Expo Site Investigation	(35,000)	-
c. Trio Roof Replacement - Unit B	(63,500)	-
d. Faculty Hall Elevator Repairs	3,500	-
e. Oakhurst - Exterior Painting	(20,000)	-
f. Recycling Building	(35,000)	-
g. High Rise Fire and Rescue Apparatus	600,000	-
Total	\$ 420,000	\$ -
	=====	=====

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL REPORT (cont.)
For the Period July 1, 1993 through December 31, 1993

IV. Transfer from Unexpended Plant Fund:		
a. Remove Underground Storage Tank - Expo Center	7,479	-
	-----	-----
Total	\$ 7,479	\$ 0
	=====	=====
V. Tranfer to Educational and General from Auxiliaries:		
a. University Bookstore	\$ 77,320	\$ (77,320)
	-----	-----
Total	\$ 77,320	\$ (77,320)
	=====	=====

ATTACHMENT #3



Murray State University

Investment Report

FOR THE PERIOD
July 1, 1993 - December 31, 1993

SUBMITTED TO
THE PRESIDENT
AND
BOARD OF REGENTS

February 4, 1994



Murray State University

Murray, Ky. 42071

January 24, 1994

President Ronald J. Kurth and
Members of the Board of Regents
Murray State University
Murray, KY 42071

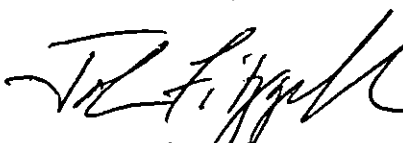
Dear President Kurth and Members of the Board:

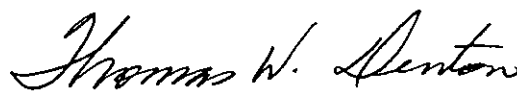
Attached is the Investment Report of Murray State University
for the period July 1, 1993 through December 31, 1993.

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Summary of Investment Earnings by Fund and Fund Accounts.....	2
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Notes to Investment Report.....	6-10


John Fitzgibbon
Interim Vice President for
University Relations
and Administrative
Services


Thomas W. Denton
Treasurer and Director for
Financial Management and
Planning

emd

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS BY FUND
For the Period July 1, 1993 through December 31, 1993

	Current Funds	Endowment Funds	Plant Funds	Total
	-----	-----	-----	-----
Investment Earnings to Date	\$ 127,228	\$ 35,695	\$ 129,076	\$ 291,999
	=====	=====	=====	=====
Composite Interest Rates	3.15%	4.51%	3.11%	3.30%
	=====	=====	=====	=====

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS
BY FUND AND FUND ACCOUNTS
For the Period July 1, 1993 through December 31, 1993
With Comparative Figures for Period Ended December 31, 1992

	Earnings To Date 1993-94	Earnings To Date 1992-93
CURRENT FUNDS		
Local Bank Accounts Interest (Peoples Bank)	\$ 29,651	\$ 46,527
Consolidated Educational Revenue Fund (Frankfort)	83,192	168,753
Housing and Dining Revenue Fund (Frankfort)	14,385	27,524
Total Current Funds	\$ 127,228	\$ 242,804
	=====	=====
ENDOWMENT FUNDS		
Endowed Chair for Ecosystems Studies	\$ 9,296	\$ 10,106
Smith Scholarship Endowment	26,399	16,241
Total Endowment Fund	\$ 35,695	\$ 26,347
	=====	=====
PLANT FUNDS		
Consolidated Educational Renewal and Replacement (Frankfort)	\$ 30,090	\$ 33,850
Unexpended Plant - Series G Bonds (Frankfort)	7,989	10,692
Retirement of Indebtedness (Trustee-Citizens Fidelity)		
Consolidated Educational Sinking Fund	69,152	61,938
Consolidated Educational Series G Arbitrage Rebate Fund	8	792
Housing and Dining Sinking Fund	11,447	6,152
Housing and Dining Repair and Maintenance Fund	10,390	5,932
Total Plant Funds	\$ 129,076	\$ 119,356
	=====	=====

MURRAY STATE UNIVERSITY
CURRENT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES
For the Period July 1, 1993 through December 31, 1993

Type of Investment	Maturity	Term	Days Interest Earned	Effective Yield	Cost	1993-94 Earnings
EDUCATIONAL AND GENERAL						
Interest on Local Bank Accounts						
Repurchase Agreement	07/06/93	20 days	6 days	3.150%	922,737	478
Repurchase Agreement	08/05/93	20 days	20 days	3.150%	498,263	860
Repurchase Agreement	09/05/93	20 days	20 days	3.150%	2,407,895	4,156
Repurchase Agreement	10/06/93	20 days	14 days	3.150%	1,000,000	1,208
Repurchase Agreement	11/07/93	20 days	20 days	3.150%	1,578,528	2,725
Repurchase Agreement	12/06/93	20 days	20 days	3.150%	571,542	987
Repurchase Agreement	01/05/94	20 days	15 days	3.150%	1,468,037	1,900
Peoples Bank		continuous				
				Daily rate per overnight		
				Peoples Bank balances		\$ 17,337
Total Local Bank Accounts interest earnings to date						\$ 29,651
Consolidated Educational Revenue Fund (Frankfort)						
Repurchase Agreement	08/15/93	20 days	20 days	3.110%	\$ 4,000,000	\$ 7,257
Repurchase Agreement	09/19/93	7 days	7 days	3.150%	2,000,000	1,225
Repurchase Agreement	08/25/93	13 days	13 days	3.125%	5,000,000	5,642
Repurchase Agreement	09/03/93	6 days	6 days	3.100%	2,000,000	1,033
Repurchase Agreement	09/15/93	19 days	19 days	3.100%	2,000,000	3,272
Repurchase Agreement	09/27/93	31 days	31 days	3.100%	2,500,000	6,674
Repurchase Agreement	10/18/93	18 days	18 days	3.150%	2,000,000	3,150
Repurchase Agreement	10/12/93	12 days	12 days	3.150%	2,000,000	2,100
Repurchase Agreement	10/25/93	12 days	12 days	3.120%	2,500,000	2,600
Repurchase Agreement	10/28/93	8 days	8 days	3.100%	1,000,000	689
Repurchase Agreement	11/04/93	15 days	15 days	3.100%	2,000,000	2,583
Repurchase Agreement	11/10/93	21 days	21 days	3.100%	2,000,000	3,617
Repurchase Agreement	11/12/93	23 days	23 days	3.100%	1,000,000	1,981
Repurchase Agreement	11/12/93	8 days	8 days	3.100%	2,000,000	1,378
Repurchase Agreement	11/29/93	25 days	25 days	3.100%	500,000	1,062
Repurchase Agreement	06/30/94	230 days	50 days	3.250%	500,000	2,226
Repurchase Agreement	02/11/94	91 days	50 days	3.210%	2,000,000	8,795
Repurchase Agreement	01/14/94	63 days	50 days	3.210%	2,000,000	8,795
Repurchase Agreement	12/17/93	35 days	35 days	3.130%	1,000,000	3,002
Repurchase Agreement	11/29/93	17 days	17 days	3.130%	2,000,000	2,917
Repurchase Agreement	12/20/93	13 days	13 days	3.090%	2,000,000	2,200
Commercial Paper	03/01/94	99 days	40 days	3.480%	1,704,470	6,562
Commercial Paper	12/17/93	25 days	25 days	3.201%	999,808	2,192
Repurchase Agreement	02/14/94	54 days	10 days	3.250%	1,500,000	1,336
Repurchase Agreement	06/30/94	190 days	10 days	3.300%	1,000,000	904
Total Consolidated Educational Revenue Fund interest earnings to date						\$ 83,192
Total Current Funds Educational and General interest earnings to date						\$ 112,843
AUXILIARY ENTERPRISES						
Housing and Dining Revenue Fund (Frankfort)						
Repurchase Agreement	08/15/93	20 days	20 days	3.110%	\$ 300,000	\$ 544
Repurchase Agreement	08/31/93	19 days	19 days	3.125%	475,000	783
Repurchase Agreement	09/15/93	19 days	19 days	3.100%	300,000	491
Repurchase Agreement	10/15/93	15 days	15 days	3.150%	700,000	919
Repurchase Agreement	11/01/93	17 days	17 days	3.100%	800,000	1,171
Repurchase Agreement	11/09/93	20 days	20 days	3.100%	2,500,000	4,306
Repurchase Agreement	11/12/93	8 days	8 days	3.100%	800,000	551
Repurchase Agreement	12/22/93	15 days	15 days	3.090%	550,000	708
Commercial Paper	12/20/93	28 days	28 days	3.202%	2,000,088	4,912
Total Housing and Dining Revenue Fund interest earnings to date						\$ 14,385
Total Auxiliary Enterprises interest earnings to date						\$ 14,385
Total Current Funds interest earnings to date						\$ 127,228

MURRAY STATE UNIVERSITY
ENDOWMENT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES
For the Period July 1, 1993 through December 31, 1993

Type of Investment	Maturity	Term	Days Interest Earned	Effective Yield	Cost	1993-94 Earnings

ENDOWED CHAIR FOR ECOSYSTEMS STUDIES						

Certificate of Deposit	11/20/93	365 days	143 days	3.600%	250,000	3,526
Certificate of Deposit	11/17/93	365 days	140 days	3.600%	100,000	1,381
Certificate of Deposit	11/09/93	182 days	132 days	3.400%	170,000	2,090
Certificate of Deposit	11/22/94	365 days	40 days	3.750%	180,000	740
Certificate of Deposit	11/22/94	365 days	40 days	4.150%	180,000	819
Certificate of Deposit	11/22/94	365 days	40 days	3.750%	180,000	740
Total Endowed Chair interest earnings to date						-----
						\$ 9,296
						=====

SMITH SCHOLARSHIP ENDOWMENT

Investment	Date Acquired	Endowment Value	Value at 12/31/93	Earnings

Stocks (Note 7)	01/04/91	\$ 248,608	0	\$ 0
Savings Bonds - Series E	01/04/91	124,415	153,237	4,621
Savings Bonds - Series H	01/04/91	37,000	37,000	1,110
Foundation Investment Pool	N/A	N/A	N/A	20,668
Total earnings on Smith Endowment				-----
				\$ 26,399
				=====
Total Endowment Funds earnings to date				-----
				\$ 35,695
				=====

MURRAY STATE UNIVERSITY
PLANT FUNDS
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1993 through December 31, 1993

Type of Investment	Maturity	Term	Days Interest Earned	Effective Yield	Cost	1993-94 Earnings
Consolidated Educational Renewal and Replacement (CERR)						
Repurchase Agreement	07/30/93	18 days	18 days	3.200%	2,200,000	3,520
Repurchase Agreement	09/30/93	49 days	49 days	3.150%	2,200,000	9,433
Repurchase Agreement	11/01/93	32 days	32 days	3.150%	2,000,000	5,600
Repurchase Agreement	01/05/94	84 days	80 days	3.120%	200,000	1,368
Repurchase Agreement	11/17/93	13 days	13 days	3.100%	2,000,000	2,239
Commercial Paper	03/01/94	99 days	40 days	3.480%	2,060,000	7,930
Total Consolidated Educational Renewal and Replacement interest earnings to date						\$ 30,090
=====						
UNEXPENDED PLANT FUND						
Series G Bonds						
Repurchase Agreement	09/30/93	85 days	85 days	3.050%	620,000	4,404
Repurchase Agreement	02/28/94	126 days	67 days	3.150%	620,000	3,585
Total Series G interest earnings to date						\$ 7,989
=====						
Total Unexpended Plant Fund interest earnings to date						\$ 38,079
=====						
RETIREMENT OF INDEBTEDNESS FUND						
Consolidated Educational Sinking Fund					Carrying Value	
Treasury Note	10/28/93	30 days	30 days	2.900%	\$ 7,839,889	\$ 17,111
Money Market Securities	12/31/93	365 days	184 days	Various	3,499,982	52,041
Total Consolidated Educational Sinking Fund interest earnings to date						\$ 69,152
=====						
Consolidated Educational Series G Arbitrage Rebate Fund						
Money Market Securities	12/31/93	365 days	184 days	Various	\$ 532	\$ 8
Total Consolidated Educational Series G Arbitrage Fund interest earnings to date						\$ 8
=====						
Housing and Dining Sinking Fund						
Money Market Securities	12/31/93	365 days	184 days	Various	\$ 689,268	\$ 11,447
Total Housing and Dining Sinking Fund interest earnings to date						\$ 11,447
=====						
Housing and Dining Repair and Maintenance Reserve Fund						
Money Market Securities	12/31/93	365 days	184 days	Various	\$ 686,852	\$ 10,390
Total Housing and Dining Repair and Maintenance Reserve Fund interest earnings to date						\$ 10,390
=====						
Total Retirement of Indebtedness Fund interest earnings to date						\$ 90,997
=====						
Total Plant Funds interest earnings to date						\$ 129,076
=====						

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1993 through December 31, 1993

Note 1. BASIS OF REVENUE RECOGNITION

Accrual basis accounting is used to recognize interest earnings on the Investment Report.

Note 2. INVESTMENT POLICIES AND PROCEDURES

The majority of funds available for investment by Murray State University are included in the Commonwealth of Kentucky's investment pool. The only state held funds allowed by Kentucky state law to be invested by the University are the current funds contained in the Consolidated Educational fund and the Housing and Dining fund. These funds may only be invested in the state investment pool.

A designated staff person of the University reviews the cash needs and determines the amount to be invested from each of the aforementioned funds. The staff also determines the length of time the monies are to be invested. The Director of Financial Management and Planning approves the recommended investments. The state investment office in Frankfort then chooses the best type of security and purchases the security in the name of the Commonwealth of Kentucky for the University.

When the security has been purchased, a confirmation is mailed to the University. The purchase is recorded in the University's accounting system per the confirmation. When the security matures, a pay-in-voucher increases the cash balance in the appropriate fund from which the investment was made for the amount of the investment and the interest earned.

The investment earnings of the Consolidated Educational fund are transferred at the end of each quarter to Consolidated Educational Renewal and Replacement. These earnings are used on projects approved by the Board of Regents of Murray State University. The investment earnings of the Housing and Dining fund are pro-rated to the applicable auxiliary accounts in accordance with the percentage contribution to the overall net income of the auxiliary departments. The percentage is updated each fiscal year based on the previous year's contribution to net income.

The endowment funds held by the University are invested totally at the discretion of the University. These funds are invested following the policies stated below:

1. Cash funds available for investment shall, whenever possible, be pooled into amounts of \$100,000 or more.
2. Cash funds shall be invested generally in non-speculative financial institutions or government securities.
3. Above the \$100,000 insured by FDIC and FSLIC, investments in financial institutions must be secured (collateralized) with appropriate government securities.
4. A maximum investment of \$250,000 - \$300,000 shall be held in any institution at a given time.
5. No investment shall be placed with any institution on the basis of political favor, friendship, or influence by any official, alumnus or friend of the University.
6. The purchase of investments shall be authorized by the Director of Financial Management and Planning who reports directly to the Treasurer of Murray State University.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1993 through December 31, 1993

Note 3. DEPOSITS AND INVESTMENTS

The University currently uses commercial banks and the Commonwealth of Kentucky for its depositories. Deposits with commercial banks are covered by Federal depository insurance or collateral held by the bank in the University's name. University funds deposited with the State Treasurer are pooled with funds from other state agencies. These state pooled deposits are substantially covered by Federal depository insurance or by collateral held by the state in the state's name. The investments of the University not held in the state investment pool are insured, registered, or held by the University or by an agent of the University.

Below is a summary of the investments held by the University.

	12/31/93 Carrying Amount	12/31/92 Carrying Amount
U.S. Government Securities	\$ 190,237	\$ 177,384
Stocks	-	349,358
Certificates of Deposit	-	520,000
Money Market Securities	4,187,366	5,160,620
Brokerage Agreements	-	599,916
Subtotal:	\$ 4,377,603	\$ 6,807,278
Investment in state investment pool	\$ 13,741,775	\$ 13,871,554
Total Investments	\$ 18,119,378	\$ 20,678,832

Note 4. CURRENT FUNDS - LOCAL BANK ACCOUNT

Per banking contract with People's Bank, interest earnings are based on 100% of the overnight federal funds rate.

Interest earnings may be expended in Current Fund.

Note 5. CONSOLIDATED EDUCATIONAL BUILDING AND REVENUE BOND FUND (CEBRB)

This fund was created, as result of the trust indenture established when the first Consolidated Educational Building and Revenue Bonds were sold in the 1960's, as a depository of tuition and fees in order to provide funds to service the principal and interest debt requirements of each series of aforementioned bonds. The fund also supports the Educational and General Fund operations.

The University Finance and Administrative Services personnel have the authority to instruct the Commonwealth of Kentucky Office of Financial Management and Economic Analysis to invest available funds of the CEHRB into government securities and/or Repurchase Agreements for a particular term.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1993 through December 31, 1993

Note 5. CONSOLIDATED EDUCATIONAL BUILDING AND REVENUE BOND FUND (CEBRB)
(cont.)

All interest earnings are transferred to Consolidated Educational Renewal and Replacement (CERR) at the end of each fiscal year according to Board of Regents policy dated March 1982. The earnings are then used according to the Board's approval for renewal and replacement projects.

Note 6. AUXILIARY FUNDS - HOUSING AND DINING REVENUE FUND

This fund was created, as a result of the trust indenture established when the first Housing and Dining System Revenue Bonds were sold in the 1960's, as a depository of all auxiliary income in order to provide funds to service the principal and interest debt requirement of each series of aforementioned bonds. The fund also supports the Auxiliary Fund Operations.

Interest earnings may be expended in Current Unrestricted Auxiliary Fund.

Note 7. ENDOWMENT FUND INVESTMENTS

During 1987, the University was awarded \$500,000 by the Commonwealth of Kentucky for an Endowed Chair for Eco-Systems Studies. One of the requirements of the award was that the University secure \$500,000 in matching funds from private sources. In order to meet this requirement on a timely basis, the MSU Foundation pledged the investment earnings from \$500,000 in their Current Unrestricted Funds until such time as private funds are raised for this purpose. University funds. The earnings are matched by the Murray State University Foundation. Ten percent of the total earnings are returned to the investment pool. Ninety percent of the earnings are transferred to the Endowed Chair grant for program expenditures.

During the fourth quarter of fiscal year 1991-92 and the first three quarters of fiscal year 1992-93, the University received proceeds from the Laura Smith estate for the Smith Endowment. This endowment, in excess of \$725,000, consisted of cash, Series EE & HH Savings Bonds, accumulated bond interest, and various stock. As authorized by the Board of Regents, the stocks with an endowment value of \$248,608 were sold on April 30, 1993 for \$346,610 resulting in a \$96,202 net gain after commission. The proceeds from the sale were deposited with the foundation for investment in the investment pool. Based on the estate's tax returns, the date of death is used to determine the value of investments.

Note 8. CONSOLIDATED EDUCATIONAL RENEWAL AND REPLACEMENT (CERR)

As established by the Board of Regents in March 1982, CERR provides a plant fund sub-group so that funds transferred from CEBRB could be accumulated for future projects of repair and renovation.

The University invests the proceeds in the same manner as CEBRB in Note 5.

Interest earnings remain within the fund for future projects.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1993 through December 31, 1993

Note 9. UNEXPENDED PLANT FUNDS - SERIES G REVENUE BOND

This capital construction clearing account holds the proceeds from the University's Series H bond sale until such time as they are needed for specific capital construction projects.

The University issued \$14,785,000 in Series G revenue bonds dated December 1, 1987. The proceeds are to be used to pay costs of repair, renovation, construction or addition to buildings on the campus of Murray State University that are and shall be a part of the Consolidated Educational Building Project. This project was established and created by the Board of Regents on April 20, 1961.

The University invests the proceeds in the same manner as CEBRB in Note 5.

Interest earnings on Series G can be spent on the Industry and Technology Building project or any other Educational and General project the Board and State approves.

Note 10. UNEXPENDED PLANT FUNDS - SERIES H REVENUE BOND

This capital construction clearing account holds the proceeds from the University's Series H bond sale until such time as they are needed for specific capital construction projects.

The University issued \$4,625,000 in Series H revenue bonds dated March 1, 1992. The proceeds are to be used to pay costs of repair, renovation, construction or addition to buildings on the campus of Murray State University that are and shall be a part of the Consolidated Educational Building Project.

The University invests the proceeds in the same manner as CEBRB in Note 5.

Note 11. RETIREMENT OF INDEBTEDNESS - CONSOLIDATED EDUCATIONAL SINKING FUND (CESF)

This fund was created, as a result of the first trust indenture established when the Consolidated Educational Building and Revenue Bonds were sold in the 1960's, to provide a sinking fund to pay debt principal and interest expense on all related CEBRB bonds. The amount of interest earned is part of the formula for funding CERR annually. (See Note 5)

The trustee invests the funds in money market, government securities and, occasionally, repurchase agreements. The trustee determines the investment policy for this fund.

Interest earnings are used to reduce the amount of semi-annual debt service transferred from University Unrestricted Educational and General Fund to this sinking fund. Bond requirements mandate a minimum reserve of \$3,646,377.

Note 12. RETIREMENT OF INDEBTEDNESS - HOUSING AND DINING SINKING FUND

This fund was created, as a result of the trust indenture established when the first Housing and Dining System Revenue Bonds were sold in the 1960's, to provide a sinking fund to pay debt principal and interest expense on related Housing and Dining Revenue Bonds.

The trustee invests the funds in the same manner as CESF in Note 11.

Interest earnings are retained in the fund for future use. Bond requirements mandate a minimum reserve of \$679,823.

MURRAY STATE UNIVERSITY
NOTES TO INVESTMENT REPORT
For the Period July 1, 1993 through December 31, 1993

Note 13. HOUSING AND DINING REPAIR AND MAINTENANCE RESERVE FUND

This fund was created, as a result of the establishment of the trust indenture in Note 5, to provide a fund to pay for extraordinary repairs, not paid from the Auxiliary Fund, to the Housing and Dining System buildings.

The trustee invests the funds in the same manner as CESF in Note 11.

Interest earnings are retained in the fund for future use. The use is determined by Board of Regents resolution and the indenture. Bond requirements mandate a minimum reserve of \$550,000.

ATTACHMENT #4

CERTAIN NON-BUDGETED REVENUES DERIVED FROM ATHLETICS
REPORT TO THE BOARD OF REGENTS (FEBRUARY 5, 1994)

I INTRODUCTION

- A. Concern Over the Athletic Subsidy
- B. The Question - How many dollars do athletes generate for the University that are not budgeted as athletic revenues?
- C. The Two Principal Non-budgeted Revenue Sources
 - 1. Net Appropriations from the Commonwealth of Kentucky for Certain Students Involved in Athletics
 - 2. Direct Payments to the University by Those Students or External Sources on their Behalf
- D. Purpose of Study - To Determine the Total Revenues from these Sources for each Athletic Program and Compare them with the Budgeted Expenditures

II ATHLETES INVOLVED IN STUDY

- A. Only those that Enrolled at MSU because the University Sponsors their Sport (Appendix II, Pages 25-37)
- B. Determined By:
 - 1. Responses to Questionnaire (Appendix I, Page 24)
 - 2. Consultations with Coaches

III DETERMINATION OF REVENUES

- A. Average Net Appropriations per Student by Residency Status (Appendix III, Page 38)
 - 1. Out-of-State and Incentive Grant = \$589
 - 2. In-State and Reciprocity = \$2,971
- B. Direct Payments to the University by Analysis of Individual Account Snapshots (Appendix IV, Page 39)
 - 1. Payments for Tuition, Student Activity Fees, Course Fees, Meal Tickets, Dorm or Housing Rent, Loan Application and Deferred Payment Fees, and Parking and Library Fines Were Included
 - 2. Payments to the University Bookstore and for Supplies for Certain Courses Were Not

IV CROSS SECTION OF DATA FOR 1992-93 AND 1993-94

A. Residency Status of ALL Athletes Included in Study

	92-93	93-94	Increase
In-State and Reciprocity	94	138	44
Out-of State	174	198	24
TOTAL	<u>268</u>	<u>336*</u>	<u>68</u>

*282 answered no to: Would you have attended MSU if your sport was not offered by the University?
 33 answered yes. 54 have not filled out the questionnaire as of this date.

B. Residency Status of FOOTBALL Athletes Included in Study

	92-93	93-94	Increase
In-State and Reciprocity	36	63	27
Out-of-State	65	82	17
TOTAL	<u>101</u>	<u>145</u>	<u>44</u>

C. Residency Status of TRACK Athletes Included in Study

	92-93	93-94	Increase
In-State and Reciprocity	19	24	5
Out of State	22	32	10
TOTAL	<u>41</u>	<u>56</u>	<u>15</u>

IV CROSS SECTION OF DATA FOR 92-93 and 93-94 (CONTINUED)

D. Revenue Data for ALL Athletes Included in Study

	92-93	93-94	Increase
Appropriations from State	381,760	526,620	144,860
Fall Payments	292,670	444,938	152,268
Spring Payments	285,288	434,390*	149,102*
TOTAL	<u>\$959,718</u>	<u>\$1,405,948*</u>	<u>\$446,230*</u>

E. Revenue Data for FOOTBALL Athletes Included in Study

	92-93	93-94	Increase
Appropriations from State	145,241	235,471	90,230
Fall Payments	98,666	181,362	82,696
Spring Payments	102,904	180,000*	77,096*
TOTAL	<u>\$346,811</u>	<u>\$596,833*</u>	<u>\$250,022*</u>

F. Revenue Data for TRACK Athletes Included in Study

	92-93	93-94	Increase
Appropriations from State	69,407	90,152	20,745
Fall Payments	51,961	89,884	37,923
Spring Payments	47,138	85,000*	37,862*
TOTAL	<u>\$168,506</u>	<u>\$265,036*</u>	<u>\$96,530*</u>

*Projected Figure

IV CROSS SECTION OF DATA FOR 1992-93 AND 1993-94

G. Non-budgeted Revenues for ALL Sports Compared with their Budgeted Expenditures

Academic Year	Non-budgeted Revenues (%)	Budgeted Expenditures
92-93	959,718 (47.6)	2,016,270
93-94*	1,405,948 (70.3)	1,999,428

*Data Includes Women's Golf

V FALL 1993 UNDERGRADUATE AFRICAN-AMERICAN ENROLLMENT

A. All Students Versus Athletes in Study

	All Students	Athletes in Study (%)
In-State	230	26 (11.3)
Out-of-State	117	52 (44.4)
TOTAL	<u>347</u>	<u>**78 (22.5)</u>

** Football = 49 (16 In-State and 33 Out-of-State)
 Men's Basketball = 16 (3 In-State and 13 Out-of-State)
 All Other Sports = 13 (7 In-State and 6 Out of State)

B. First-Time Freshmen

1. Total Enrollment = 93
2. Athletes in Study = 28 (30.1%)*

*** Football = 23 (10 In-State and 13 Out-of-State)
 All Other Sports = 5 (1 In-State and 4 Out-of-State)

MURRAY STATE UNIVERSITY
REPORT OF RESIGNATIONS AND TERMINATIONS
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

Effective Date of Information

January 1, 1994

This report includes information on regular, full-time and part-time employees. It has been prepared from Human Resources' 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.

ATTACHMENT #5

REPORT OF RESIGNATIONS AND TERMINATIONS
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF	REASON FOR	ANNUAL
						TERMINATION	TERMINATION	SALARY
ALLBRITTEN	GLORIA	CLERK LIBRARY	LIBRARY	1	12	930930	02	0013691
CANERDY	REBA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	1	12	930914	04	0011171
CLARK	DEIDRE	ASSISTANT NEWS DIRECTOR	WKMS-FM RADIO CPB GRANT	1	12	930818	01	0017820
CLOUSE	SUSAN	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	1	12	930817	01	0011983
COLLINS	IRMA	PROFESSOR	MUSIC	1	10	930801	02	0045609
CULP	MICHAEL	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	1	12	931110	03	0012239
CUNNINGHAM	ANNA	OPERATOR COMPOSER	OFFICE OF PUBLICATIONS	1	12	931001	02	0017081
DINH	GERALD	ADMINISTRATIVE SECRETARY I	PADUCAH CENTER	1	12	930920	01	0012332
DOWNS	CATHY	CASHIER/FINISH BAKER	FOOD SERVICE	1	09	930816	01	0011346
ELDER	SCOTT	OPERATOR PRINTING PRESS	PRINTING SERVICES	1	12	930802	01	0015048
ELKINS	LOIS	BAKER LWOP	FOOD SERVICE	1	12	930820	01	0010873
FRIEND	MARK	ASSOCIATE PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	1	10	930806	01	0043043
GIBSON	TRACI	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	1	12	930930	01	0013288
GUTHRIE	KAREN	COORDINATOR COMM EDUCATION	COMMUNITY EDUCATION	1	12	930908	05	0020140
HOPKINS	NEWELL	GROUNDSKEEPER	GROUNDS MAINTENANCE	1	12	930911	01	0012573
JEFFREY	LISA	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	1	12	930823	04	0012787
KASSING	DON	VICE PRESIDENT	UNIV RELATIONS & ADMIN SER	1	12	931118	01	0075000
LOVETT	CARMEN	ASSISTANT PROFESSOR	TEACHER EDUCATION SERVICES	1	10	930805	02	0032883
MARDIS	THERESA	DEPARTMENT SECRETARY II	JOURNALISM RADIO/TV	1	12	930809	01	0012886
MARK	STEVEN	ASSISTANT PROFESSOR	BUS ADMIN/OFF SYSTEMS/BUS ED	1	10	931231	01	0035705
MCGAHA	CONSTANCE	TECHNICIAN MEDICAL SENIOR	BVC PATHOLOGY	1	12	931201	01	0021855
NEU	SUZANNE	VET PATH/ASSISTANT PROFESSOR	BVC PATHOLOGY	1	12	930818	01	0053850
OUTLAND	MARY	EXECUTIVE SECRETARY	PROV/VP ACAD/STUDENT AFFAIRS	1	12	930930	02	0020532
PETRIE	GARTH	CHAIR & ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	1	12	931231	02	0048563
PRATER	GREG	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	1	10	931231	01	0034590
SHERIDAN	TONY	CLERK MAIL	POSTAL SERVICES	1	12	931015	01	0012900
SMITH	EUGENE	GROUNDSMAN I	MSU FOUNDATION GOLF	1	12	930809	01	0012570

REPORT OF RESIGNATIONS AND TERMINATIONS
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE PERIOD	DATE OF TERMINATION	REASON FOR TERMINATION	ANNUAL SALARY
TARVIN	SUSAN	MANAGER DATA BASE	INDUSTRY & TECHNOLOGY	1 12	930831	01	0019795
TUCKER	TIMOTHY	PUBLICATIONS SPECIALIST	MARKETING & INFORMATION	1 12	931130	01	0014000
WAINSCOTT	KATHY	ADMINISTRATIVE SECRETARY I	RESIDENCE HALLS	1 12	930922	01	0011983
WELCH	MARK	ANNOUNCER/PRODUCER	WKMS-FM RADIO CPB GRANT	2 12	931213	01	0008060

MURRAY STATE UNIVERSITY

REPORT OF NEW EMPLOYMENT

AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

Effective Date of Information

January 1, 1994.

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

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REPORT OF NEW EMPLOYMENT
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ALLEN	ROBERT	LECTURER	ENGLISH	930823	1	10	0010000
BALTHROP	DAVID	ASST PROFESSOR/DIR THEATRE	SPEECH COMMUNICATION THEATRE	930801	1	10	0031000
BAREFIELD	ROBERT	LECTURER	MUSIC	930801	1	10	0022500
BLACK	JOETTE	DEPARTMENT SECRETARY I	JOURNALISM RADIO/TV	930823	1	10	0009434
BRUBAKER	ELIZABETH	COORDINATOR LAB SAFETY/WASTE	CHEMISTRY	930801	1	12	0030000
CAINES	MEL	VISITING ASSISTANT PROFESSOR	ART	930801	1	10	0028000
CLEMSON	CINDY	COORDINATOR SSLD/TUT PROGRAM	LEARNING CENTER	930801	1	10	0020000
COGDELL	JUDITH	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
COKER	DAVID	PATROL OFFICER	PUBLIC SAFETY	930918	1	12	0017372
CROUCH	HEATH	GROUNDSKEEPER	GROUNDS MAINTENANCE	931101	1	12	0011672
CULVER	DARLA	CASHIER	FOOD SERVICE	930818	1	09	0009463
DA COSTA	NELSON	VISITING ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	930801	1	10	0029000
DALE	ELIZABETH	ACCOUNTANT	FIN MG & PLAN	931203	1	12	0033200
DIXON	SUSAN	ASSISTANT PROFESSOR	ART	930801	1	10	0028000
DUNCAN	RENAE	ASSISTANT PROFESSOR	PSYCHOLOGY	930801	1	10	0031000
FERGUSON	BILLY	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
FLETCHER	JUDITH	DEPARTMENT SECRETARY II	ART	930825	2	12	0006390
FREDERICK	ERIC	ASSISTANT TRAINER	ATHLETIC TRAINER	930901	1	12	0020000
FREEMAN	PATTI	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	930801	1	10	0028500
FRYE	KARLA	ASSISTANT PROFESSOR	ENGLISH	930801	1	10	0030000
GARTH	KATY	LECTURER	NURSING	930801	1	10	0027000
GRZECH	KATHLEEN	LECTURER	FOREIGN LANGUAGES	930801	1	10	0024000
GUPTON	KAY	DATA ENTRY OPERATOR	RESIDENCE HALLS	931001	1	12	0011298
HARPOLE	DOROTHY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	931206	1	12	0011171
HARRELL	PEGGY	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
HIGGERSON	DOROTHY	WORKER DISHROOM	FOOD SERVICE	930918	1	09	0008102
HILL	MELISSA	BOOKKEEPER	CLINICAL SERVICES	930831	2	12	0006390

01/11/94

REPORT OF NEW EMPLOYMENT
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HILLYARD	KATHY	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	930816	1	12	0017000
JARVIS	DAVID	COACH ASSISTANT	BASEBALL	931001	1	12	0025000
JENNINGS	LANA	COORD DEV MATH/LECTURER	LEARNING CENTER	930801	1	10	0020000
KARLE-WEISS	ADRIA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	930801	1	10	0033000
KOLLS	WENDY	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	930801	1	10	0028000
LUGEMWA	FULGENTIUS	ASSISTANT PROFESSOR	CHEMISTRY	930801	1	10	0031000
MATTINGLY	DONNA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	930801	1	10	0033000
MCCLAIN	KAREN	COUNSELOR INTERIM	EDUCATIONAL TALENT SEARCH	931018	1	12	0019000
MCKINNEY	ANGELA	WORKER DISHROOM	FOOD SERVICE	930918	1	12	0008102
MILLER	KEVIN	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
MOODE	FRANK	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	930801	1	10	0030000
MULLIGAN, JR.	WILLIAM	VISITING ASSISTANT PROFESSOR	HISTORY	930801	1	12	0030000
NUTT	DANNY	COACH ASSISTANT	FOOTBALL	930801	1	12	0030000
OKOYE	VESTA	COORDINATOR RES HALLS/JUD AF	RESIDENCE HALLS	930809	1	12	0018000
OLSON	JOYCE	COOK	FOOD SERVICE	931114	1	09	0009167
PARRISH	KATHRYN	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
PETERSON	NANCY	ADMINISTRATIVE SECRETARY II	RESIDENCE HALLS	931101	1	12	0012844
PURCELL	RANDALL	PATROL OFFICER	PUBLIC SAFETY	930904	1	12	0015827
RAMEY	GLEN	SPECIALIST PUBLICATIONS	MARKETING & INFORMATION	931207	1	12	0014000
RATLIFF	JUDY	ASSISTANT PROFESSOR	CHEMISTRY	930801	1	10	0030000
ROBERTSON	JEANIE	INTERM COORD FIELD PRO/LECTU	TEACHER EDUCATION SERVICES	930901	1	10	0025000
ROSS	AMY	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	931004	1	12	0011983
RUST	SARAH	OPERATOR COMMUNICATIONS	PUBLIC SAFETY	930807	1	12	0014679
SASSO	SANDRA	SLIDE LIBRARIAN/GALLERY ASST	ART	931007	1	12	0011983
SILKMAN	ANNE	DEPARTMENT SECRETARY I	AMERICAN HUMANICS	931201	2	12	0006024
SIPLEY	KENNETH	LECTURER	MUSIC	930801	1	10	0030000
SMITH	DIANNA	ADMINISTRATIVE SECRETARY I	EXTENDED CAMPUS PROGRAMS	931004	1	12	0011983

REPORT OF NEW EMPLOYMENT
AUGUST 1, 1993 THROUGH DECEMBER 31, 1993

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SMITH	DONNA	CLERK MAIL CARRIER	POSTAL SERVICES	931115	1	12	0011298
ST. HILAIRE	NANCY	LECTURER	OCCUPATIONAL SAFETY & HEALTH	930801	1	10	0030000
TATE	DEBBRA	CATALOGER/LECTURER	LIBRARY	931001	1	12	0023000
TAYLOR-LEE	ANNA	MICROBIOLOGIST I	BVC DNA DIAGNOSTICS	930907	1	12	0018500
TENCLINGER	BRIAN	COORDINATOR AREA	RESIDENCE HALLS	930801	1	12	0017500
TOWNSEL	SYLVIANE	VISITING INSTRUCTOR	FOREIGN LANGUAGES	930801	1	10	0031000
WALDON	MARILYN	ADVISOR PARENT	KY EARLY INTERVEN SERVICES	930823	2	12	0008793
WATKINS	TRACI	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	931129	1	12	0011297
WATSON	PENNY	SUPERVISOR CLINIC/LECTURER	SPECIAL EDUCATION	930827	1	10	0029490
WESTPHAL	HEATHER	PROGRAM SPECIALIST	KY EARLY INTER SERVICES	930823	1	12	0025993
WHITE	MARLENE	LECTURER	SPECIAL EDUCATION	930801	2	10	0015000
WILSON	SONIA	CLERK	LIBRARY	930816	1	12	0010945
WOLFORD	LAWANDA	BAKER	FOOD SERVICES	931129	1	09	0009463
YEATER	STERLING	MANAGER EQUIPMENT	FOOTBALL	930816	1	12	0012109

MURRAY STATE UNIVERSITY SALARY ROSTER

AS OF

JANUARY 1, 1994

Effective Date of Information

January 1, 1994

This report includes information on regular, full-time and part-time employees. It has been prepared from Human Resources' 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.

ATTACHMENT #7

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	BONNIE	DEPARTMENT SECRETARY II	LWOP SPECIAL EDUCATION	780616	1	11	0014635
ADAMS	GRISELDA	ADMINISTRATIVE SECRETARY III	FACILITIES MGT ADM	720901	1	12	0018572
ADAMS	LORI	ADMINISTRATIVE SECRETARY II	HONORS PROGRAM	891024	1	12	0013495
ADAMS	ROBERT	TECHNICIAN MICROCOM REPAIR	INFORMATION SYSTEMS	901126	1	12	0024075
ADAMS	SUSAN	LIBRARY ASSISTANT II	LIBRARY	830502	1	12	0019225
ADELMAN	FRANK	ASSOC PROFESSOR/VTE COORDIN	IND & ENGR TECHNOLOGY	780801	1	10	0041195
ALBERT	LARRY	ENGINEER MSU TV	JOURNALISM RADIO/TV	851001	1	12	0034883
ALDERDICE	NANCY	LECTURER	COMP SCI & INFO SYSTEMS	890801	1	10	0025607
ALDERSON	CAROLYN	TECHNICIAN ASST AGR LAB	BVC VIROLOGY	780410	1	12	0023758
ALEXANDER	BARBARA	CLERK MAIL	POSTAL SERVICES	811130	1	12	0014000
ALEXANDER	REBECCA	COOK	FOOD SERVICE	890324	1	12	0010253
ALEXANDER	SALLY	INTERIM DIR/EXHIBITS COORD.	WRATHER W KY MUSEUM	770815	1	12	0018484
ALEXANDER	SARA	DEPARTMENT SECRETARY II	AGRICULTURE	930308	1	12	0011983
ALEXANDER	SUSAN	LABORATORY ASSISTANT SENIOR	BVC MICROBIOLOGY	881101	1	12	0015605
ALLBRITTEN	ELDON	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	810531	1	12	0014669
ALLBRITTEN	WILLIAM	DIRECTOR & PROFESSOR	COUNSELING & TESTING CENTER	750701	1	12	0046079
ALLEN	ROBERT	LECTURER	ENGLISH	930823	1	10	0010000
ALMQUIST	BRADLEY	ASSISTANT PROFESSOR/DIR CHOR	MUSIC	920803	1	10	0034000
ALSWAGER	GERALD	COOK	FOOD SERVICE	910819	1	09	0009168
ANDERSON	BUFORD	PROFESSOR	PHYSICS & ASTRONOMY	630515	1	10	0046800
ANDERSON	JEFFREY	CHAIR & ASSOCIATE PROFESSOR	CHEMISTRY	830801	1	12	0057250
ANDERSON	LARRY	DIRECTOR ASSIST FOR ENV S&H	ENV SAFETY & HEALTH	790924	1	12	0036717
ANDERSON	LOUISE	HEALTH EDUCATOR/STAFF NURSE	HEALTH SERVICES	910815	1	09	0018500
ANDERSON	THAYLE	PROFESSOR	ENGLISH	700901	1	10	0039000
ARCHE DE ESTRAD	HARVEY	ASSISTANT PROFESSOR	ART	920801	1	10	0027500
ARMSTRONG	JACQUELINE	BAKER	FOOD SERVICE	760816	1	12	0015613
ATIEH	BASSAM	ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	910101	1	10	0046310

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ATWELL	BARBARA	ADMINISTRATIVE SECRETARY II	HUMAN RESOURCES	920622	1	12	0012845
AUER	THOMAS	DEAN & PROFESSOR	INDUSTRY & TECHNOLOGY	860101	1	12	0072682
BABCOCK	SQUIRE	ASSISTANT PROFESSOR	ENGLISH	920801	1	10	0028000
BADGER	ROBERT	SERVICEMAN B	BLDG & EQUIP MAINTENANCE	791126	1	12	0021496
BAILEY	ADA	LABORATORY AIDE	BVC ADMIN SERV	921123	1	12	0010475
BAILEY	DORTHA	LIBRARY ASSISTANT II	LIBRARY	850819	1	12	0019225
BAILEY	ERNIE	REF LIB/ARCHIVIST/ASST PROF	LIBRARY	710816	1	12	0030967
BAILEY	GENE	ASSISTANT PROFESSOR	GRAPHIC ARTS TECHNOLOGY	690901	1	10	0035807
BAILEY	LAUREL	CLERK LIBRARY	LIBRARY	790701	1	12	0014393
BAILEY	SHARION	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	820315	1	12	0021898
BAILEY-SMITH	ELIZABETH	LECTURER/DIRECTOR FORENSICS	SPEECH COMMUNICATION THEATRE	910801	1	10	0021000
BAKER	TINA	ASSISTANT PROFESSOR	NURSING	920801	1	10	0027000
BAKER	TRUDY	SPECIAL EVENTS COORDINATOR	PRESIDENT'S OFFICE	910729	1	12	0017000
BALDWIN-AMATO	DONNA	DEPARTMENT SECRETARY I	SPECIAL EDUCATION	920901	1	12	0011337
BALTHROP	DAVID	ASST PROFESSOR/DIR THEATRE	SPEECH COMMUNICATION THEATRE	930801	1	10	0031000
BANAS	CYNTHIA	ADMINISTRATIVE SECRETARY I	W KY SMALL BUSINESS DEV CENT	930701	1	12	0011979
BAREFIELD	ROBERT	LECTURER	MUSIC	930801	1	10	0022500
BARNETT	JAMES	INSTRUMENT MAKER	COLLEGE OF SCIENCE	920810	1	12	0022000
BARRETT	KIMBERLY	COUNSELOR/LECT/DIR WOMENS CE	COUNSELING & TESTING CENTER	890103	1	10	0027246
BARRETT	MARILYN	LIBRARY ASSISTANT II	LIBRARY	640701	1	12	0021251
BARRETT	TERRY	PROFESSOR	PSYCHOLOGY	750801	1	10	0044795
BARROW	DOROTHY	MANAGER OF RESEARCH & RECORD	DEVELOPMENT & ALUMNI AFFAIRS	710517	1	12	0019260
BARTLETT	MARY	ADMINISTRATIVE SECRETARY II	FIN MGT & PLAN	760719	1	12	0017310
BARTNIK	LINDA	LECTURER/COORDINATOR CIP	ENGLISH	910801	1	10	0016860
BARTOLUCCI	LUIS	PROFESSOR	GEOSCIENCES	860101	1	10	0051278
BARTON	BETTY	DEPARTMENT SECRETARY II	GRAPHIC ARTS TECHNOLOGY	880815	1	12	0013419
BARTON	RUFUS	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	680901	1	10	0043500

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BATES	KAREN	ASSOCIATE PROFESSOR	MUSIC	780801	1	10	0037853
BATTS, JR.	ROBERT	CHAIR & ASSOCIATE PROFESSOR	COMP SCI & INFO SYSTEMS	750801	1	12	0062586
BAURER	JAMES	DIR STUDENT LIFE & CURRIS CT	CURRIS CENTER ADMINISTRATION	811214	1	12	0039420
BAURER	PHYLLIS	PROGRAMMER ANALYST	INFORMATION SYSTEMS	770110	1	12	0025867
BAUST	JOSEPH	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	780801	1	10	0038066
BEAHAN	CHARLOTTE	ASSOCIATE PROFESSOR	HISTORY	800801	1	10	0036000
BEANE	ALLAN	DIRECTOR/PROFESSOR	SPONSORED PROGRAMS	771031	1	12	0057383
BEANE	LINDA	DEPARTMENT SECRETARY II	SPECIAL EDUCATION	821020	1	11	0015214
BEASLEY	TROY	PROFESSOR	HISTORY	650901	1	10	0042230
BEATTY	DURWOOD	PROFESSOR	AGRICULTURE	680901	1	10	0046293
BEGLEY	THOMAS	ASSOCIATE PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	760801	1	10	0037780
BELCHER	MARTHA	COOK	FOOD SERVICE	780814	1	12	0014315
BELL	MARILYN	BOOKKEEPER	UNIVERSITY STORE	880229	1	12	0014899
BELL	WAYNE	PROFESSOR	MATHEMATICS	760801	1	10	0042900
BENNETT	DEBBIE	CLERK ACCOUNTS CONTROL	INDUSTRY & TECHNOLOGY	860915	1	12	0015292
BENNETT	DONALD	CHAIR & PROFESSOR	MATHEMATICS	700901	1	12	0059000
BENRITER	WILLIAM	DIRECTOR	FOOD SERVICE	880601	1	12	0041053
BENSON	JAMES	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	910101	1	10	0042700
BENSON	JANE	SYSTEMS ANALYST/GIS SPECIAL	MID AMERICA REMOTE CENTER	930615	1	12	0018900
BENTON	CLAIRE	MANAGER TICKET	ATHLETIC TICKET OFFICE	680911	1	12	0021841
BENTON	TERRI	MANAGER CC FOOD SERV/CATER	FOOD SERVICE	870801	1	12	0028678
BEYER	LOUIS	PROFESSOR	PHYSICS & ASTRONOMY	670115	1	10	0052109
BIBY	HOWARD	MANAGER EMPLOYMENT	HUMAN RESOURCES	880722	1	12	0025500
BISHOP	STEVE	ASSOCIATE PROFESSOR	ART	790801	1	10	0033056
BLACK	FRANKLIN	MANAGER TELECOMMUNICATIONS	TELECOMMUNICATIONS SUPPORT	810202	1	12	0030110
BLACK	JOETTE	DEPARTMENT SECRETARY I	JOURNALISM RADIO/TV	930823	1	10	0009434
BLACK	LINDA	BAKER	FOOD SERVICE	871101	1	09	0010607

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BLACK	MARY	TECHNICIAN BINDERY	LIBRARY	811026	1	12	0013088
BLACK	RANDALL	ASSOCIATE PROFESSOR	MUSIC	860801	1	10	0035800
BLACKBURN	DAVID	ASSOCIATE DIRECTOR	RESIDENCE HALLS	840716	1	12	0027850
BLAKELY	RITA	ADMINISTRATIVE SECRETARY II	STUDENT FINANCIAL AID	780816	1	12	0017466
BLALOCK	RICHARD	PHYSICIAN TEAM	ATHLETIC DIRECTOR	880815	2	12	0002500
BLOODGETT	ELIZABETH	CHAIR & ASSOCIATE PROFESSOR	SPECIAL EDUCATION	770801	1	12	0047034
BOAZ	MARY	COORDINATOR	PADUCAH CENTER	881201	1	12	0030000
BOGAL-ALLBRITTE	ROSEMARIE	PROFESSOR/DIR SOCIAL WORK	SOCIOLOGY/ANTHROPOLOGY & SW	770801	1	10	0043800
BOGGESE	GARY	DEAN & PROFESSOR	COLLEGE OF SCIENCE	660901	1	12	0074330
BOGGESE	JAMES	SERVICEMAN A	BLDG & EQUIP MAINTENANCE	800602	1	12	0024960
BOMAR	CAROLYN	COORDINATOR BANQUET	FOOD SERVICE	790813	1	12	0017840
BOMBA	PATRICIA	MANAGER SYSTEM/PROGRAMMER	MID AMERICA REMOTE CENTER	870701	1	12	0024000
BONDS	BILLY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	870914	1	12	0012888
BOOTH	JAMES	PROVOST/VICE PRES/PROFESSOR	PROV/VP ACAD/STUDENT AFFAIRS	760801	1	12	0087500
BOREN	LISA	CLERK TYPIST II	CENTER OF EXCELLENCE	930503	1	12	0011298
BOSS	ANITA	LECTURER	NURSING	890801	1	10	0028328
BOSSING	LEWIS	CHAIR & PROFESSOR	ELEMENTARY & SECONDARY ED	750801	1	12	0054598
BOWLIN	BRENDA	COACH HEAD	VOLLEYBALL	920810	1	12	0024000
BOWLING	CHARLES	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	850520	1	12	0013451
BOYD	KAREN	PROFESSOR	ART	670901	1	10	0045396
BOYD	MARK	HERDSMAN DAIRY	DAIRY	850515	1	12	0022000
BRADLEY III	COLEY	ADMINISTRATIVE ASSISTANT	PRESIDENT'S OFFICE	920511	1	12	0021000
BRAMLETT	ROBERT	SERVICEMAN A	BLDG & EQUIP MAINTENANCE	740816	1	12	0025451
BRANDON	DANNY	GROUNDSKEEPER	GROUNDS MAINTENANCE	770606	1	12	0015054
BRANNON	TONY	ASSISTANT PROFESSOR	AGRICULTURE	880801	1	10	0033603
BRASFIELD	DAVID	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	860801	1	10	0043200
BRAY	PATRICIA	DEPARTMENT SECRETARY II	MUSIC	880808	1	12	0012929

01/11/94

ALPHABETICAL LISTING OF EMPLOYEES

AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BREEDING	BRUCE	ASSISTANT PROFESSOR	COMP SCI & INFO SYSTEMS	880801	1	10	0058742
BREWER	JANET	INSTRUCTOR/REF LIBRARIAN	LIBRARY	910401	1	12	0024655
BRITT, JR.	GEORGE	ASSISTANT PROFESSOR	MATHEMATICS	640901	1	10	0036050
BROCK	MARK	PAINTER/FURNITURE REFINISH	BLDG & EQUIP MAINTENANCE	860801	1	12	0014966
BROCKWAY	GARY	PROFESSOR	MANAGEMENT & MARKETING	760801	1	10	0057724
BROOKHISER	JUDY	CHAIR & ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	900101	1	12	0042000
BROUGHTON	JAMES	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	890801	1	10	0033396
BROWN	BARRY	LECTURER	ECONOMICS & FINANCE	910801	1	10	0016665
BROWN	MARGARET	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	900710	1	10	0029481
BROWN	MARY	SPECIALIST LIB DATA SYSTEMS	LIBRARY	610612	1	12	0022160
BROWN	STEPHEN	PROFESSOR	MUSIC	820801	1	10	0042895
BROWN III	OGDEN	ASST PROF/COACH ACADEMIC TEA	ENGLISH	910725	1	10	0031500
BRUBAKER	ELIZABETH	COORDINATOR LAB SAFETY/WASTE	CHEMISTRY	930801	1	12	0030000
BRUNN	CAROL	DEPARTMENT SECRETARY II	COMP SCI & INFO SYSTEMS	890911	1	12	0013823
BRYAN, JR.	PHILLIP	DEAN	ADMISSIONS & RECORDS	740501	1	12	0054000
BUCHANAN	BILLY	GROUNDSKEEPER	GROUNDS MAINTENANCE	820908	1	12	0014306
BUCKINGHAM	ROBERT	COORDINATOR/ECONOMIC DEVELOP	CENTER FOR CONTINUING ED	910102	1	12	0045000
BUCY	MICHAEL	COORDINATOR MATERIALS CONT	FACILITIES MGT ADM	860217	1	12	0020617
BUFFINGTON	KELLY	BUYER ASSISTANT	PURCHASING	910401	1	12	0013531
BUGG	ANITA	DIRECTOR NEWS PUBLIC AFFAIRS	WKMS-FM RADIO	880711	1	12	0020330
BUGG	JENNIFER	ACADEMIC SPECIALIST	UPWARD BOUND	911216	1	12	0022654
BURCH	EUGENE	CARPENTER A	BLDG & EQUIP MAINTENANCE	730402	1	12	0021918
BURKEEN	DEBORAH	WORKER SERVING LINE	FOOD SERVICE	860825	1	09	0010069
BURKEEN	OLETA	ASSOCIATE PROFESSOR	NURSING	770801	1	10	0036458
BURNLEY	BILLY	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	650901	1	10	0036950
BURTON	BILLIE	COORD ADULT OUTREACH/BIS ADV	BIS DEGREE\ADULT OUTREACH	790801	1	12	0028182
BURTON	RONALD	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	880516	1	12	0012777

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BUSHROD	DARYL	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	910114	1	12	0012167
BUSHWAY	SHIRLEY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	820816	1	12	0013050
BYERS	FAYE	LABORATORY ASSISTANT SENIOR	BVC VIROLOGY	791105	1	12	0017739
BYLASKA	CAROL	ADMINISTRATIVE SECRETARY I	SCHOOL RELATIONS	770425	1	12	0015744
BYLASKA	WILLIAM	UNIVERISTY BUDGET OFFICER	UNIVERSITY BUDGET OFFICE	890821	1	12	0050330
CAIN	JULIA	BUYER ASSISTANT	PURCHASING	871005	1	12	0015049
CAINES	MEL	VISITING ASSISTANT PROFESSOR	ART	930801	1	10	0028000
CALL	WILLIAM	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	690701	1	10	0037303
CAMPBELL	MARLENE	ASSOCIATE PROFESSOR	COMP SCI & INFO SYSTEMS	840801	1	10	0048910
CAMPBELL	RICHARD	SUPERVISOR UTILITIES MAINTEN	BVC ADMIN SERV	861015	1	12	0021325
CANERDY	TERRY	ASSOCIATE PROFESSOR/DIRECTOR	ANIMAL HEALTH TECHNOLOGY	840801	1	12	0050177
CANTRELL	GRADY	PROFESSOR/COORD SCI RES CEN	MATHEMATICS	680901	1	10	0044250
CANUP	WANDA	CASHIER/FINISH BAKER	FOOD SERVICE	810105	1	09	0014106
CARLTON	JOYCE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	800206	1	12	0014158
CARPENTER	FLOYD	ASSOCIATE PROFESSOR	ACCOUNTING	870801	1	10	0054630
CARR	ANN	ASSOCIATE PROFESSOR	HOME ECONOMICS	660901	1	10	0036878
CARSTENS	KENNETH	PROFESSOR/DIR ARCH SERV CENT	SOCIOLOGY/ANTHROPOLOGY & SW	780801	1	10	0042894
CARTER	LOIS	SECRETARY/MGT INFO SPEC	W KY SMALL BUSINESS DEV CENT	890807	1	12	0011944
CARTNER	MICHAEL	CENTER DIR/MANAGEMENT CONSUL	W KY SMALL BUSINESS DEV CENT	851101	1	12	0033168
CARTWRIGHT	JOSEPH	DEAN & PROFESSOR	HUMANISTIC STUDIES	700901	1	12	0069000
CATES	DONNA	ADMINISTRATIVE SECRETARY II	COLLEGE OF EDUCATION	820816	1	12	0016898
CAVITT	BERNARD	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	930301	1	12	0011171
CELLA	CHARLES	CHAIR & PROFESSOR	ENGLISH	680901	1	12	0055131
CELLA	DORIS	DIRECTOR/LECTURER	LEARNING CENTER	780701	1	10	0026592
CHALLY	LOUISE	ADMINISTRATIVE SECRETARY I	PUBLIC SAFETY	891211	1	12	0014568
CHAMBERLAIN	DARNLEY	ASSOCIATE PROFESSOR	ACCOUNTING	771215	1	10	0059436
CHANEY	JOSEPH	ASSISTANT PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	870801	1	10	0033132

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CHEESEBORO	ANTHONY	ASSISTANT PROFESSOR	HISTORY	920801	1	10	0030500
CHENG	TSZ (LOUIS	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	890701	1	10	0055611
CHOATE	ALVIN	INTERNAL AUDITOR	PRESIDENT'S OFFICE	830307	1	12	0034529
CLAIBORNE	DANIEL	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	850801	1	10	0032953
CLARK	ARMIN	PROFESSOR	GEOSCIENCES	610801	1	10	0039890
CLARK	CINDY	CLERK ORDER	LIBRARY	920217	1	12	0010945
CLARK	DORIS	COORDINATOR RECRUIT & RETENT	AFRICAN-AMERICAN STUD SERV	880122	1	12	0022000
CLARK	LAURA	TECHNICIAN AGR LABORATORY	BVC VIROLOGY	790801	1	12	0023758
CLARK	LINDA	ASSOCIATE PROFESSOR	NURSING	900801	1	10	0035785
CLEMENT	PATRICIA	COORDINATOR MEDIA	FACULTY RESOURCE CENTER	830801	1	11	0023764
CLEMENT	RONALD	PROFESSOR	MANAGEMENT & MARKETING	820801	1	10	0064611
CLEMSON	CINDY	COORDINATOR SSLD/TUT PROGRAM	LEARNING CENTER	930801	1	10	0020000
CLOYS	ADRIAN	CARPENTER UTILITY A	BLDG & EQUIP MAINTENANCE	671201	1	12	0023664
CLOYS	MARGARET	DEPARTMENT SECRETARY II	HISTORY	740823	1	12	0016021
COATES	BEVERLY	BUILDING SERVICES TECHNICIAN	CURRIS CENTER OPERATIONS	880229	1	12	0013268
COBB	DONNA	CASHIER	FOOD SERVICE	801023	1	09	0012326
COBB	STEPHEN	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	880801	1	10	0034200
COCHRAN	CARLA	BOOKKEEPER/SECRETARY	ART	671026	1	12	0016370
COGDELL	JUDITH	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
COHEN	MICHAEL	PROFESSOR	ENGLISH	760801	1	10	0045805
COKER	DAVID	PATROL OFFICER	PUBLIC SAFETY	930918	1	12	0017372
COLE	LIZZIE	OPERATOR COPY CENTER	PRINTING SERVICES	820726	1	12	0014791
COLEMAN	CELIA	ADMINISTRATIVE SECRETARY III	COLLEGE OF EDUCATION	770817	1	12	0020000
COLLINS	BETTY	LIBRARY ASSISTANT I	LIBRARY	780508	1	12	0014959
COLLINS	ELIZABETH	COOK	FOOD SERVICE	920824	1	09	0009201
COLSON	TERRY	COOK	FOOD SERVICE	870914	1	09	0011006
CONDON	MARILYN	PROFESSOR	SPECIAL EDUCATION	770801	1	10	0040082

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CONKLIN	RAYMOND	INTERIM CHAIR/PROFESSOR	MUSIC	730801	1	12	0048520
CONLEY	BARBARA	RECORDS CLERK	PUBLIC SAFETY/PARKING	920817	1	12	0010945
CONLEY	HARRY	PROFESSOR	CHEMISTRY	680815	1	10	0042800
CONOVER	MARY	ASSOCIATE PROFESSOR	HOME ECONOMICS	780801	1	10	0037890
COOK	PHAYREE	COORDINATOR GRADUATE	ADMISSIONS & RECORDS	670105	1	12	0027359
COOKSEY	TIMOTHY	PLUMBER A	BLDG & EQUIP MAINTENANCE	840716	1	12	0018827
COOPER	BENNIE	LECTURER	OCCUPATIONAL SAFETY & HEALTH	790801	1	12	0037434
COOPER	GENEVA	ASSISTANT PROFESSOR	NURSING	710801	1	10	0031498
COOPER	JOAN	CLERK ADMINISTRATIVE II	FACILITIES MGT ADM	810629	1	12	0018253
COOPER	JOHN	OPERATOR A	BLDG & EQUIP MAINTENANCE	730108	1	12	0025598
COOPER	LLOYD	OPERATOR A	BLDG & EQUIP MAINTENANCE	801110	1	12	0022680
CORNELIUS	FRED	ASSOCIATE PROFESSOR	ENGLISH	760801	1	10	0037000
CORNELL	WILLIAM	MICROBIO IV & ASST PROFESSOR	BVC SEROLOGY	680216	1	12	0042749
COURTER	JOAN	DEPARTMENT SECRETARY I	SPEECH COMMUNICATION THEATRE	861006	1	09	0010000
CRAFT	JUDITH	LABORATORY ASSISTANT SENIOR	BVC SEROLOGY	770510	1	12	0017661
CRAFTON	ARVIN	ASSOC PROF/COORD STUD TEACH	TEACHER EDUCATION SERVICES	660901	2	10	0018820
CRASS	JONATHAN	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	840428	1	12	0013484
CRASS, JR	HOWARD	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	890523	1	12	0012690
CRAWFORD	SUSAN	CURATOR COLLECTIONS	BOY SCOUT MUSEUM	920203	1	12	0026000
CRICK	JEWEL	OPERATOR HEAVY EQUIPMENT	GROUPS MAINTENANCE	830730	1	12	0016277
CRICK	MARTHA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	900723	1	12	0012281
CRITTENDON	BETTY	SUPERVISOR	FOOD SERVICE	840818	1	09	0013742
CRITTENDON	MUREL	PLUMBER MASTER	BLDG & EQUIP MAINTENANCE	691013	1	12	0025549
CROUCH	HEATH	GROUNDSKEEPER	GROUNDS MAINTENANCE	931101	1	12	0011672
CRUM	MARY	DEPARTMENT SECRETARY II	POLITICAL SCIENCE/LEGAL STUD	860113	1	12	0015064
CRUNK	JUDY	ADMINISTRATIVE SECRETARY I	BVC ADMIN SERV	800303	1	12	0015605
CULLIVER	CONCETTA	ASSISTANT PROFESSOR/DIR C J	POLITICAL SCIENCE/LEGAL STUD	870801	1	10	0041109

ALPHABETICAL LISTING OF EMPLOYEES
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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CULPEPPER	JETTA	ASSOC PROF/HEAD MEDIA CUR RE	LIBRARY	690901	1	12	0035912
CULVER	DARLA	CASHIER	FOOD SERVICE	930818	1	09	0009463
CULVER	JEFFREY	WORKER STOCKROOM	FOOD SERVICE	820816	1	09	0011708
CULVER	RITA	ADMINISTRATIVE SECRETARY I	HUMAN RESOURCES	770822	2	12	0008282
CUNNINGHAM	TINA	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	910422	1	12	0012160
DA COSTA	NELSON	VISITING ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	930801	1	10	0029000
DALE	ELIZABETH	ACCOUNTANT	FIN MG & PLAN	931203	1	12	0033200
DAMERON	ROBERT	COACH ASSISTANT	FOOTBALL	930111	1	12	0032000
DANDENEAU	TAMALA	DEPARTMENT SECRETARY I	ELEMENTARY & SECONDARY ED	870316	1	12	0012982
DANIEL	MARTHA	ADMINISTRATIVE SECRETARY I	MARKETING & PUBLIC RELATIONS	870326	2	12	0006913
DANIEL	ROBERT	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	640901	2	10	0019604
DARNALL	JOHN	SERVICEMAN B	BLDG & EQUIP MAINTENANCE	861013	1	12	0016955
DARNALL	LARRY	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	840818	1	12	0013752
DARNELL	ANGELA	CLERK SCHOLARSHIP	FIN MGT & PLAN	890417	1	12	0012645
DARNELL	BARBARA	CLERK TYPIST I/INTERIM CURAT	COLLEGE OF SCIENCE	861117	1	12	0016270
DARNELL	CLAUDENE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	880801	1	12	0012960
DARNELL	LULA	ASSISTANT BURSAR	FIN MGT & PLAN	860609	1	12	0026992
DAUGHADAY	CHARLES	PROFESSOR	ENGLISH	680701	1	10	0041173
DAUGHADAY	LILLIAN	ASSISTANT PROFESSOR	SOCIOLOGY/ANTHROPOLOGY & SW	810801	1	10	0031500
DAVIS	JAMES	PROFESSOR	AGRICULTURE	840801	1	12	0054800
DAVIS	RONALD	ELECTRICIAN A	BLDG & EQUIP MAINTENANCE	881109	1	12	0018619
DAWSON	GERTRUDE	ADMINISTRATIVE SECRETARY III	FINE ARTS & COMMUNICATION	780110	1	12	0021459
DE NEZZO	CHRISTINE	CLERK TYPIST II	TEACHER ED/TEACHER INTERN	920316	1	12	0011651
DEBOER	JAMES	ASSOC DIR & ASSIST PROFESSOR	INFORMATION SYSTEMS	841201	1	12	0054932
DELANEY	SARAH	BOOKKEEPER II/STUDENT LOANS	FIN MGT & PLAN	850729	1	12	0016220
DENTON	THOMAS	DIRECTOR	FIN MGT & PLAN	890821	1	12	0056219
DERINGTON	WILLIAM	BUILDING SVCS GROUP LEADER	RESIDENCE HALLS	860915	1	12	0013512

ALPHABETICAL LISTING OF EMPLOYEES
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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DERTING	TERRY	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	930101	1	10	0031750
DEVOSS	DAVID	PATROL SERGEANT	PUBLIC SAFETY	790210	1	12	0023485
DIAL	LORI	SUPERVISOR REG/RECORDS	ADMISSIONS & RECORDS	880225	1	12	0020330
DILLON	ALICE	ADMINISTRATIVE SECRETARY I	SACS SELF-STUDY	900417	2	12	0006236
DILLON	JOHN	ASSISTANT PROFESSOR	JOURNALISM RADIO/TV	840801	1	10	0031241
DILLON	MICHAEL	FOREMAN RECEIVING	PURCHASING	870611	1	12	0015504
DINH	CONG	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	751020	1	11	0014529
DIXON	SUSAN	ASSISTANT PROFESSOR	ART	930801	1	10	0028000
DOBKINS	DARLA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	930301	1	12	0011171
DODSON	JANELLE	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880801	1	10	0030619
DOSS	ROBIN	LABORATORY ASSISTANT SENIOR	BVC TOXICOLOGY	930222	1	12	0014176
DOUGHERTY	RICHARD	CHAIR & PROFESSOR	ART	920701	1	12	0055500
DOWNNEY	JERRY	SERVICEMAN A	BLDG & EQUIP MAINTENANCE	820825	1	12	0020525
DOWNING	DONNA	WORKER DISHROOM LWOP	FOOD SERVICE	891107	1	09	0008849
DOYLE	CAROL	COORDINATOR	KY INSTITUTE EUROPEAN STUDIE	821108	1	12	0018500
DRESSLER	JOHN	ASSOCIATE PROFESSOR	MUSIC	890801	1	10	0035878
DREW	RUTH	CLERK RECORDS RETENTION	ADMISSIONS & RECORDS	920309	1	12	0011297
DRISKILL	CHARLES	ASSOCIATE PROFESSOR	AGRICULTURE	840801	1	10	0038712
DRIVER	BETTY	LECTURER	ECONOMICS & FINANCE	830801	1	10	0031059
DUDLEY	JACKLYN	MANAGER-ACCOUNTING	FIN MGT & PLAN	851014	1	12	0040285
DUFORD	SALLY	ASSOCIATE PROFESSOR	HOME ECONOMICS	770801	1	10	0037231
DUMAS	TAMIKIA	ASSIST TRAINING CONSORTIUM	SOCIAL SER TRAIN RESOURCE CT	910909	1	12	0026250
DUNCAN	CHARLES	SUPERVISOR OPERATIONS	CURRIS CENTER OPERATIONS	820802	1	12	0025000
DUNCAN	DON	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	670901	1	10	0038800
DUNCAN	PAMELA	ADMINISTRATIVE SECRETARY II	BUSINESS & PUBLIC AFFAIRS	780417	1	12	0018400
DUNCAN	RENAE	ASSISTANT PROFESSOR	PSYCHOLOGY	930801	1	10	0031000
DUNCAN	STEVEN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	790215	1	11	0014529

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DUNMAN	SUSAN	ASSIST PROF/HEAD TECH SERVIC	LIBRARY	830815	1	12	0032191
DUNN	BOBBY	BUILDING SVCS GROUP LEADER	CURRIS CENTER OPERATIONS	801216	1	12	0015579
DUNN	ROBERT	PHARAMACOLOGIST CONSULTANT	HEALTH SERVICES	800101	2	12	0000641
DUNN	SHIRLEY	DEPARTMENT SECRETARY II	TEACHER EDUCATION SERVICES	781017	1	12	0015710
DUOBINIS-GRAY	LEON	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	880801	1	10	0037057
DYER	GARY	COOK	FOOD SERVICE	851030	1	09	0010336
EARLY	ROBERT	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	890103	1	12	0012847
EARNEST	JAMES	PROFESSOR/DIRECTOR CAA	ENGLISH	760801	1	10	0042400
EDGAR	SCOTT	COACH HEAD	MEN'S BASKETBALL	910801	1	12	0060000
EDMONDS	WILMA	SECRETARY	WRATHER W KY MUSEUM	911202	1	12	0011298
EDWARDS	GELA	ADMINISTRATIVE SECRETARY III	INDUSTRY & TECHNOLOGY	680816	1	12	0019795
EDWARDS	GLEN	BUTCHER	FOOD SERVICE	840625	1	12	0015388
EDWARDS	LINDA	CASHIER LWP	UNIVERSITY STORE	900226	1	12	0012252
EDWARDS	SAUNDRA	SECRETARY/CONCESSIONS COORD	ATHLETIC DIRECTOR	740201	1	12	0019169
ELAM	JO	WORKER SALAD	FOOD SERVICE	861019	1	12	0010217
ELDER	HARVEY	PROFESSOR	MATHEMATICS	570201	1	10	0047850
ELDREDGE	DAVID	PROFESSOR	COMP SCI & INFO SYSTEMS	760801	1	10	0065538
ELKINS	MARION	DEPARTMENT SECRETARY II	ECONOMICS & FINANCE	740812	1	12	0017389
ELKINS	RITA	DEPARTMENT SECRETARY I	LEARNING CENTER	890814	1	12	0012277
ELKINS	TAMMY	BAKER	FOOD SERVICE	860113	1	09	0011020
ELKINS	TERRY	CASHIER	FOOD SERVICE	900816	1	09	0010365
ELLIOTT	KELLY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	871019	1	12	0012872
ELLIOTT	STEPHEN	VISITING LECTURER	ACCOUNTING	920706	1	10	0025000
ELLIS	CHARLETTER	EXECUTIVE ASSISTANT	MID AMERICA REMOTE CENTER	770701	1	12	0020575
ELVIN	JEAN	VISITING GUEST ARTIST/DANCE	SPEECH COMMUNICATION THEATRE	910801	1	10	0025250
ELWELL	FRANK	CHAIR & PROFESSOR	SOCIOLOGY/ANTHROPOLOGY & SW	790801	1	12	0049000
EMERSON	ALICE	OPERATOR PRINTING PRESS	PRINTING SERVICES	761011	1	12	0018479

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ENGEN	LISA	DIRECTOR ASSISTANT/CURATOR	WICKLIFFE MOUNDS	910327	1	12	0019500
ERBECK	DOUGLAS	VET PATH/ASSISTANT PROFESSOR	BVC PATHOLOGY	900501	1	12	0052106
ERICKSON	SCOTT	ASSISTANT PROFESSOR	MUSIC	850801	1	10	0030000
ESTEP	CARRIE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	860902	1	12	0013509
ETHERIDGE	JANE	COUNSELOR & LECTURER	COUNSELING & TESTING CENTER	910801	1	10	0024500
ETHERTON	ROBERT	CHAIR & PROFESSOR	PHYSICS & ASTRONOMY	670901	1	12	0061250
EVERSMEYER	HAROLD	PROFESSOR	BIOLOGICAL SCIENCES	640901	1	10	0049578
FAIRBANKS	KENNETH	PROFESSOR	MATHEMATICS	790801	1	10	0044300
FALLON	MOIRA	ASSISTANT PROFESSOR	SPECIAL EDUCATION	910801	1	10	0031500
FANNIN	HARRY	ASSISTANT PROFESSOR	CHEMISTRY	880801	1	10	0032400
FARLEY	KEITH	WORKER POTS & PANS	FOOD SERVICE	910123	1	12	0009430
FARLEY	LINDA	ACCOUNTANT GRANTS & CONTRACT	FIN MGT & PLAN	690811	1	12	0028246
FARLEY	SUSAN	COORD READING/LECTURER	LEARNING CENTER	890801	1	10	0019582
FAUGHN	JOHN	INSTRUCTOR	POLITICAL SCIENCE/LEGAL STUD	830801	1	10	0036364
FELTS	RHONDA	OPERATOR CLERK/CENTREX	TELECOMMUNICATIONS SUPPORT	801020	2	12	0009454
FERGUSON	BILLY	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
FERGUSON	JOHN	PROFESSOR	FOREIGN LANGUAGES	650901	1	10	0047457
FERGUSON	LURAE	EDITOR/OFFICE MANAGER	OFFICE OF PUBLICATIONS	860519	1	12	0018661
FERGUSON	RICHARD	CARPENTER UTILITY A	BLDG & EQUIP MAINTENANCE	801101	1	12	0021968
FIELDS	ANNAZETTE	INTERIM DIRECTOR	EQUAL OPPORTUNITY	920824	1	12	0030000
FIELDS	EDWARD	COACH HEAD	WOMEN'S BASKETBALL	910801	1	12	0039492
FIELDS	SHARON	INSTRUCTOR	SOCIOLOGY/ANTHROPOLOGY & SW	860801	1	10	0025068
FINLEY	JOHN	BUYER	PURCHASING	780202	1	12	0023145
FINNEY	OTIS	ELECTRICIAN A	BLDG & EQUIP MAINTENANCE	651101	1	12	0025012
FITZGIBBON	JOHN	VICE PRESIDENT INTERIM	UNIV RELATIONS & ADMIN SERV	870914	1	12	0068000
FLEMING	DONALD	CLERK MAIL CARRIER	POSTAL SERVICES	900730	1	12	0011944
FLEMING	KATHLEEN	ADMINISTRATIVE SECRETARY II	COOPERATIVE ED & PLACEMENT	771010	1	12	0016716

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FLETCHER	JUDITH	DEPARTMENT SECRETARY II	ART	930825	2	12	0006390
FOLSOM	BURTON	PROFESSOR	HISTORY	760801	1	10	0039008
FOREMAN	TERRY	CHAIR & ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	750801	1	10	0042162
FORRESTER	KENT	PROFESSOR	ENGLISH	710801	1	10	0039019
FORTNER	SHERRY	DEPARTMENT SECRETARY II	MILITARY SCIENCE	880822	1	12	0013628
FOX	HELEN	CLERK BILLING-STUDENT LOANS	FIN MGT & PLAN	811103	1	12	0016100
FOY	CLEVELAND	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	690919	1	12	0014753
FRANCE	NANCEY	ASSISTANT PROFESSOR	NURSING	821101	1	10	0035495
FREDERICK	ERIC	ASSISTANT TRAINER	ATHLETIC TRAINER	930901	1	12	0020000
FREDERICK	LINDA	ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	910801	1	10	0042000
FREED	RODNEY	OPERATIONS MGR-TV/LECTURER	JOURNALISM RADIO/TV	910701	1	12	0020000
FREELAND	PATRICIA	CLERK ACCOUNTS PAYABLE	FIN MGT & PLAN	930405	1	12	0012295
FREEMAN	PATTI	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	930801	1	10	0028500
FRIEBEL	ELDORA	CLERK PAYROLL SENIOR	FIN MGT & PLAN	800218	1	12	0018486
FRIEBEL	KATHERINE	OPERATOR DATA ENTRY	FACILITIES MGT ADM	910923	1	12	0012055
FRYE	CONNIE	BUILDING SERVICES TECHNICIAN	BVC ADMIN SERV	920801	1	12	0010789
FRYE	KARLA	ASSISTANT PROFESSOR	ENGLISH	930801	1	10	0030000
FUGATE	KIMBERLY	COORDINATOR AREA	RESIDENCE HALLS	930712	1	12	0017500
FUHRMANN	JOSEPH	PROFESSOR	HISTORY	780801	1	10	0039420
FULLER	MARIAN	PROFESSOR	BIOLOGICAL SCIENCES	670901	1	10	0043389
FURCHES	JEANETTE	ASSISTANT PROFESSOR	NURSING	740801	1	10	0033708
FUTRELL	JANET	BOOKKEEPER/SECRETARY	ATHLETIC DIRECTOR	870528	1	12	0013828
FUTRELL	WILLIAM	MOVER	BUILDING SERVICES	900604	1	12	0012194
GAINES	JANE	HOUSEKEEPER	BUILDING SERVICES	910114	1	12	0012779
GALLOWAY	BOBBY	OPERATOR B	BLDG & EQUIP MAINTENANCE	850611	1	12	0019063
GANTT	VERNON	PROFESSOR	SPEECH COMMUNICATION THEATRE	730801	1	10	0047692
GARDNER	LINDA	ASSISTANT PROFESSOR	HOME ECONOMICS	860101	1	10	0029423

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
GARDNER	SHAWN	SERVICEMAN B	BLDG & EQUIP MAINTENANCE	870908	1	12	0016113
GARFIELD	GENE	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	700901	1	10	0050170
GARFIELD	ROBERTA	DIRECTOR HEALTH SERVICES	HEALTH SERVICES	770906	1	12	0042500
GARLAND	CARMEN	DIRECTOR	UNIVERSITY SCHOLARSHIPS	801110	1	12	0032500
GARLAND	DAVID	SERVICEMAN B	BLDG & EQUIP MAINTENANCE	910211	1	12	0014761
GARLAND	GREG	MECHANIC HEAD	MSU FOUNDATION GOLF	870807	1	12	0018897
GARLAND	JENNA	CLERK APPLICATION	STUDENT FINANCIAL AID	790702	1	12	0015142
GARLAND	JUANITA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	840109	1	12	0014193
GARTH	KATY	LECTURER	NURSING	930801	1	10	0027000
GIBSON	DAVID	GROUNDKEEPER	GROUNDS MAINTENANCE	871019	1	12	0012878
GIBSON	KENNETH	MOVER LEAD	BUILDING SERVICES	870316	1	12	0015422
GIBSON	SHERRI	ADMINISTRATIVE SECRET/LWOP	HUMANISTIC STUDIES	880701	1	12	0012568
GIFFORD	MARILYN	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880801	1	10	0031983
GILBERT	NORMA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	920824	1	12	0011171
GILLS	BETTY	WORKER SNACK BAR	FOOD SERVICE	891106	1	09	0009852
GLOVER	JOHN	OPERATOR B	BLDG & EQUIP MAINTENANCE	860203	1	12	0018089
GOAD	JOHN	CHEMIST SENIOR	BVC PATHOLOGY	710216	1	12	0031589
GOODMAN	JOHN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	800225	1	11	0014416
GOODWIN	THOMAS	SUPERVISOR	FOOD SERVICE	921009	1	12	0012432
GORDON	JOYCE	DIRECTOR	HUMAN RESOURCES	700601	1	12	0040502
GORMLEY	MARY	ADMINISTRATIVE SECRETARY I	OFFICE OF UNIVERSITY SCHOLAR	921114	1	12	0012062
GOSSETT	JEFFREY	OPERATOR COMPUTER	INFORMATION SYSTEMS	930301	1	12	0014842
GOTTSCHALK	JOHN	INSTRUMENT TECHNICIAN	MUSIC	910915	1	12	0018000
GRAHAM	JIMMY	AGENT RECEIVING & INVENTORY	UNIVERSITY STORE	700701	1	12	0019562
GRAHAM	SHARON	SPECIALIST PRE-AUDIT	PURCHASING	670703	1	12	0019832
GRAY	ELIZABETH	ADMINISTRATIVE SECRETARY I	DEVELOPMENT & ALUMNI AFFAIRS	890130	1	12	0012611
GRAY	THOMAS	CHAIR & PROFESSOR	GRAPHIC ARTS TECHNOLOGY	750801	1	12	0060200

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GRAY	VANESSA	COACH ASSISTANT	WOMEN'S BASKETBALL	890801	1	12	0019827
GREEN	ELVIS	ASST DIR FOR PROPERTY SERVIC	PURCHASING	851001	1	12	0022950
GREEN	JOSEPH	ASSOCIATE DIRECTOR	PUBLIC SAFETY	660315	1	12	0031404
GREER	LALITA	BUILDING SERVICES TECHNICAN	RESIDENCE HALLS	870119	1	12	0013259
GREER	MARLIN	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	790801	1	10	0042289
GREER	SHARON	MICROBIOLOGIST I	BVC MICROBIOLOGY	760816	1	12	0028810
GRIFFIN	JOHN	ASSIST PROF/COLL DEV LIB	LIBRARY	770701	1	12	0033263
GRIMES	J.	CHAIR & PROFESSOR/DIR KIIS	FOREIGN LANGUAGES	720801	1	12	0053800
GRZECH	KATHLEEN	LECTURER	FOREIGN LANGUAGES	930801	1	10	0024000
GUDE	FRANK	BLDG SERVICES GROUP LEADER	BUILDING SERVICES	801006	1	12	0015312
GUIN	LARRY	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	780801	1	10	0055316
GUPTA	RAMESH	VET TOXICOLOGIST/ASSOC PROF	BVC TOXICOLOGY	870323	1	12	0048971
GUPTON	ANN	PROGRAMMER ANALYST	INFORMATION SYSTEMS	820503	1	12	0025848
GUPTON	KAY	DATA ENTRY OPERATOR	RESIDENCE HALLS	931001	1	12	0011298
GUYTON	JOHN	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	870801	1	10	0036472
GUYTON	PEGGY	ADMINISTRATIVE SECRETARY II	EQUAL OPPORTUNITY	880801	1	12	0014742
HADAWAY	RUTH	CASHIER I	FIN MGT & PLAN	890706	1	12	0012493
HAINSWORTH	JEROME	PROFESSOR	ELEMENTARY & SECONDARY ED	670901	1	10	0044682
HALE	BONITA	ADMINISTRATIVE SECRETARY III	CENTER FOR CONTINUING ED	800721	1	12	0018000
HALE	DAN	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	810105	1	12	0013571
HALE	JUDY	CASHIER	FOOD SERVICE	800827	1	12	0015046
HALE	ROGER	TRUCK DRIVER GROUNDS	GROUNDS MAINTENANCE	870701	1	12	0013220
HALEY	JANNA	DEPARTMENT SECRETARY II	JOURNALISM RADIO/TV	861006	1	12	0013608
HALEY	JOHN	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	920908	1	12	0011171
HALEY	LORETTA	ADMINISTRATIVE SECRETARY I	ENV SAFETY & HEALTH	881114	1	12	0015013
HALEY	SHELIA	ADMINISTRATIVE SECRETARY I	FOOTBALL	880926	1	12	0013236
HALL	JANE	INSTRUCTOR	ACCOUNTING	750801	1	10	0031620

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HAMMACK, JR.	JAMES	CHAIR & PROFESSOR	HISTORY	680901	1	12	0057100
HAMMONS	JO-ANN	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	890101	1	10	0031689
HAMRA	ARMEL	ASSISTANT DIR FOR PURCHASING	PURCHASING	680901	1	12	0027732
HANEY	ROGER	PROFESSOR	JOURNALISM RADIO/TV	770801	1	10	0043644
HARDY	KAREN	BOOKKEEPER I/SECRETARY	STUDENT AFFAIRS	900410	1	12	0013077
HARGROVE	MARY	EXECUTIVE SECRETARY	PROV/VP ACAD/STUDENT AFFAIRS	880516	1	12	0015292
HARGROVE	RUBY	CLERK LIBRARY	LIBRARY	890925	1	12	0012071
HARMON	COY	DEAN & PROFESSOR	LIBRARY	840701	1	12	0068061
HARPER	WAYNE	ASSOC DIR BLDG SVCE & GRNDS	GROUNDS MAINTENANCE	840901	1	12	0038729
HARPOLE	DOROTHY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	931206	1	12	0011171
HARRELL	KENNETH	PROFESSOR	HISTORY	610901	2	10	0029535
HARRELL	PEGGY	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
HARRIS	DONALD	BUILDING SERVICES GROUP LEAD	RESIDENCE HALLS	930419	1	12	0012319
HARRIS	DONNA	COORDINATOR DEGREE AUDIT	ADMISSIONS & RECORDS	920701	2	12	0022950
HARRIS	GEARLD	GROUNDSKEEPER	GROUNDS MAINTENANCE	860618	1	12	0013494
HARRIS	GLENNA	WORKER SNACK BAR	FOOD SERVICE	840818	1	09	0010285
HARRISON	DANNIE	ASST DEAN/MBA DIR/ASSOC PROF	BUSINESS & PUBLIC AFFAIRS	690901	1	12	0063398
HART	BRENDA	ASSISTANT BENEFITS MANAGER	HUMAN RESOURCES	870114	1	12	0018500
HARVEY	YOLANDA	CLERK LIBRARY	LIBRARY	850102	1	12	0013239
HASSAN	SEID	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	920801	1	10	0043000
HATCHER	MELVA	DEPARTMENT SECRETARY II	ACCOUNTING	901210	1	12	0014965
HATTON	ROY	PROFESSOR	HISTORY	660901	1	10	0039448
HAVERSTOCK	LINDA	LECTURER	HEALTH/PE/RECREATION	900801	1	10	0026913
HAWORTH	JAMES	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	861013	1	12	0013227
HAY-DRISKILL	JAMI	TECH ANIMAL HEALTH/LECTURER	ANIMAL HEALTH TECHNOLOGY	860801	1	12	0022541
HAYES	CHRISTOPHE	ACTING DIRECTOR RACER BAND	MUSIC	920701	1	10	0025000
HAYNES	JOSEPH	SPECIALIST RADIO/TV	PHOTO/RADIO-TV	910701	1	12	0020000

ALPHABETICAL LISTING OF EMPLOYEES
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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HAYNES	SHELIA	ADMINISTRATIVE SECRETARY I	ADMISSIONS & RECORDS	930701	1	12	0011983
HEAD	ROBERT	PROFESSOR	ART	650901	1	10	0047783
HEATHCOTT	ELDON	CHAIR & PROFESSOR	AGRICULTURE	680701	1	12	0058288
HEDGES	JOE	MANAGER NEWS BUREAU	MARKETING & PUBLIC RELATIONS	900806	1	12	0027432
HEIM	KEITH	PROFESSOR/HEAD SPEC COLLECT	LIBRARY	740901	1	12	0046237
HELTON	JAMIE	DEPARTMENT SECRETARY II	SPEECH COMMUNICATION THEATRE	820315	1	12	0016079
HELTON, JR.	ROY	ASSISTANT PROFESSOR	ENGLISH	670901	1	10	0033000
HENDERSON	REBECCA	CLERK ORDER/ACCT PAYABLE	FOOD SERVICE	820823	1	12	0015362
HENDON	ELIZABETH	LECTURER	BUS ADMIN/OFF SYSTEMS/BUS ED	880801	1	10	0022743
HENLEY	MELVIN	ASSOCIATE PROFESSOR	CHEMISTRY	640901	1	10	0047043
HENRY	WANDA	CASHIER	FOOD SERVICE	760801	1	09	0012372
HENSON	LOUIE	REPAIRMAN WINDOW	BLDG & EQUIP MAINTENANCE	770523	1	12	0019502
HERNDON	JERRY	PROFESSOR	ENGLISH	690901	1	10	0047159
HERNDON	JOHNNY	ASST DIR FOR TRANSPORTATION	TRANSPORTATION SERVICES	730528	1	12	0030253
HERNDON	KENNETH	WELDER/GENERAL MACHINE MECH	BLDG & EQUIP MAINTENANCE	880601	1	12	0018780
HERNDON	ORVILLE	EQUIPMENT TECHNICIAN	JOURNALISM RADIO/TV	910701	1	12	0020000
HEWITT	RAYMOND	COACH MEN'S GOLF	MEN'S GOLF	590601	2	12	0020038
HICKS	SHERRILL	BLDG SERVICES GROUP LEADER	BUILDING SERVICES	810822	1	12	0016269
HIGGERSON	DOROTHY	WORKER DISHROOM	FOOD SERVICE	930918	1	09	0008102
HIGGINS	JO	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	860827	1	12	0012632
HIGGINS	KATHRYN	TECHNICIAN AGR LABORATORY	BVC SEROLOGY	761123	1	12	0018465
HIGGINSON	BONNIE	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	790801	1	10	0034724
HILL	MELISSA	BOOKKEEPER	CLINICAL SERVICES	930831	2	12	0006390
HILL	ROBERT	PLUMBER B	BLDG & EQUIP MAINTENANCE	871005	1	12	0015496
HILLYARD	KATHY	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	930816	1	12	0017000
HOBBS	MARCIA	CHAIR & ASSOCIATE PROFESSOR	NURSING	920701	1	12	0057000
HODGE	JESSE	TECHNICIAN EQUIPMENT	INDUSTRY & TECHNOLOGY	880501	1	12	0026751

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HOFFMAN	KAREN	ADMINISTRATIVE SECRETARY I	MSU FOUNDATION	900701	1	12	0012822
HOKE	PAMELA	CLERK FISCAL-STUDENT LOANS	FIN MGT & PLAN	870218	1	12	0013770
HOLCOMB	THOMAS	PROFESSOR	ED LEADERSHIP & COUNSELING	710801	1	10	0042232
HOLLEY	JERRY	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	890501	1	12	0012630
HOLLOWAY	BILLY	PATROL SERGEANT	PUBLIC SAFETY	770618	1	12	0023496
HOMRA	CHARLES	PROFESSOR	PSYCHOLOGY	610901	2	10	0020000
HOOKS	JANICE	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	650614	1	10	0038258
HOOKS	KELSIE	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	891101	1	12	0012223
HOPKINS	GRACIE	CASHIER	UNIVERSITY STORE	830523	1	12	0014039
HOPSON	CYNTHIA	LECTURER	JOURNALISM RADIO/TV	910801	1	10	0025000
HORNER	LINDA	CURATOR OF INTERPRETATION	BOY SCOUT MUSEUM	861101	1	12	0028600
HORWOOD	STEPHEN	ASSOCIATE PROFESSOR	GRAPHIC ARTS TECHNOLOGY	760801	1	10	0041444
HOSFORD	PATRICIA	ADMINISTRATIVE SECRETARY II	HEALTH SERVICES	780213	1	12	0018005
HOSFORD	VICKI	COOK	FOOD SERVICE	820816	1	12	0012935
HOUNSHELL	BONNIE	LIBRARY ASSISTANT I	LIBRARY	870701	1	12	0013890
HOUSTON	LESLIE	BUILDING SERVICES TECHNICIAN	CURRIS CENTER OPERATIONS	900709	1	12	0012271
HOWES	LINDA	COOK	FOOD SERVICE	891016	1	09	0010922
HUDSON	PATRICIA	SECRETARY/MGT INFO SPEC	W KY SMALL BUSINESS DEV CENT	880718	1	12	0012453
HUETTEMAN	JULIE	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	910801	1	10	0030200
HUFFMAN	JUDI	BOOKKEEPER/SECRETARY	TRANSPORTATION SERVICES	911118	1	12	0011983
HUGHES	VICKI	LECTURER	MATHEMATICS	810801	1	10	0022000
HUIE	CHARLES	MOVER	BUILDING SERVICES	710907	1	12	0015031
HULICK	PAULA	DIRECTOR	RESIDENCE HALLS	760809	1	12	0040500
HULICK, III	CHARLES	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	760701	1	10	0036693
HUMPHREY	LUELLA	WORKER SERVING LINE	FOOD SERVICE	891107	1	09	0010307
HUMPHREYS	WILLIAM	PROFESSOR	ED LEADERSHIP & COUNSELING	620901	1	10	0049556
HUNT	GARY	DEAN & PROFESSOR	FINE ARTS & COMMUNICATION	880701	1	12	0072041

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HUNT	MARGARET	PRODUCER CLASSICAL	WKMS-FM RADIO	840701	1	12	0021373
HUNT	MARILYN	ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	920801	1	10	0032000
HUNT	MARK	DIRECTOR	BOY SCOUT MUSEUM	900601	1	12	0061204
HUNT	WILLIAM	PAINTER A	BLDG & EQUIP MAINTENANCE	910429	1	12	0012779
HUNTER	GERALD	BUDGET ANALYST	UNIVERSITY BUDGET OFFICE	910513	1	12	0021000
HURT	MARY	WORKER SERVING LINE	FOOD SERVICE	750201	1	12	0014234
HUSSUNG	KARL	PROFESSOR/FAC REP ATHLETICS	CHEMISTRY	570901	2	12	0026960
HUTSON	DONALD	CUSTODIAL FOREMAN	BUILDING SERVICES	850528	1	12	0023500
HUTSON	HAROLD	CLERK SHIPPING/RECEIVING	LIBRARY	810928	1	12	0013391
HUTSON	LISA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	860224	1	12	0013355
HUTSON	MARK	COACH ASSISTANT	FOOTBALL	930111	1	12	0024000
HUTSON	SUE	CLERK CERTIFICATION & TRANSC	ADMISSIONS & RECORDS	891009	1	12	0014166
JACKSON	CHERYL	LECTURER	NURSING	890801	1	10	0027242
JACKSON	DARRYE	LECTURER	NURSING	910114	2	10	0013250
JACKSON	DIANE	LECTURER	MATHEMATICS	820801	1	10	0022000
JACKSON	KRISTINA	CLERK UNDERGRADUATE ADMISSIONS	ADMISSIONS & RECORDS	840702	1	12	0015924
JACKSON	ROBERT	BUILDING SVCS GROUP LEADER	RESIDENCE HALLS	860915	1	12	0013469
JACKSON	RUTH	ADVISOR INTERNATIONAL STUD	INTERNATIONAL PROGRAMS	780726	1	12	0023727
JACQUOT	RUTH	ASSISTANT PROFESSOR/DIR ENVI	ELEMENTARY & SECONDARY ED	890801	1	10	0034210
JARVIS	DAVID	COACH ASSISTANT	BASEBALL	931001	1	12	0025000
JEANQUART-BARON	SANDRA	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	910801	1	10	0044000
JEDAN	DIETER	PROFESSOR LWOP	FOREIGN LANGUAGES	850801	1	10	0043531
JEFFREY	JAMES	AGENT CENTRAL RECEIVING	PURCHASING	760607	1	12	0018148
JENKINS	JOAN	MEDICAL TRANSCRIBER	BVC ADMIN SERV.	900201	1	12	0013412
JENNINGS	LANA	COORD DEV MATH/LECTURER	LEARNING CENTER	930801	1	10	0020000
JOHNSON	DENNIS	ASSOCIATE PROFESSOR/DIR BAND	MUSIC	850801	1	10	0037903
JOHNSON	KARON	CLERK STUDENT EMPLOYMENT	STUDENT FINANCIAL AID	900423	1	12	0013052

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
JOHNSON	MARCIA	DIRECTOR/INTERIM	CENTER FOR INTERNATIONAL PRO	920801	1	12	0026500
JOHNSON	MICHAEL	ASSOCIATE PROFESSOR	ART	730801	1	10	0033432
JOHNSON	MICKEY	DIRECTOR DISTRICT SBD CENTERS	W KY SMALL BUSINESS DEV CENT	830103	1	12	0040320
JOHNSON	NIKITA	COACH ASSISTANT	MEN'S BASKETBALL	930614	1	12	0033000
JOHNSON	RICHARD	INSTRUCTOR	JOURNALISM RADIO/TV	750116	1	12	0032650
JOHNSON	WILLIS	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1	10	0043951
JOHNSTON	KARLA	TECHNICIAN RESEARCH	CENTER OF EXCELLENCE	870115	1	12	0022470
JOHNSTON	PAT	SUPERVISOR	FOOD SERVICE	810831	1	12	0018299
JOHNSTON	TIMOTHY	ASSOCIATE PROFESSOR LWP	BIOLOGICAL SCIENCES	860801	1	10	0038018
JOINER	LISA	ADMINISTRATIVE SECRETARY III	BVC ADMIN SERV	800728	1	12	0020304
JONES	BARTON	SERVICEMAN A	BLDG & EQUIP MAINTENANCE	800527	1	12	0024000
JONES	BRIAN	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	930726	1	12	0011171
JONES	CLIFTON	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	910801	1	10	0043000
JONES	GARY	PROFESSOR	MATHEMATICS	690901	1	10	0049650
JONES	HELEN	CLERK ADMINISTRATIVE I	OFFICE OF PUBLICATIONS	710609	1	12	0016467
JONES	JEANETTE	RESEARCH ASSISTANT	CENTER OF EXCELLENCE	910701	1	12	0018000
JONES	NANCY	ADMINISTRATIVE SECRETARY III	LIBRARY	900723	1	12	0014547
JONES	PATTI	ASSISTANT DIR/SPECIAL EVENTS	DEVELOPMENT & ALUMNI AFFAIRS	890905	1	12	0022171
JONES	STEVEN	ASSOCIATE PROFESSOR LWP	SOCIOLOGY/ANTHROPOLOGY & SW	770801	1	10	0034250
JONES	THOMAS	FOREMAN PAINTER	BLDG & EQUIP MAINTENANCE	810502	1	12	0026811
JONES	TRESA	WORKER SALAD	FOOD SERVICE	930119	1	12	0008766
JULIAN	CAROL	ASSISTANT DIR/MAJOR GIFTS	DEVELOPMENT & ALUMNI AFFAIRS	840701	1	12	0031153
JULIAN	FRANK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	740701	1	10	0047855
KADEL	WADE	DIRECTOR & PROFESSOR	BVC PATHOLOGY	670801	1	12	0069795
KARLE-WEISS	ADRIA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	930801	1	10	0033000
KARNES	BARBARA	COOK	FOOD SERVICE	811003	1	12	0013944
KEASLING	CONNIE	COACH HEAD/ASST ACADEMIC COO	WOMEN'S TENNIS	921101	1	12	0030000

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
KEEL	GEORGIA	COOK	FOOD SERVICE	871010	1	09	0009993
KEELING	SHELDA	COOK	FOOD SERVICE	850911	1	09	0010447
KEESLAR	SUZANNE	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	660901	1	10	0035933
KELLIE	ANDREW	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	820801	1	10	0039201
KENDALL	LARRY	TECHNICIAN EMS	BLDG & EQUIP MAINTENANCE	851014	1	12	0021113
KENNEDY	KENNETH	TECHNICIAN ENGINEERING	ENGR & ARCH SER	850624	1	12	0024445
KERR	KATHERINE	TRANSFER ADMISSIONS SPECIAL	ADMISSIONS & RECORDS	810624	1	12	0021500
KEY	DEBBIE	CLERK DATA ENTRY	STUDENT FINANCIAL AID	880705	1	12	0013637
KIENZLE	PATRICIA	AUDIOLOGIST CLINICAL	SPECIAL EDUCATION	921201	1	12	0029000
KIMBRO	TOMMY	CARPENTER UTILITY A	BLDG & EQUIP MAINTENANCE	830502	1	12	0021745
KIND	JANICE	ASSISTANT DIRECTOR STUD EMP	STUDENT FINANCIAL AID	840502	1	12	0025014
KIND	THOMAS	PROFESSOR	GEOSCIENCES	760801	1	10	0046204
KING	CLARENCE	MEDICAL TRANSCRIBER	BVC ADMIN SERV	831128	1	12	0015586
KING	EVA	DEPARTMENT SECRETARY II	SOCIOLOGY/ANTHROPOLOGY & SW	780828	1	12	0015081
KIPPHUT	GEORGE	ASSOC PROF/PHY LIMNOLOGIST	CENTER OF EXCELLENCE	910701	1	12	0035000
KIRKPATRICK	WILLIAM	OPERATIONS & PROGRAM DIRECT	WKMS-FM RADIO FOUND	910715	1	12	0021600
KIRKS	BETTY	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	870824	1	12	0012856
KIRKS	MARY	MANAGER BUILDING	W KY EXPO CENTER	740624	1	12	0020000
KITRELL	CARRUTH	DEPARTMENT SECRETARY II	GEOSCIENCES	910114	1	12	0012554
KOBRAEI	HAMID	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	850801	1	10	0040000
KOLLS	WENDY	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	930801	1	10	0028000
KOZAK	DORIS	EXECUTIVE SECRETARY	SPONSORED PROGRAMS	830104	1	12	0017833
KRAEMER	DAVID	CHAIR & ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	860801	1	10	0051873
KRIZAN	ADOLPH	CHAIR & PROFESSOR	BUS ADMIN/OFF SYSTEMS/BUS ED	780801	1	10	0064333
KRUGER	JOHN	PROFESSOR	IND & ENGR TECHNOLOGY	820801	1	10	0044798
KUHN	HAROLD	ASSISTANT PROFESSOR/DIR MPA	POLITICAL SCIENCE/LEGAL STUD	900801	1	10	0032054
KURTH	RONALD	PRESIDENT/PROFESSOR	PRESIDENT'S OFFICE	900725	1	12	0098000

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LALICKER	WILLIAM	ASSOCIATE PROFESSOR	ENGLISH	860801	1	10	0034000
LAMB	LARRY	SUPER COPY/PRESS OPER/ASST W	PRINTING SERVICES	660816	1	12	0018936
LAMB	MICHELE	BLDG SERVICES GROUP LEADER	BUILDING SERVICES	880711	1	12	0013790
LAMB	RHONDA	BOOKKEEPER	FOOD SERVICE	800924	1	12	0014685
LAMORE	ROBERT	PATROL OFFICER	PUBLIC SAFETY	810914	1	12	0020681
LANCASTER	CHARLES	FOREMAN OPERATIONS	CURRIS CENTER OPERATIONS	880701	1	12	0016808
LANCASTER	FRED	CHEMIST	BVC TOXICOLOGY	880101	1	12	0024440
LANDINI	ANN	ASSISTANT PROFESSOR/NEWS ADV	JOURNALISM RADIO/TV	850801	1	10	0032598
LANE	CAROL	COORDINATOR	ADULT LEARNING CENTER	770815	2	12	0015344
LANIER	MICHAEL	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	890801	1	10	0047080
LANNING	ADAM	ASSOCIATE PROFESSOR	SOCIOLOGY/ANTHROPOLOGY & SW	710801	1	10	0036064
LAROCK	RUTH	CLERK COMPLIANCE	STUDENT FINANCIAL AID	870901	1	12	0014118
LARREMORE	LYNDA	LECTURER/REFERENCE LIBRARIAN	LIBRARY	910601	1	12	0024000
LASSITER	PAUL	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	800828	1	12	0014948
LATTO	LOWELL	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	760801	1	10	0037448
LAWRENCE	PEGGY	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	881205	1	12	0012856
LAWSON	ANITA	ASSISTANT TO PRES & PROF	INST PLANNING & RESEARCH	700901	1	12	0053883
LAWSON	HUGHIE	DIRECTOR & PROFESSOR	BIS DEGREE\ADULT OUTREACH	690901	1	12	0052023
LAX	BARBARA	BOOKKEEPER II/SECRETARY	WKMS-FM RADIO	910520	1	12	0013765
LAX	BOBBY	FOREMAN GROUNDS	GROUNDS MAINTENANCE	770214	1	12	0023891
LEE	CYNTHIA	CLERK LIBRARY	LIBRARY	890213	1	12	0012318
LEE	GLENN	GROUNDSKEEPER	FACILITIES MANAGEMENT	921001	1	12	0011672
LEE	HOSAE	ASSISTANT PROFESSOR	MATHEMATICS	910801	1	10	0032000
LESLIE	CAROLYN	ADMINISTRATIVE SECRETARY I	COUNSELING & TESTING CENTER	930215	2	12	0006365
LEYS	DALE	PROFESSOR	ART	770801	1	10	0038120
LITCHFORD	JEAN	WORKER POTS & PANS	FOOD SERVICE	770822	1	12	0012994
LOBERGER	GORDON	ASSOCIATE PROFESSOR	ENGLISH	640901	1	10	0037250

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
LOCHTE	KATE	DIRECTOR/INTERIM	WKMS-FM RADIO	880819	1	12	0030500
LOCHTE	ROBERT	ASSISTANT PROFESSOR	JOURNALISM RADIO/TV	880801	1	10	0036482
LOCKE	TAMMY	CLERK DATA ENTRY	INFORMATION SYSTEMS	890828	1	12	0012967
LOLLAR	CHARLES	TRAINER HEAD	ATHLETIC TRAINER	921101	1	12	0028000
LONG	GARY	MECHANIC AUTO	TRANSPORTATION SERVICES	910429	1	12	0014672
LONG	JAMES	PROFESSOR	AGRICULTURE	810701	1	10	0047061
LORRAH	JEAN	PROFESSOR	ENGLISH	680901	1	10	0044848
LOVERIDGE	TERESA	DEPARTMENT SECRETARY II	MATHEMATICS	810810	1	12	0015500
LOVETT	DONALD	OPERATOR COMMUNICATIONS	PUBLIC SAFETY	800331	1	12	0021199
LOVINS	JULIE	ASSOCIATE PROFESSOR	SOCIOLOGY/ANTHROPOLOGY & SW	710201	1	10	0038000
LOWERY	SAMANTHA	COOK	FOOD SERVICE	821002	1	09	0010854
LUGEMWA	FULGENTIUS	ASSISTANT PROFESSOR	CHEMISTRY	930801	1	10	0031000
LUSK	HOMER	LOCKSMITH	BLDG & EQUIP MAINTENANCE	721018	1	12	0021866
LYLE	JUDITH	NURSE STAFF	HEALTH SERVICES	860217	1	09	0016603
LYLE, III	WILLIAM	ASSISTANT PROFESSOR	COMP SCI & INFO SYSTEMS	820801	1	10	0047513
LYNCH	ELLINA	DEPARTMENT SECRETARY II	BIOLOGICAL SCIENCES	791105	1	12	0015087
MACHA	ROGER	ASSOCIATE PROFESSOR	AGRICULTURE	660901	1	10	0040087
MADDOX	WILLIAM	PROFESSOR	PHYSICS & ASTRONOMY	670901	1	10	0048550
MADDUX	ROXANNA	TECHNICIAN MEDICAL SENIOR	BVC MICROBIOLOGY	680301	1	12	0037148
MAGLINGER	CYNTHIA	SECRETARY/COORD SPEC EVENTS	FOOD SERVICE	820809	1	12	0018763
MAHFOUD	WADI	PROFESSOR	MATHEMATICS	680901	1	10	0044300
MALINAUSKAS	BARBARA	LECTURER	COMMUNICATING ACCROSS CURRIC	870701	2	12	0014000
MALINAUSKAS	MARK	PROFESSOR/DIR HONORS PROGRAM	SPEECH COMMUNICATION THEATRE	780801	1	10	0049984
MALONE	BOBBY	PROFESSOR	ED LEADERSHIP & COUNSELING	700901	1	10	0045692
MALONE	SUE	SYSTEMS ANALYST	INFORMATION SYSTEMS	760510	1	12	0030946
MANECK	SUSAN	VISITING INSTRUCTOR	HISTORY	920803	1	10	0028000
MANSFIELD	BRENDA	DEPARTMENT SECRETARY II	IND & ENGR TECHNOLOGY	780622	1	12	0017501

ALPHABETICAL LISTING OF EMPLOYEES
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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MARINE	ROBBIE	MANAGER BENEFITS	HUMAN RESOURCES	710801	1	12	0028252
MARKUSON	MICHAEL	COACH ASSISTANT/INSTRUCTOR	FOOTBALL	930111	1	12	0031000
MARSHALL	ANDREA	ASSISTANT DIRECTOR	SCHOOL RELATIONS	891002	1	12	0022000
MARSHALL	OLIVIA	ASSISTANT REGISTRAR	ADMISSIONS & RECORDS	680903	1	12	0027359
MARSHALL	WILLIAM	FOREMAN CARPENTER	BLDG & EQUIP MAINTENANCE	780703	1	12	0029457
MARTIN	CARL	DETECTIVE CAPTAIN	PUBLIC SAFETY	850803	1	12	0024466
MARTIN	ROBERT	CHAIR & PROFESSOR	BIOLOGICAL SCIENCES	930701	1	12	0060000
MATHENY	LISA	CLERK	ADMISSIONS & RECORDS	921209	1	12	0011297
MATHIS	GILBERT	CHAIR & PROFESSOR	ECONOMICS & FINANCE	660701	1	12	0065379
MATHIS	JO ANN	EXECUTIVE SECRETARY	STUDENT AFFAIRS	891027	1	12	0015838
MATHIS	JOE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	900924	1	12	0012193
MATHIS	LORI	CLERK PRE-AUDIT	PURCHASING	910801	1	12	0011298
MATTINGLY	DONNA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED.	930801	1	10	0033000
MAXIE	SHAWN	COORDINATOR	KHEAA WORK STUDY PROGRAM	930211	2	12	0009100
MAXWELL	CHARLES	PROFESSOR	ECONOMICS & FINANCE	871201	1	10	0065276
MAYES	JERRY	CHAIR & ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	720901	1	12	0055932
MAYNARD	JERRY	OPERATOR A	BLDG & EQUIP MAINTENANCE	750527	1	12	0023466
MCCABE	DEBORA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	850826	1	12	0014094
MCCCLAIN	KAREN	COUNSELOR INTERIM	EDUCATIONAL TALENT SEARCH	931018	1	12	0019000
MCCCLAIN	LARRY	COACH ASSISTANT	FOOTBALL	930111	1	12	0030000
MCCCLAIN	SHERRY	PUBLICATIONS EDITOR	MARKETING & PUBLIC RELATIONS	780501	1	12	0020950
MCCCLURE	DEBORAH	CLERK ACCOUNTING	FIN MGT & PLAN	930706	1	12	0011983
MCCCLURE	SANDRA	CLERK TYPIST I	LIBRARY	820823	1	12	0013176
MCCOY	ALAINA	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	930104	1	12	0017600
MCCOY	JAMES	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	850801	1	10	0045776
MCCOY	MICHAEL	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	900904	1	12	0012192
MCCREARY	TERRY	ASSISTANT PROFESSOR	CHEMISTRY	880801	1	10	0032400

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AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MCCUISTON	LILA	PHOTOLITHOGRAPHER	OFFICE OF PUBLICATIONS	680101	1	12	0021363
MCCUISTON	MARILYN	ADMINISTRATIVE SECRETARY I	CENTER FOR CONTINUING ED	760802	1	12	0014831
MCDANIEL	JACKIE	SUPERVISOR	FOOD SERVICE	830822	1	12	0017470
MCDANIEL	RALPH	ELECTRICIAN A	BLDG & EQUIP MAINTENANCE	810207	1	12	0021203
MCDONALD	JOHN	DIRECTOR	MARKETING & PUBLIC RELATIONS	790601	1	12	0049909
MCDUGAL	CHARLOTTE	EXECUTIVE SECRETARY	LEGAL SERVICES	820324	2	12	0014664
MCDUGAL	JOHNNY	DIRECTOR	STUDENT FINANCIAL AID	650614	1	12	0044518
MCDOWELL	BOBBY	DIRECTOR	UNIVERSITY STORE	620101	1	12	0040500
MCFADDEN	RUTH	CATALOGER	LIBRARY	630901	2	12	0011856
MCGAUGHEY	ROBERT	CHAIR & PROF/CO-ADV SHIELD	JOURNALISM RADIO/TV	690201	1	12	0059014
MCGINNIS	ALEEAH	LIBRARY ASSISTANT I	LIBRARY	840618	1	12	0015650
MCGREGOR	LORI	CLERK ACCOUNTING SENIOR	FIN MGT & PLAN	830501	1	12	0015380
MCKINNEY	ANGELA	WORKER DISHROOM	FOOD SERVICE	930918	1	12	0008102
MCLAREN	CINDY	SYSTEMS PROGRAMMER	INFORMATION SYSTEMS	800714	1	12	0035446
MCLAREN	JOHN	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	780801	1	10	0036307
MCLAUGHLIN	BRUCE	PATH HEAD ASST PROFESSOR	BVC PATHOLOGY	830415	1	12	0062697
MCMANAMY	MELANIE	SUPERVISOR	FOOD SERVICE	821025	1	12	0018299
MCNEARY	PAUL	CHAIR & ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	780801	1	12	0051400
MCNEELY	BONNIE	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	870801	1	10	0042511
MCNEELY	SAMUEL	LECTURER	MANAGEMENT & MARKETING	870801	1	10	0033882
MEDLOCK	MARY	LEARNING SPECIALIST	EDUCATIONAL TALENT SEARCH	900301	1	12	0023269
MELOAN	NANCY	LABORATORY SUPERVISOR	HEALTH SERVICES	930111	1	12	0021000
MELOAN	ROSS	DIRECTOR	COOPERATIVE ED & PLACEMENT	770516	1	12	0035400
MIKULCIK	JOHN	PROFESSOR	AGRICULTURE	630901	1	10	0045514
MILKMAN	MARTIN	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	880801	1	10	0043400
MILKMAN	VELVET	COACH HEAD	WOMEN'S GOLF	930701	1	12	0024000
MILLER	CREIGHTON	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	920801	1	10	0034000

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MILLER	DONNA	ADMINISTRATIVE SECRETARY LWP	FACULTY SENATE	770817	2	10	0007688
MILLER	DOROTHY	MANAGER UNIT	FOOD SERVICE	681101	1	12	0023086
MILLER	FRED	PROFESSOR/DIR WATERFIELD CTR	MANAGEMENT & MARKETING	840801	1	10	0056399
MILLER	IRVIN	OPERATOR A	BLDG & EQUIP MAINTENANCE	810209	1	12	0022792
MILLER	JAMIE	PLUMBER B	BLDG & EQUIP MAINTENANCE	870511	1	12	0016381
MILLER	JOHN	FOREMAN HEATING	BLDG & EQUIP MAINTENANCE	750303	1	12	0030855
MILLER	KEVIN	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
MILLER	LINDA	SYSTEMS ANALYST	UNIV RELATIONS & ADMIN SER	890801	1	12	0030067
MILLER	MICHAEL	PROFESSOR	ENGLISH	680901	1	10	0038445
MILLER	ROSEMARY	DIRECTOR MURRAY SBDC/MGT CON	W KY SMALL BUSINESS DEV CENT	820106	1	12	0027708
MILLER	THOMAS	CHAIR & PROF & EXEC DIR FOUN	ACCOUNTING	670901	1	12	0084151
MILLER	VIOLA	DEAN/ASSOC PROF/ASST TO VPAA	CENTER FOR CONTINUING ED	760801	1	12	0063220
MILTON	HARRY	ENGINEER CHIEF	ENGR & ARCH SER	810701	1	12	0043855
MINER	KAREN	ACADEMIC SUPPORT SPECIALIST	INFORMATION SYSTEMS	910910	2	12	0010411
MINOR	ANN	INSTRUCTOR CLINICAL	NURSING	820104	1	10	0021629
MITCHELL	MARTIN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	900801	1	10	0031780
MOLLAUM	BETTY	ADMINISTRATIVE SECRETARY I	FINE ARTS & COMMUNICATION	850409	1	12	0014307
MONEYHUN	KAY	ASSISTANT PROFESSOR	MATHEMATICS	900801	1	10	0032200
MOODE	FRANK	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	930801	1	10	0030000
MOORE	LINDA	ASSISTANT DIR FOR ANNUAL GIV	DEVELOPMENT & ALUMNI AFFAIRS	830901	1	12	0026575
MORGAN	BELVIE	CASHIER	FOOD SERVICE	910819	1	09	0009857
MORGAN	DELIA	SUPERVISOR	FOOD SERVICE	830822	1	09	0013600
MORGAN	GLORIA	SECRETARY/STU ACT COORDINATO	CURRIS CENTER ADMINISTRATION	760826	1	12	0018203
MORGAN	JANICE	ASSOCIATE PROFESSOR	FOREIGN LANGUAGES	860801	1	10	0031173
MORGAN	JOHN	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	890109	1	12	0012549
MORGAN	JUDITH	MANAGER BUSINESS OPERATIONS	FACILITIES MGT ADM	810720	1	12	0032328
MORGAN	MICHAEL	ASSISTANT PROFESSOR	ENGLISH	910801	1	10	0028500

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MUEHLEMAN	JACOB	PROFESSOR	PSYCHOLOGY	710801	1	10	0039646
MULLIGAN, JR.	WILLIAM	VISITING ASSISTANT PROFESSOR	HISTORY	930801	1	12	0030000
MUNFORD	ANGELIA	LABORATORY ASSISTANT SENIOR	BVC PATHOLOGY	920528	1	12	0014176
MURPHY	JANIS	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	910701	1	10	0033500
MURPHY	JOHN	ASSISTANT PROFESSOR	ENGLISH	900801	1	10	0029089
MUSCIO	FUGEN	COORDINATOR INST RESEARCH	INST PLANNING & RESEARCH	830606	1	12	0024696
MUSCIO, JR.	OLIVER	PROFESSOR	CHEMISTRY	760801	1	10	0043500
MYATT	SHARON	LECTURER	NURSING	830801	1	10	0030361
MYHILL	LINDA	COORDINATOR OF RECORDS	DEVELOPMENT & ALUMNI AFFAIRS	860428	1	12	0016264
NABEREZNY	PAUL	COUNSELOR & LECTURER	COUNSELING & TESTING CENTER	750801	1	12	0032729
NANCE	RUTH	FOREMAN BINDERY	PRINTING SERVICES	800116	1	12	0018029
NAUGLE	BURL	ASSOCIATE PROFESSOR	GEOSCIENCES	810801	1	10	0040670
NEELON	ANN	ASSISTANT PROFESSOR	ENGLISH	920801	1	10	0029500
NERNEY	GAYNE	ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	820801	1	10	0031193
NEWBERN	DOROTHY	DIRECTOR	ADULT LEARNING CENTER	911216	1	12	0026000
NEWBY	PATRICIA	RECEPTIONIST/TYPIST	ADMISSIONS & RECORDS	930322	1	12	0010946
NEWPORT	CLARETTA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	710503	1	12	0015744
NEWSOME	AUDREY	OPERATOR B	BLDG & EQUIP MAINTENANCE	810504	1	12	0019242
NEWSOME	DEBORAH	WORKER SNACK BAR	FOOD SERVICE	800811	1	12	0013763
NEWSOME	GLENDA	DEPARTMENT SECRETARY I	ED LEADERSHIP & COUNSELING	890807	2	12	0006711
NEWSOME	HOWARD	FOREMAN ENVIRONMENTAL CONT	BLDG & EQUIP MAINTENANCE	740603	1	12	0029457
NEWTON	SHERRY	NECROPSY PROSECTOR II	BVC PATHOLOGY	921005	1	12	0013197
NICHOLS	GEORGE	PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	690901	1	10	0045471
NICHOLS	PATSY	PROFESSOR	BUS ADMIN/OFF SYSTEMS/BUS ED	780101	1	10	0047065
NIFFENEGGER	PHILLIP	PROFESSOR	MANAGEMENT & MARKETING	750801	1	10	0057273
NOEL	PEGGY	CLERK AREA	RESIDENCE HALLS	880421	1	10	0010202
NOLIN	ROBERT	OPERATOR COMMUNICATIONS	PUBLIC SAFETY	730501	1	12	0021902

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NORD	KATHLEEN	ADMINISTRATIVE SECRETARY I	HUMAN RESOURCES	921005	1	12	0011983
NORSWORTHY	MARTHA	DEPARTMENT SECRETARY I	PSYCHOLOGY	800102	1	11	0012772
NUTT	DANNY	COACH ASSISTANT	FOOTBALL	930801	1	12	0030000
NUTT	HOUSTON	COACH HEAD/ASST PROFESSOR	FOOTBALL	921215	1	12	0056000
NYGAARD	NANCY	ASSOCIATE PROFESSOR	NURSING	840101	1	12	0046957
OAKLEY	JAMES	MANAGER CENTRAL STORES	PURCHASING	730101	1	12	0019972
OAKLEY, JR	JAMES	MAINTENANCE WORKER II	W KY EXPO CENTER	900813	1	12	0012800
OBI	SUNDAY	ASSISTANT PROFESSOR	SPECIAL EDUCATION	930101	1	10	0030000
OBRIEN	DIANNE	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	780801	1	10	0037064
OEDING	RANDALL	COOK	FOOD SERVICE	800916	1	12	0013527
OKOYE	VESTA	COORDINATOR RES HALLS/JUD AF	RESIDENCE HALLS	930809	1	12	0018000
OLIVER	WILLIAM	ASSISTANT PROFESSOR	COMP SCI & INFO SYSTEMS	860801	1	10	0044500
OLSON	JOYCE	COOK	FOOD SERVICE	931114	1	09	0009167
OPPERMAN	LARRY	BUYER CONSTRUCTION	PURCHASING	930118	1	12	0020000
ORR	AMY	ADMISSIONS COUNSELOR	SCHOOL RELATIONS	910722	1	12	0019250
ORR	EVA	WORKER SNACK BAR	FOOD SERVICE	780106	1	09	0010791
OSBORN	MARGARETTE	WORKER SALAD	FOOD SERVICE	660301	1	09	0011268
OSBORNE	MARTHA	SUPERVISOR PRODUCTION CONT	INFORMATION SYSTEMS	770825	1	12	0022819
OUTLAND	ANGELA	CLERK CENTRAL STORES	PURCHASING	930322	2	12	0006024
OUTLAND	CHARLES	ASSIST TO DIRECTOR FAC MNGT	FACILITIES MGT ADM	590201	1	12	0050833
OVERBEY	JACQUELYN	SPECIALIST BID MGT LWOPAY	PURCHASING	831003	1	12	0000000
OVERBY	JAMES	GENERAL COUNSEL & PROFESSOR	LEGAL SERVICES	670901	1	12	0064200
OWEN	BRENDA	DEPARTMENT SECRETARY II	ED LEADERSHIP & COUNSELING	700914	1	12	0017074
OWEN	DAVID	ASSOCIATE PROFESSOR/DIR CSL	CHEMISTRY	780801	1	10	0041675
OWEN	WILTON	WAREHOUSEMAN	FACILITIES MGT ADM	880919	1	12	0013435
OWENS	KAREN	RECEPTIONIST	WICKLIFFE WELCOME CENTER	900810	1	12	0011228
OWENS	MARY	MERCHANDISER EMBLEMATIC	UNIVERSITY STORE	810105	1	12	0015237

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
PACE	GARY	PAINTER UTILITY A	BLDG & EQUIP MAINTENANCE	780710	1	12	0015794
PADGETT	MANIE	DEPARTMENT SECRETARY I	TEACHER EDUCATION SERVICES	870810	1	12	0012713
PALMER	WILLIAM	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	900801	1	10	0040560
PARADISE	DORIS	ASST DIRECTOR FOR POSTAL SER	POSTAL SERVICES	850114	1	12	0027070
PARKER	CAROLYN	CASHIER HEAD & ASST PRO SHOP	MSU FOUNDATION GOLF	840701	1	12	0017853
PARKER	TOMMY	GROUNDKEEPER	GROUNDS MAINTENANCE	920921	1	12	0011672
PARM	JANICE	CLERK DEGREE	ADMISSIONS & RECORDS	760202	1	12	0016985
PARRISH	JERRY	LOCKSMITH	BLDG & EQUIP MAINTENANCE	690701	1	12	0021866
PARRISH	KATHRYN	BUILDING SERVICES TECHNICIAN	FACILITIES MANAGEMENT	931004	1	12	0011171
PASCHALL	BRENDA	LECTURER	ENGLISH	910801	2	10	0010000
PASCHALL	DIAN	BAKER	FOOD SERVICE	850817	1	12	0010817
PASCHALL	HELEN	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	780501	1	12	0014923
PASSINO	ROBERT	CLERK MAIL CARRIER	POSTAL SERVICES	870624	1	12	0013600
PATE	WAYNE	COACH HEAD	TRACK	921101	1	12	0030000
PATTERSON	H.	SYSTEMS ANALYST SR	INFORMATION SYSTEMS	790625	1	12	0042251
PATTERSON	TOMMY	TRUCK DRIVER WAREHOUSE	PURCHASING	690721	1	12	0014300
PATTON	ROBERT	ASSISTANT PROFESSOR	MATHEMATICS	920801	1	10	0031750
PAYNE	JUDITH	LECTURER	HOME ECONOMICS	780801	1	10	0032639
PAYNE	WILLIAM	ASST TO PROVO/COORD/ASSOC PR	PROV/VP ACAD/STUDENT AFFAIRS	760801	1	12	0060000
PEARCE	ROBERT	FOREMAN/PRESSMAN	PRINTING SERVICES	690801	1	12	0025098
PEARSON	LORI	ADMINISTRATIVE SECRETARY II	DEVELOPMENT & ALUMNI AFFAIRS	900813	1	12	0012844
PEDERSEN	DANIEL	ASST DIRECTOR/ADMINISTRATION	RESIDENCE HALLS	920615	1	12	0024500
PEDERSEN	JANICE	COUNSELOR	STUDENT SUPPORT SERVICES	930302	1	12	0020070
PEELER	CHARLES	PATROL OFFICER	PUBLIC SAFETY	910727	1	12	0017372
PERLOW	MICHAEL	ASSOCIATE PROFESSOR	NURSING	840801	1	10	0041000
PERVINE	ROBERT	ASSOCIATE PROFESSOR	MATHEMATICS	850801	1	10	0039225
PETERSON	NANCY	ADMINISTRATIVE SECRETARY II	RESIDENCE HALLS	931101	1	12	0012844

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PHILLIPS	EARL	GROUNDSMAN II	MSU FOUNDATION GOLF	860801	1	12	0013468
PHILLIPS	JOHN	INVESTIGATOR	PUBLIC SAFETY	880730	1	12	0020998
PHILLIPS	VERNA	DEPARTMENT SECRETARY II	PSYCHOLOGY	800303	1	12	0015685
PHILPOT	TIMOTHY	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	860801	1	10	0039537
PIERCE	JEFFERY	BUILDING SERVICES TECHNICIAN	CURRIS CENTER OPERATIONS	821002	1	12	0014694
PIERCE	LINDA	SUPERVISOR GRAPHICS DESIGN	OFFICE OF PUBLICATIONS	780628	1	12	0025680
PIERCEALL	RICHARD	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	840611	1	12	0013296
PIERCEALL	SHARON	BOOKKEEPER II/SECRETARY	NATIONAL SCOUTING MUSEUM	851014	1	12	0017373
PILGRIM	ROBERT	ASSISTANT PROFESSOR	COMP SCI & INFO SYSTEMS	900801	1	10	0047425
PITMAN	MARTHA	ADMINISTRATIVE ASSISTANT	COOPERATIVE ED & PLACEMENT	800616	1	12	0018457
PITTMAN	MIGNON	CLERK TYPIST I	MUSIC	881017	2	10	0005619
PITTMAN	TIMOTHY	COUNSELOR STUDENT	EDUCATIONAL TALENT SEARCH	910708	1	12	0019627
PLYMALE	IDARUTH	ASSOCIATE PROFESSOR	JOURNALISM RADIO/TV	920801	1	10	0031500
POOR	MARTHA	RECEPTIONIST/TYPIST	BVC ADMIN SERV	890201	1	12	0012629
PORTER	SHIRLEY	GLASS ROOM WORKER	BVC ADMIN SERV	871001	1	12	0012629
POSEY	MARIAN	DIRECTOR	FACULTY RESOURCE CENTER	780116	1	12	0033000
POSEY	THOMAS	CHAIR & PROFESSOR	PSYCHOLOGY	690901	1	12	0059099
POST	PATTYE	LECTURER	MATHEMATICS	890801	1	10	0021400
POTILLO	KIRK	JAZZ PROD/OPER ASSISTANT	WKMS CPB	920701	1	12	0019000
POWELL	ELIZABETH	ASSISTANT PROFESSOR	NURSING	810801	1	10	0039000
POWELL	LORETTA	DEPARTMENT SECRETARY II	OCCUPATIONAL SAFETY & HEALTH	820830	1	12	0014601
POWELL	SUSAN	ACCOUNTANT	MSU FOUNDATION	871015	2	12	0027140
POWERS	CHRISTINE	CLERK ACCOUNTS	FACILITIES MGT ADM	900507	1	12	0013115
POYNOR	ANITA	BURSAR	FIN MGT & PLAN	810817	1	12	0033530
PRESCOTT	JAMES	CARPENTER UTILITY A	BLDG & EQUIP MAINTENANCE	720918	1	12	0024152
PRICE	KATHLEEN	ASST DIR HEALTH SERVICES	HEALTH SERVICES	790730	1	12	0029500
PRICE	SARAH	CLERK LIBRARY	LIBRARY	900716	1	12	0011955

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PRICE, JR	WILLIAM	ASSISTANT DEAN & PROFESSOR	COLLEGE OF EDUCATION	620901	1	12	0061443
PRITCHARD	CAROL	LIBRARY ASSISTANT I	LIBRARY	810105	1	12	0019523
PRITCHETT	TIMOTHY	DEL/WAREHOUSE LABOR	PURCHASING	901215	1	12	0011504
PURCELL	BENNIE	COACH TENNIS	MEN'S TENNIS	630701	2	10	0021841
PURCELL	JOHN	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	740801	1	10	0039348
PURCELL	MEL	COACH ASSISTANT	MEN'S TENNIS	910801	2	10	0005000
PURCELL	RANDALL	PATROL OFFICER	PUBLIC SAFETY	930904	1	12	0015827
RADKE	PAUL	DIRECTOR	SCHOOL RELATIONS	860320	1	12	0038760
RAGSDALE	ALISA	SPECIALIST CAREER SERVICES	COOPERATIVE ED & PLACEMENT	910708	1	12	0019250
RAGSDALE	MAYDA	CLERK AREA	RESIDENCE HALLS	920824	1	10	0009189
RAGSDALE	RONNIE	PROGRAMMER ANALYST SR	INFORMATION SYSTEMS	820601	1	12	0030421
RAJ	VICTOR	ASSISTANT PROFESSOR	COMP SCI & INFO SYSTEMS	900801	1	10	0051305
RAMEY	GLEN	SPECIALIST PUBLICATIONS	MARKETING & INFORMATION	931207	1	12	0014000
RAMSEY	EDDIE	CARPENTER UTILITY B	BLDG & EQUIP MAINTENANCE	820913	1	12	0016825
RAMSEY	EMMA	CLERK LIBRARY	LIBRARY	780814	1	12	0013867
RAMSEY	JAMES	ROOF & BUILDING SYSTEM	BLDG & EQUIP MAINTENANCE	830701	1	12	0015881
RANDOLL	MAUREEN	PATROL OFFICER	PUBLIC SAFETY	890916	1	12	0018178
RASPBERRY	RITA	DEPARTMENT SECRETARY II	CHEMISTRY	840901	1	12	0013451
RATLIFF	JUDY	ASSISTANT PROFESSOR	CHEMISTRY	930801	1	10	0030000
RAY	CLOVIS	WORKER BEVERAGE LINE	FOOD SERVICE	900816	1	09	0009431
RAYBURN	BILLIE	ASSISTANT DIR/ALUMNI/ATHLETIC	DEVELOPMENT & ALUMNI AFFAIRS	881115	1	12	0040471
REAMER	SHIRLEY	DEPARTMENT SECRETARY II	IND & ENGR TECHNOLOGY	790322	1	12	0016563
REBAR	CYNTHIA	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	890713	1	10	0032998
REED	MICHAEL	PLASTERER/DRYWALL REPAIRMAN	BLDG & EQUIP MAINTENANCE	760706	1	12	0017456
REED	THOMAS	BUILDING SERVICES SUPERVISOR	RESIDENCE HALLS	850821	1	12	0018250
REICHMUTH	ROGER	ASSIST DEAN & ASSOCIATE PROF	FINE ARTS & COMMUNICATION	700901	1	12	0054930
RESIG	CLAIRE	DEPARTMENT SECRETARY II	FOREIGN LANGUAGES	830815	1	09	0010768

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
RHALY	HENRY	ASSOCIATE PROFESSOR	MATHEMATICS	850801	1	10	0038157
RICE	GARY	TECHNICIAN FIELD	CENTER OF EXCELLENCE	890115	1	12	0020330
RICE	HOWARD	PHOTOGRAPHER/GRAPHIC ARTIST	FACULTY RESOURCE CENTER	920701	2	12	0011000
RICE	PAMELA	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	820801	1	10	0035031
RICE	SAMUEL	SYSTEMS PROGRAMMER	INFORMATION SYSTEMS	840130	1	12	0033960
RICH	STEVEN	ASST ATHLETIC DIR/MARK & PRO	ATHLETIC DIRECTOR	900726	1	12	0026964
RICHARDSON	STEPHEN	ASSOCIATE DIRECTOR	BLDG & EQUIP MAINTENANCE	870501	1	12	0039807
RICHERSON	NORMA	CLERK TYPIST II	LIBRARY	700427	1	12	0015004
RICHERSON	VIRGINIA	ASSOCIATE PROFESSOR	BUS ADMIN/OFF SYSTEMS/BUS ED	850801	1	10	0041588
RITTER	ALYSIA	ASSISTANT PROFESSOR	PSYCHOLOGY	890801	1	10	0032000
ROBERSON	TERRY	MECHANIC SMALL ENGINE	TRANSPORTATION SERVICES	880701	1	12	0015711
ROBERTS	JOHN	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	820625	1	12	0013484
ROBERTS	NATHAN	BUILDING SERVICES TECHNICIAN	CURRIS CENTER OPERATIONS	810728	1	12	0014300
ROBERTS	RACHELLE	ASST. TRACK/CROSS COUNTRY CO	MEN/WOMENS TRACK	920825	1	10	0012000
ROBERTSON	DON	ASSOC VICE PRES/ASST PROFESS	STUDENT AFFAIRS	910801	1	12	0055000
ROBERTSON	HAROLD	PROFESSOR	MATHEMATICS	660901	1	10	0042125
ROBERTSON	JEANIE	INTERM COORD FIELD PRO/LECTU	TEACHER EDUCATION SERVICES	930901	1	10	0025000
ROBERTSON	NORMA	DEPARTMENT SECRETARY II	NURSING	741101	1	12	0016630
ROBERTSON	PAUL	OPERATOR B	BLDG & EQUIP MAINTENANCE	820920	1	12	0019505
ROBINSON	FRANKLIN	PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	680901	1	10	0039106
ROBINSON	JANET	LECTURER	ENGLISH	910801	2	10	0007000
ROBINSON	RONALD	MECHANICAL MAINT SERVICE	BLDG & EQUIP MAINTENANCE	720703	1	12	0022636
RODGERS	WILLA	ADMINISTRATIVE SECRETARY I	LIBRARY	720901	1	12	0015003
ROGERS	ELVA	ADMINISTRATIVE SECRETARY I	INTERNATIONAL PROGRAMS	881115	1	12	0012827
ROGERS	KATHY	COORDINATOR DEBIT CARD	FOOD SERVICE	920803	1	10	0013981
ROGERS	LARRY	GROUNDKEEPER	GROUNDS MAINTENANCE	930405	1	12	0011672
ROGERS	MARTHA	ADMINISTRATIVE SECRETARY I	ADULT LEARNING CENTER	921012	1	12	0012198

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ROGERS	MARY	CASHIER	FOOD SERVICE	871010	1	09	0011119
ROGERS	PATRICIA	CASHIER	FOOD SERVICE	930119	1	12	0009463
ROGERS	RHONDA	DEPARTMENT SECRETARY II	PHYSICS & ASTRONOMY	810908	1	12	0016300
ROGERS	SANDRA	ADMINISTRATIVE ASSISTANT	UNIV RELATIONS & ADMIN SER	620901	1	12	0027820
ROSE	BARBARA	ADMINISTRATIVE ASSISTANT	PROV/VP ACAD/STUDENT AFFAIRS	710823	1	12	0025530
ROSE	JOSEPH	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	660901	1	10	0040652
ROSE	WINFIELD	PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	790701	1	10	0047915
ROSS	AMY	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	931004	1	12	0011983
ROSS	MOLLY	ADMIN ASSISTANT/SECRETARY	COLLEGE OF SCIENCE	780701	1	12	0030315
ROSS	STEVE	DEPARTMENT SECRETARY I	NATIONAL SCOUTING MUSEUM	930719	1	12	0012048
ROTH	KENNETH	COACH ASSISTANT	MEN'S BASKETBALL	910801	1	12	0035000
ROULSTON	HELEN	ASSISTANT PROFESSOR	ENGLISH	640915	1	10	0030655
ROWLAND	BRENDA	SMALL SYS PLAN & CONT ANALY	INFORMATION SYSTEMS	791126	1	12	0027310
ROYALTY	JOEL	ASSOCIATE PROFESSOR	PSYCHOLOGY	850801	1	10	0036998
RUDOLPH	HOLLY	ASSISTANT PROFESSOR	ACCOUNTING	810112	1	10	0048840
RUDOLPH	JAMES	ASSOCIATE PROFESSOR	AGRICULTURE	730801	1	12	0054373
RUDOLPH	MARY	CASHIER	UNIVERSITY STORE	781211	1	12	0014096
RUSSELL	SHARON	ADMINISTRATIVE SECRETARY I	WOMEN'S TRACK	800701	1	12	0015515
RUST	SARAH	OPERATOR COMMUNICATIONS	PUBLIC SAFETY	930807	1	12	0014679
SANDERS	BARBARA	SUPERVISOR	FOOD SERVICE	850330	1	09	0013742
SANDERS	SANDRA	ASSIST PROF/HEAD PUB SERVICE	LIBRARY	900220	1	12	0031767
SANECKI	ROBIN	VET PATH/ASSISTANT PROFESSOR	BVC PATHOLOGY	911001	1	12	0046200
SASSO	PAUL	ASSOCIATE PROFESSOR	ART	810801	1	10	0037050
SASSO	SANDRA	SLIDE LIBRARIAN/GALLERY ASST	ART	931007	1	12	0011983
SCARBOROUGH	ROBERT	FOREMAN PLUMBING	BLDG & EQUIP MAINTENANCE	680901	1	12	0029457
SCARBOROUGH	TRACI	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	910415	1	12	0012167
SCARBROUGH	DORIS	OPERATOR LIGHT EQUIPMENT	GROUNDS MAINTENANCE	750929	1	12	0015979

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SCHAFER	STEVEN	COOK	FOOD SERVICE	900816	1	09	0009825
SCHANBACHER	EUGENE	PROFESSOR	IND & ENGR TECHNOLOGY	610901	2	10	0023092
SCHETER	MARC	FOREMAN ELECTRICAL	BLDG & EQUIP MAINTENANCE	761122	1	12	0028257
SHELL, JR	WILLIAM	ASSISTANT PROFESSOR	HISTORY	910801	1	10	0029500
SCHEMP	JAMES	ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	700901	1	10	0034455
SCHLABACH	JOHN	ASSISTANT PROFESSOR	MUSIC	830801	1	10	0030096
SCHNAUTZ	EDWARD	WORKER UTILITY MAINTENANCE	BIOLOGICAL SCIENCES	790702	1	12	0020598
SCHNEIDERMAN	STEVEN	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	890701	1	10	0043504
SCHOENFELDT	ROGER	PROFESSOR	MANAGEMENT & MARKETING	680901	1	10	0060725
SCHROCK	PEGGY	ASSISTANT PROFESSOR	ART	900801	1	10	0028839
SCHROEDER	GARY	ASSISTANT PROF/DIRECTOR	TEACHER EDUCATION SERVICES	760201	1	12	0042443
SCHROEDER	OWEN	ASSISTANT DIRECTOR	BVC ADMIN SERV	870323	1	12	0045030
SCHUMANN	LAURA	LECTURER	MUSIC	920801	1	10	0025000
SCHWETTMAN	SHELLY	COUNSELOR	UPWARD BOUND	911216	1	12	0020110
SCOTT	FRANK	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	791126	1	12	0014489
SCOTT	LINDA	PROGRAMMER/ANALYST	INFORMATION SYSTEMS	920728	1	12	0020500
SCOTT	RICHARD	ASSOCIATE PROFESSOR	MUSIC	830801	1	10	0036416
SCOTT	SHIRLEY	PARKING ENFORCEMENT OFFICER	PUBLIC SAFETY PARKING	910126	1	12	0012645
SEALE	WILLIAM	CHAIR & PROF/ DIR REAL ESTAT	MANAGEMENT & MARKETING	650901	1	12	0070086
SEAVERS	MARY	SECRETARY LEGAL	LEGAL SERVICES	800117	1	12	0021998
SEAY	ROBERT	ASSOCIATE PROFESSOR	ACCOUNTING	850801	1	10	0059800
SERRE	CAMILLE	ASSOCIATE PROFESSOR	ART	850801	1	10	0033222
SHEARER	MARK	ELECTRICIAN B	BLDG & EQUIP MAINTENANCE	930405	1	12	0014679
SHEIMAN	JUDITH	ASSISTANT PROFESSOR	PSYCHOLOGY	920801	1	10	0031000
SHELBY	VERNEDA	LECTURER	GEOSCIENCES	850101	1	10	0023595
SHELLEY	JOHNNY	OPERATOR COMPUTER	INFORMATION SYSTEMS	860818	1	12	0016635
SHELTON	RITA	DEPARTMENT SECRETARY II	BUS ADMIN/OFF SYSTEMS/BUS ED	870105	1	12	0015164

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SHEPARD	FREDERICK	PROFESSOR	ART	630901	1	10	0047729
SHERIDAN	ANDREA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	830912	1	12	0014028
SHIELDS	MICHAEL	MAINTENANCE WORKER II	W KY EXPO CENTER	890925	1	12	0013254
SHULTZ	JANIS	CLERK III	ADMISSIONS & RECORDS	891009	1	12	0014593
SHUPE	RICKMAN	CARPENTER B	BLDG & EQUIP MAINTENANCE	860801	1	12	0015007
SICKEL	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	750801	1	10	0035727
SIEBOLD	BERT	PROFESSOR	IND & ENGR TECHNOLOGY	820801	1	10	0037264
SIETING	LOUIE	GROUNDSKEEPER	GROUNDS MAINTENANCE	881010	1	12	0013447
SILKMAN	ANNE	DEPARTMENT SECRETARY I	AMERICAN HUMANICS	931201	2	12	0006024
SIMMONS	BARRY	MANAGER FARM	AGRICULTURE	840910	1	12	0027820
SIMMONS	MARGARET	ASST ATH DIR/ACADMIC & COMP	COMPLIANCE	690901	1	12	0038252
SIMMONS	THOMAS	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	650901	2	10	0014902
SIMMONS	TONYA	CLERK LIBRARY	LIBRARY	901001	1	12	0011955
SIMPSON	MILDRED	SUPERVISOR MEDIA SUPPLIES	BVC ADMIN SERV	680819	1	12	0020559
SIMS	ANNIE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	790521	1	12	0015075
SIMS	FRANKIE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	770711	1	12	0015257
SINGH	SHRI	HD VET MICROBIO ASSOC PROF	BVC MICROBIOLOGY	890710	1	12	0055311
SIPLEY	KENNETH	LECTURER	MUSIC	930801	1	10	0030000
SKINNER	CHERYL	CASHIER	FOOD SERVICE	820816	1	09	0011418
SKINNER	KEITH	SUPERVISOR	FOOD SERVICE	740820	1	12	0020532
SLIGER	JOYCE	MERCHANDISER ART	UNIVERSITY STORE	910816	1	12	0011983
SMITH	DANIEL	A/V COMPUTER SVCS SUPERVISOR	BOY SCOUT MUSEUM	861101	1	12	0025000
SMITH	DIANNA	ADMINISTRATIVE SECRETARY I	EXTENDED CAMPUS PROGRAMS	931004	1	12	0011983
SMITH	DONNA	CLERK MAIL CARRIER	POSTAL SERVICES	931115	1	12	0011298
SMITH	HAFFORD	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	831114	1	12	0013484
SMITH	JANICE	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	890828	1	12	0012665
SMITH	JEFFREY	COORDINATOR OF CAMPUS REC	CAMPUS ACTIVITIES	911016	1	12	0021352

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SMITH	LARRY	LABORATORY ASSISTANT SENIOR	BVC PATHOLOGY	831201	1	12	0019300
SMITH	MARCIA	ADMINISTRATIVE ASSISTANT	HUMANISTIC STUDIES	910722	1	12	0020000
SMITH	MARY	COORDINATOR ADMISSION SYSTEM	ADMISSIONS & RECORDS	710719	1	12	0027359
SMITH	NELDA	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	900806	1	12	0012239
SNYDER	CARL	NECROPSY PROSECTOR	BVC PATHOLOGY	740805	1	12	0016369
SOLMON	CAROL	ADMIN ASSISTANT TO DIRECTOR	STUDENT SUPP SERV/UP BOUND	790201	1	12	0021603
SPANN	BETTIE	CASHIER SENIOR	FIN MGT & PLAN	681028	1	12	0018773
SPEIGHT	JERRY	PROFESSOR	ART	750801	1	10	0040197
SPERATH	ALBERT	DIR GALLERIES/ASSISTANT PROF	ART	900917	1	12	0031925
SPERATH	LINDA	ADMINISTRATIVE SECRETARY III	PROV/VP ACAD/STUDENT AFFAIRS	910801	1	12	0013765
SPINDLEMAN	WANDA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	890828	1	12	0012613
ST. HILAIRE	NANCY	LECTURER	OCCUPATIONAL SAFETY & HEALTH	930801	1	10	0030000
STAMBAUGH	CLYDE	PROFESSOR	ACCOUNTING	860801	1	10	0070750
STANHOPE	SHARON	WORKER SNACK BAR	FOOD SERVICE	850330	1	12	0012721
STAPP	RONNIE	BUILDING SERVICES TECHNICIAN	BVC ADMIN SERV	910729	1	12	0010789
STARKS	CATHERINE	WORKER SERVING LINE	FOOD SERVICE	871101	1	09	0009861
STEELE	LINDA	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	790813	1	12	0013391
STEELE	ROY	FOREMAN CONSTRUCTION	GROUPS MAINTENANCE	811031	1	12	0022737
STEEN	JEFF	COORDINATOR HAZARDOUS MATER	ENV SAFETY & HEALTH	880125	1	12	0036135
STEFFA	JOHN	ASSOCIATE PROFESSOR	MUSIC	880801	1	10	0034181
STEIGER	RICHARD	PROFESSOR	ENGLISH	760801	1	10	0037750
STEPTO	ESTELLA	DEPARTMENT SECRETARY II	HOME ECONOMICS	780918	1	12	0015937
STOCKWELL	DAVID	ELECTRICIAN A	BLDG & EQUIP MAINTENANCE	910520	1	12	0017101
STOM	VIVIAN	CLERK RECEIVING	LIBRARY	891009	1	12	0012173
STONE	REX	LEADER SANITATION DISPOSAL	GROUPS MAINTENANCE	780828	1	12	0015469
STORY	DONALD	ASSOCIATE PROFESSOR	MUSIC	670801	2	10	0036622
STORY	DONNA	ADMINISTRATIVE SECRETARY I	MARKETING & PUBLIC RELATIONS	880705	1	12	0013260

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
STORY	PHYLLIS	BOOKKEEPER II	LIBRARY	850916	1	12	0015412
STRICKLAND	MARTHA	COORD WRITING/LECTURER	LEARNING CENTER	890801	2	10	0015306
STRICKLAND	MICHAEL	DIRECTOR & ASSISTANT PROF	ATHLETIC DIRECTOR	870901	1	12	0060000
STRIETER	TERRY	PROFESSOR	HISTORY	770801	1	10	0039000
STRODE	RUTH	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	860203	1	12	0013461
STROUD	MARY	CLERK PAYROLL	FIN MGT & PLAN	870209	1	12	0013996
STUART	BRIDGET	NURSE STAFF	HEALTH SERVICES	790820	1	09	0017331
STUART	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	770801	1	10	0036166
STUTESMAN	VIRGIL	SANITATION TRUCK DRIVER	GROUNDS MAINTENANCE	930510	1	12	0011672
SUMMERVILLE	CLIFTON	SYSTEMS PROGRAM SR	INFORMATION SYSTEMS	810715	1	12	0052983
SUTRICK	KENNETH	ASSOCIATE PROFESSOR	COMP SCI & INFO SYSTEMS	840801	1	10	0049579
SWAN	WALLACE	ASSOCIATE PROFESSOR	ENGLISH	670901	1	10	0036710
SWIFT	DONALD	LABORER	BLDG & EQUIP MAINTENANCE	760830	1	12	0013128
TALBOTT	NAVARRE	LABORATORY ASSISTANT SENIOR	BVC SEROLOGY	921116	1	12	0014176
TANNER	SANDRA	COORDINATOR PRODUCTION	FOOD SERVICE	850330	1	12	0016784
TATE	DEBBRA	CATALOGER/LECTURER	LIBRARY	931001	1	12	0023000
TAYLOR	JIMMIE	REPAIRMAN WINDOW	BLDG & EQUIP MAINTENANCE	800526	1	12	0015536
TAYLOR	MARIE	PROFESSOR	MUSIC	690901	1	10	0041680
TAYLOR	PATSY	BOOKKEEPER II/FOUNDATION	MSU FOUNDATION	870914	1	12	0015325
TAYLOR-LEE	ANNA	MICROBIOLOGIST I	BVC DNA DIAGNOSTICS	930907	1	12	0018500
TEAGUE	FRANK	TECHNICIAN MICROCOM REPAIR	INFORMATION SYSTEMS	830919	1	12	0025234
TEMPLETON	BARBARA	ASSISTANT PROFESSOR	ENGLISH	890711	1	10	0030991
TENCLINGER	BRIAN	COORDINATOR AREA	RESIDENCE HALLS	930801	1	12	0017500
TERRY	BRIEN	LECTURER/BARN MANAGER	AGRICULTURE	890117	1	12	0024029
THIEKE	MICHAEL	COACH HEAD	BASEBALL	890701	1	12	0030000
THOMAS	CARLA	DEPARTMENT SECRETARY II	ELEMENTARY & SECONDARY ED	840822	1	12	0014987
THOME	EDWARD	ASSISTANT PROFESSOR	MATHEMATICS	910801	1	10	0032000

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
THOMPSON	BARBARA	CLERK/BIS/INTERNATIONAL	ADMISSIONS & RECORDS	901008	1	12	0011994
THOMPSON	CATHY	BUYER ASSISTANT	PURCHASING	911017	1	12	0012844
THOMPSON	JOHN	DEAN & PROFESSOR	BUSINESS & PUBLIC AFFAIRS	660901	1	12	0079213
THOMPSON	LINDA	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	911209	1	12	0011171
THWEATT	KATHERINE	MERCHANDISER BOOK	UNIVERSITY STORE	811210	1	12	0015521
TIBBS	PHILLIP	PROFESSOR	ACCOUNTING	600901	1	10	0044150
TILLSON	LOU	ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	920801	1	10	0032000
TIMKO	KIMBERLY	COORDINATOR AREA	RESIDENCE HALLS	930701	1	12	0017500
TIMMONS	KATHRYN	LECTURER	HOME ECONOMICS	830801	1	10	0026356
TIMMONS	THOMAS	PROFESSOR	BIOLOGICAL SCIENCES	820801	1	10	0041625
TINSLEY	LISA	ADMINISTRATIVE SECRETARY III	HUMANISTIC STUDIES	921130	1	12	0013765
TOBEY	WINNIE	CASHIER	FOOD SERVICE	740903	1	12	0015235
TORIAN	ODELSIA	DIRECTOR	EDUCATIONAL TALENT SEARCH	871001	1	12	0027891
TOTH	BARTHOLMEW	PATROL OFFICER	PUBLIC SAFETY	821106	1	12	0021076
TOWNSEL	SYLVIANE	VISITING INSTRUCTOR	FOREIGN LANGUAGES	930801	1	10	0031000
TRAVIS	ELIZABETH	MERCHANDISER BOOK	UNIVERSITY STORE	770815	1	12	0016444
TRICE	KENNETH	COUNSELOR BRIDGE	UPWARD BOUND	901126	1	12	0021500
TUCKER	KENNETH	PROFESSOR	ENGLISH	700901	1	10	0039473
TUCKER	R	CLERK AREA	RESIDENCE HALLS	920909	1	10	0009140
TURNER	MERLE	WORKER SNACK BAR	FOOD SERVICE	860203	1	12	0012774
TURSKA	TONI	EXECUTIVE SECRETARY	INST PLANNING & RESEARCH	870323	1	12	0017495
TYLER	JOYCE	MERCHANDISER JEWELRY	UNIVERSITY STORE	770425	1	12	0015304
TYLER	TERRY	GROUNDSKEEPER	GROUNDS MAINTENANCE	740325	1	12	0015054
ULRICH	KEN	LABORER UTILITY	BLDG & EQUIP MAINTENANCE	901001	1	12	0012271
UMAR	DEE	CLERK INQUIRY	SCHOOL RELATIONS	790424	1	12	0016082
UMAR	FAROUK	CHAIR & PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	700901	1	10	0062906
UNDERHILL	ALBERTA	BUILDING SVCS GROUP LEADER	RESIDENCE HALLS	820813	1	12	0014420

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LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
USHER	RICHARD	PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1	10	0045743
VAN HOVE	SUZANNE	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	920801	1	10	0030000
VAN LEEUWEN	MARILYN	ASSISTANT PROFESSOR	PSYCHOLOGY	910801	1	10	0030000
VANARSDEL	TOMMY	ASSOCIATE PROFESSOR	MUSIC	770801	1	10	0033400
VANCE	JERRY	WORKER STOCKROOM	FOOD SERVICE	821101	1	09	0011272
VANDERMOLLEN	JUNE	JOBS TEACHER	CE/AO EXTENDED CAMPUS	840914	2	12	0012300
VAUGHAN	JAMES	ASSISTANT DEAN/ASST PROFESSOR	INDUSTRY & TECHNOLOGY	900701	1	12	0044871
VAUGHAN	RUTH	WORKER DISHROOM	FOOD SERVICE	911009	1	09	0008102
VAUGHN	EDNA	ADMINISTRATIVE SECRETARY III	BUSINESS & PUBLIC AFFAIRS	660901	1	12	0021924
VAUGHN	JACK	ASST DIRECTOR/GIFT SHOP SUPR	UNIVERSITY STORE	650622	1	12	0038550
VENABLE	CHARLES	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	900409	1	12	0012310
VICKERY	GEORGE	FARM TECHNICIAN	DAIRY	900901	1	12	0012902
VINSON	CHARLES	ASSOCIATE DIRECTOR	STUDENT FINANCIAL AID	711001	1	12	0030174
VINSON	GALE	BOOKKEEPER/PROG COORDINATOR	CURRIS CENTER ADMINISTRATION	810105	1	12	0018540
VOLP	ROBERT	ASSOCIATE PROFESSOR	CHEMISTRY	830801	1	10	0036400
WAAG	CARL	ASSOCIATE PROFESSOR	FOREIGN LANGUAGES	860801	1	10	0032476
WADKINS	ALLEN	ELECTRICIAN B	BLDG & EQUIP MAINTENANCE	911111	1	12	0014679
WAGNER	LINDA	ASSISTANT MEDIA RESOURCE	FACULTY RESOURCE CENTER	770613	1	09	0011527
WAGNER	TOMMY	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	760801	1	10	0040442
WAGONER	BILLY	MANAGER GOLF COURSE	MSU FOUNDATION GOLF	860801	1	12	0034775
WAGONER	DEBORAH	ACCOUNTANT PAYROLL & PLANT F	FIN MGT & PLAN	870401	1	12	0027877
WALDMAN	LILA	ASSISTANT PROFESSOR	BUS ADMIN/OFF SYSTMES/BUS ED	920801	1	10	0033000
WALDON	MARILYN	ADVISOR PARENT	KY EARLY INTERVEN SERVICES	930823	2	12	0008793
WALKER	BILLY	MECHANICAL MAINT SERVICE	BLDG & EQUIP MAINTENANCE	820301	1	12	0020989
WALKER	FRANKLIN	ELECTRICIAN B	BLDG & EQUIP MAINTENANCE	841126	1	12	0017922
WALL	CELIA	ASSOC PROF/HEAD, CIRC LWOP	LIBRARY	800801	1	12	0032837
WALL JR	BOBBY	DIRECTOR SS & RESEARCH/LECTUR	COLLEGE OF EDUCATION	930701	1	12	0039900

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WALLACE	MARY	LEARNING SPECIALIST/COUNSELOR	STUDENT SUPPORT SERVICES	911216	1	12	0020300
WALLS	WALTER	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	881017	1	12	0012734
WALTERS	HENRY	LECTURER	OCCUPATIONAL SAFETY & HEALTH	890801	1	10	0031031
WALTERS	TERYL	CHAIR & ASSISTANT PROFESSOR	HOME ECONOMICS	880801	1	12	0042061
WANN	DANIEL	ASSISTANT PROFESSOR	PSYCHOLOGY	910801	1	10	0030000
WANN	JENNIFER	LECTURER	SPECIAL EDUCATION	911111	1	10	0030000
WARD	CHARLES	DIRECTOR	DEVELOPMENT & ALUMNI AFFAIRS	871005	1	12	0058542
WARNER	BETTY	BOOKKEEPER	DEVELOPMENT & ALUMNI AFFAIRS	880404	1	12	0014250
WASHER	SHIRLEY	DEPARTMENT SECRETARY II	PHILOSOPHY & RELIGIOUS STUD	720119	1	12	0015488
WATKINS	AVA	OPERATOR COMPOSER/WRITER	OFFICE OF PUBLICATIONS	770913	1	12	0016046
WATKINS	TRACI	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	931129	1	12	0011297
WATKINS	YANCEY	PROFESSOR	ELEMENTARY & SECONDARY ED	660901	1	10	0045393
WATSON	PENNY	SUPERVISOR CLINIC/LECTURER	SPECIAL EDUCATION	930827	1	10	0029490
WATTIER	MARK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	800801	1	10	0038527
WEATHERLY	BARBARA	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	880919	1	10	0030500
WEATHERLY	JAMES	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	750601	1	10	0042365
WEAVER	JANICE	DEAN & PROFESSOR	COLLEGE OF EDUCATION	850701	1	12	0075856
WEBB	DEBORAH	RECEPTIONIST/TYPIST	PADUCAH CENTER	901126	1	12	0011255
WEBER	NEIL	CHAIR & PROFESSOR	GEOSCIENCES	800101	1	12	0059250
WEIS	ROGER	DIRECTOR/LECTURER	AMERICAN HUMANICS	890701	1	12	0036295
WELLS	ANNE	CLERK LIBRARY	LIBRARY	881121	1	12	0012327
WELLS	JAMES	PATROL OFFICER	PUBLIC SAFETY	870801	1	12	0018977
WELSCH	F	LECTURER	JOURNALISM RADIO/TV	920801	1	10	0025000
WELTER	MARILYN	CLERK FINANCIAL AID	STUDENT FINANCIAL AID	760622	1	12	0017671
WESLER	KIT	DIRECTOR & ASSOCIATE PROF	SOCIOLOGY/ANTHROPOLOGY & SW	830701	1	12	0033872
WEST	DONNA	DEPARTMENT SECRETARY II	HEALTH/PE/RECREATION	860818	1	12	0013430
WEST	EDWARD	DIRECTOR	FACILITIES MGT ADM	820901	1	12	0053500

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WEST	SARAH	MEDICAL TRANSCRIBER LWOP	BVC ADMIN SERV	850408	1	12	0014372
WESTPHAL	HEATHER	PROGRAM SPECIALIST	KY EARLY INTER SERVICES	930823	1	12	0025993
WHALEY	PETER	PROFESSOR	GEOSCIENCES	680815	1	10	0046654
WHITAKER	CHERYL	ADMINISTRATIVE SECRETARY I	MEN'S BASKETBALL	850911	1	12	0014600
WHITAKER	HARRY	MICROBIO IV & ASSOC PROFESSOR	BVC VIROLOGY	731015	1	12	0042756
WHITAKER	WILLIAM	ASSOCIATE PROFESSOR	IND & ENGR TECHNOLOGY	750801	1	10	0042121
WHITE	BETTY	INSTRUCTOR	ENGLISH	900801	1	10	0028000
WHITE	DAVID	ASSOC PROF/DIR BIO ST/RES CO	BIOLOGICAL SCIENCES	880901	1	12	0048960
WHITE	GARY	BUILDING SERVICES TECHNICIAN	FOOD SERVICE	900816	1	12	0011997
WHITE	HENRY	ASST PROFESSOR/CO-ADV SHIELD	JOURNALISM RADIO/TV	910801	1	10	0034500
WHITE	LAURIE	CLERK ACCOUNTS PAYABLE	FIN MGT & PLAN	930607	1	12	0011983
WHITE	MARLENE	LECTURER	SPECIAL EDUCATION	930801	2	10	0015000
WHITE	STEPHEN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	810801	1	10	0032802
WHITFIELD	TRUMAN	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1	10	0045397
WILDER	CLEO	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	690901	1	10	0037789
WILES	CHARLES	COACH ASSISTANT	FOOTBALL	900312	1	12	0028000
WILFORD	JAMES	MAINTENANCE WORKER 'I	BVC ADMIN SERV	870701	1	12	0013921
WILKERSON	PATRICIA	WORKER SERVING LINE	FOOD SERVICE	790108	1	12	0013898
WILKINS	SHARI	ASST DIRECTOR SCHED & MA LWP	CURRIS CENTER ADMINISTRATION	880906	1	12	0017000
WILLIAMS	CAROLYN	WORKER SERVING LINE	FOOD SERVICE	810105	1	12	0013245
WILLIAMS	JAMES	BUILDING SERVICES TECHNICIAN	BUILDING SERVICES	791126	1	12	0014908
WILLIAMS	SANDRA	BUILDING SERVICES TECHNICIAN	RESIDENCE HALLS	901022	1	12	0012239
WILLIS	JAMES	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	770801	1	10	0045022
WILLOUGHBY	HENRY	WORKER DISHROOM	FOOD SERVICE	810105	1	12	0012908
WILSON	CONDA	COORDINATOR PAYMENT PLAN	FIN MGT & PLAN	880601	1	12	0015479
WILSON	GENA	CLERK LIBRARY	LIBRARY	900813	1	12	0011955
WILSON	JACK	ASSOCIATE PROFESSOR	MATHEMATICS	590901	1	10	0040760

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WILSON	JAMES	SUPERVISOR COMMUNICATIONS	PUBLIC SAFETY	810126	1	12	0019940
WILSON	LINDA	COOK	FOOD SERVICE	851026	1	09	0010736
WILSON	MARY	CLERK GRADUATE ADMISSIONS	ADMISSIONS & RECORDS	760920	1	12	0018911
WILSON	SHARON	DEPARTMENT SECRETARY II	ENGLISH	901018	1	12	0012716
WILSON	SHIRLEY	CASE INITIATOR	BVC PATHOLOGY	780313	1	12	0021088
WILSON	SONIA	CLERK	LIBRARY	930816	1	12	0010945
WILSON	VELVET	DIRECTOR	STUDENT SUPPORT SERVICES	850901	1	12	0028325
WISEHART	DENA	CLERK STUDENT LOAN	STUDENT FINANCIAL AID	810216	1	12	0016686
WOLF	KENNETH	PROFESSOR	HISTORY	690901	1	10	0043000
WOLFORD	LAWANDA	BAKER	FOOD SERVICES	931129	1	09	0009463
WOOD	SARAH	ASSISTANT PROFESSOR	ENGLISH	890724	1	10	0029858
WOODS	CARL	RESEARCH/INSTR. ASSISTANT	COLLEGE OF SCIENCE	890401	1	12	0028000
WOODS	PAUL	FOREMAN TRANSPORTATION	TRANSPORTATION SERVICES	821108	1	12	0024375
WRIGHT	SHARON	LABORATORY AIDE	BVC ADMIN SERV	900813	1	12	0012159
WRIGHT	WANDA	SPECIALIST ACCOUNTS COLLECT	FIN MGT & PLAN	810302	1	12	0017714
WYANT	DWIGHT	BINDERY HELPER	PRINTING SERVICES	891011	1	12	0012557
WYATT	JAMES	WORKER STOCKROOM	FOOD SERVICE	820816	1	09	0010816
WYATT	ROSE	CLERK ASSIGNMENT	RESIDENCE HALLS	861028	1	11	0011983
YATES	ANNA	LABORATORY ASSISTANT SENIOR	BVC PATHOLOGY	880926	1	12	0015233
YATES	JOHN	ASST DEAN/DIRECTOR EXT CAMP	EXTENDED CAMPUS PROGRAMS	670701	1	12	0051219
YATES	MYRA	DIRECTOR	UPWARD BOUND	921102	1	12	0028620
YEATER	STERLING	MANAGER EQUIPMENT	FOOTBALL	930816	1	12	0012109
YOCUM	BARBARA	COOK	FOOD SERVICE	891030	1	09	0010093
YOO	YUSHIN	PROFESSOR/REFERENCE LIBRARIAN	LIBRARY	690701	1	12	0044685
YORK	KELVIN	BLDG SERVICES GROUP LEADER	BUILDING SERVICES	910128	1	12	0013426
YOUNG	JENNIFER	COOR ST ORG & LEAD DEV	CAMPUS ACTIVITIES	880705	1	12	0021353
YOUNG	KELLY	ADMINISTRATIVE SECRETARY III	PURCHASING	800804	1	12	0018425

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1994

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
YOUNG	MICHAEL	ASST. TO THE ASSOC V.P.	STUDENT AFFAIRS	850701	1	12	0035714
ZIMMERER	EDMUND	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	890801	1	10	0034626
ZIMMERMAN	ALBERT	SUPERVISOR OPERATIONS	POSTAL SERVICES	910701	1	12	0016500
ZIRBEL	JAY	ASSISTANT PROFESSOR	IND & ENGR TECHNOLOGY	910801	1	10	0034000

CONTRACT

WHEREAS on the 9th day of May, 1992, the Board of Regents of Murray State University adopted a policy wherein employees could be relieved of the two percent cut in salary by tendering their intent to retire on or before December 31, 1992. The retirement itself to be effective on or before June 30, 1994, and

WHEREAS Sally Alexander, Manager, Wrather West Kentucky Museum, took advantage of the two percent savings as set forth in the policy by tendering her intent to retire no later than June 30, 1994, and

WHEREAS Vice President Don Kassing acknowledged the retirement by letter dated June 24, 1992, and

WHEREAS it now appears that it would be to the interest of the University to retain Sally Alexander as an employee, and

WHEREAS Sally Alexander is desirous of continuing her employment, and

WHEREAS Sally Alexander is agreeable to paying back the two percent which she has saved through the previous announcement of her retirement,

NOW, THEREFORE in consideration of the premises, Murray State University, acting by and through the Board of Regents and upon the recommendation of the President of the University, does hereby agree to rescind the action taken with respect to Ms. Alexander's retirement in her position as Manager, Wrather West Kentucky Museum.

Sally Alexander hereby agrees to rescind her intent to retire and to continue her employment at Murray State University under terms and conditions equivalent to those which would have prevailed had she not accepted the two percent.

It is mutually understood and agreed that this is an ad hoc situation and is not designed to establish a policy with respect to the rescission of retirements heretofore tendered and accepted.

It is further mutually understood and agreed that in the event action has been taken pursuant to the retirement and acceptance thereof which cannot by law be rescinded, then the party shall be restored as nearly as possible to the condition they would have been in absent the retirement.

This the 28th day of February, 1994.

Sally Alexander

Sally Alexander

Murray State University

By Ronald J. Kurth
Ronald J. Kurth, President

Upon motion of Beverly Ford and seconded by Virginia Strohecker the above Contract was approved by the Board of Regents on Feb. 5, 1994 by a vote of unanimous.

STATE OF KENTUCKY)
) SS.
COUNTY OF CALLOWAY)

I, Sharion A. Bailey, a Notary Public in and for the County and State aforesaid, do hereby certify that the foregoing CONTRACT was duly acknowledged before me in said County by RONALD J. KURTH, President of MURRAY STATE UNIVERSITY, to be the act and deed of MURRAY STATE UNIVERSITY, and his act and deed acting in his official capacity as President of Murray State University, all of which is certified to the proper office for record.

Given under my hand and seal on this, the 24th day of February, 1994.

Sharon A. Bailey
NOTARY PUBLIC, KENTUCKY AT
LARGE, WITH COMMISSION FILED
IN CALLOWAY COUNTY, KENTUCKY

My Commission Expires:

August 27, 1994

(AFFIX NOTARIAL IMPRESSION SEAL)

STATE OF KENTUCKY)
) SS.
COUNTY OF CALLOWAY)

I, Sandra M. Rogers, a Notary Public in and for the County and State aforesaid, do hereby certify that the foregoing CONTRACT was duly acknowledged before me by SALLY ALEXANDER as being her act and deed, all of which is certified to the proper office for record.

Given under my hand and seal on this, the 28th day of February, 1994.

Sandra M. Rogers
NOTARY PUBLIC, KENTUCKY AT
LARGE, WITH COMMISSION FILED
IN CALLOWAY COUNTY, KENTUCKY

My Commission Expires:

March 13, 1996

(AFFIX NOTARIAL IMPRESSION SEAL)

ATTACHMENT #9

1994/95 AGENCY FUNDED MAJOR MAINTENANCE PROJECTS
Education and General
February 5, 1994

<u>ITEM DESCRIPTION</u>	<u>EST. COST</u>
Replace Steam Line	\$ 90,000
Replace Faculty Hall HVAC Controls	180,000
Replace Carman Pavilion Roof	40,000
Waterproof Wilson Foundation	40,000
Repair Carr Health Pool & Filtration Equipment	50,000
Repair Hi-voltage (4160) Lines & Poles	50,000
Replace Wells Hall HVAC Controls	124,000
Replace General Services Roof	233,000
Scouting Museum Roof Drains	30,000
Correct Carman Pavilion Drainage	50,000
Repair/Seal North Campus Parking Lots	65,000
Curris Center A/C Augmentation	96,000
South Campus Drainage 16th & Main	20,000
South Campus Quadrangle Damage	21,000
Major Maintenance	250,000
Architectural ADA Accessibility (Signage, Doors, Ramps, etc.)	50,000
Sparks Hall Exterior Repair	50,000
Lovett Auditorium Unisex Accessible Bathroom	25,000
Emergency Generators:	
Physical Plant	10,000
Industrial Education	15,000
<u>Total</u>	<u>\$1,489,000</u>

1994/95 AGENCY FUNDED MAJOR MAINTENANCE PROJECTS
HOUSING AND DINING
February 5, 1994

<u>ITEM DESCRIPTION</u>	<u>EST. COST</u>
Hart Exterior Rails	\$ 40,000
Smoke Detectors	55,000
College Courts Steps	120,000
White Hall - Hi-lift Pumps	30,000
Richmond Hall - Replace Heat/cool Line	100,000
Richmond Hall - Bleed Valves	20,000
Springer Hall - Domestic Water Lines	65,000
Winslow - Primary Feeder (Hart/Springer)	150,000
Regents Hall - Replace Cooling Tower	25,000
Regents Hall - Rebuild Air Handler	40,000
White Hall - Replace Cooling Tower	15,000
White Hall - Rebuild Air Handler	40,000
Low-rise - Rebuild Showers	50,000
Winslow - Replace Sewer Lines	<u>100,000</u>
<u>Total</u>	<u>\$ 850,000</u>

ATTACHMENT #10

M U R R A Y S T A T E U N I V E R S I T Y

SEMESTER TUITION RATES

FULL TIME TUITION

RESIDENT	1993/94 RATES	DOLLAR INCREASE	1994/95 RATES	PERCENT INCREASE
Undergraduate	750	40	790	5.3%
Graduate	830	40	870	4.8%
NON-RESIDENT				
Undergraduate	2250	120	2370	5.3%
Graduate	2490	120	2610	4.8%

PART TIME TUITION

RESIDENT	1993/94 RATES	DOLLAR INCREASE	1994/95 RATES	PERCENT INCREASE
Undergraduate	67	3	70	4.5%
Graduate	99	4	103	4.0%
NON-RESIDENT				
Undergraduate	193	10	203	5.2%
Graduate	282	13	295	4.6%

ATTACHMENT #11

Coopers
& Lybrand

Certified Public Accountants

WKMS-FM RADIO

A Public Telecommunications Entity
Operated by Murray State University

REPORT ON AUDIT OF FINANCIAL STATEMENTS

for the year ended June 30, 1993

CONTENTS

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Financial Statements:	
Balance Sheet	2
Statement of Financial Activity	3
Statement of Cash Flows	4
Notes to Financial Statements	5-6

REPORT OF INDEPENDENT ACCOUNTANTS

Board of Regents of
Murray State University

We have audited the accompanying balance sheet of WKMS-FM Radio (a Public Telecommunications Entity Operated by Murray State University) as of June 30, 1993, and the related statements of financial activity and cash flows for the year then ended. These financial statements are the responsibility of the University's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of WKMS-FM Radio as of June 30, 1993, and the results of its operations and its cash flows for the year then ended in conformity with generally accepted accounting principles.

Coopers + Lybrand

Louisville, Kentucky
November 11, 1993

WKMS-FM RADIO
BALANCE SHEET, as of June 30, 1993
(with comparative totals as of June 30, 1992)

ASSETS	1993		1992
	Operating Funds	Plant Fund	Total
Current assets:			
Cash	\$272,789		\$272,789
Accounts receivable	2,536		2,536
Inventory, at lower of cost (first-in, first out) or market	2,598		2,598
Prepaid expenses	<u>22,885</u>		<u>22,885</u>
			<u>24,198</u>
Equipment	300,808	-	300,808
		<u>\$328,565</u>	<u>328,565</u>
			<u>327,085</u>
Total assets	<u>\$300,808</u>	<u>\$328,565</u>	<u>\$629,373</u>
			<u>\$594,596</u>
LIABILITIES AND FUND BALANCES			
Current liabilities:			
Accounts payable and accrued liabilities	<u>\$ 13,384</u>	-	<u>\$ 13,384</u>
			<u>\$ 12,546</u>
Fund balances:			
Operating	287,424		287,424
Investment in plant		<u>\$328,565</u>	<u>328,565</u>
	<u>287,424</u>	<u>328,565</u>	<u>615,989</u>
			<u>582,050</u>
Total liabilities and fund balances	<u>\$300,808</u>	<u>\$328,565</u>	<u>\$629,373</u>
			<u>\$594,596</u>

The accompanying notes are an integral
part of the financial statements.

STATEMENT OF FINANCIAL ACTIVITY

for the year ended June 30, 1993

(with comparative totals for 1992)

	1993		
	Operating Funds	Plant Fund	Total
			1992 Total
Revenue and support:			
Community service grants from Corporation for Public Broadcasting	\$105,320		\$105,320
Other grants:			\$108,838
General appropriation from Murray State University	204,092		204,092
Subscriptions and membership income	75,018		75,018
Miscellaneous revenue	368		368
Business and industry revenue	42,481		42,481
Interest income	9,153		9,153
Donated facilities and administrative support from Murray State University	94,379		94,379
Donated property	7,308		7,308
Services donated from outside sources	54,894		54,894
Services of volunteers	21,311		21,311
Total revenue and support	614,324	-	614,324
Expenditures:			
Program services:			
Programming and production	356,707		356,707
Broadcasting	40,680		40,680
Program information	5,929		5,929
Total program services	403,316	-	403,316
Supporting services:			
Management and general	159,894		159,894
Fund raising	9,896		9,896
Underwriting and grant support	7,279		7,279
Loss on disposal of equipment			
Total supporting services	177,069	-	177,069
Total expenditures	580,385	-	580,385
Excess of revenue and support over expenditures	33,939	-	33,939
Transfer of equipment to Plant Fund	(1,480)	\$ 1,480	-
Net change in fund balances	32,459	1,480	33,939
Fund balances, beginning of year	254,965	327,085	582,050
Fund balances, end of year	\$287,424	\$328,565	\$615,989

The accompanying notes are an integral
part of the financial statements.

STATEMENT OF CASH FLOWS

for the years ended June 30, 1993 and 1992

	<u>1993</u>	<u>1992</u>
Cash flows from operating activities:		
Excess of revenue and support over expenditures	\$ 33,939	\$ 11,518
Adjustments to reconcile excess of revenue and support over expenditures to net cash provided by operating activities:		
Loss on disposal of equipment	-	5,376
Increase (decrease) in cash due to changes in:		
Account receivable	3,008	(2,354)
Inventory	(323)	3,525
Prepaid expenses	1,313	696
Accrued liabilities	<u>838</u>	<u>(3,162)</u>
Net cash provided by operating activities	<u>38,775</u>	<u>15,599</u>
Cash flows used in investing activities - additions to property and equipment	<u>(1,480)</u>	<u>(1,700)</u>
Net increase in cash	37,295	13,899
Cash, beginning of year	<u>235,494</u>	<u>221,595</u>
Cash, end of year	<u>\$272,789</u>	<u>\$235,494</u>

The accompanying notes are an integral part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

1. Organization:

WKMS-FM Radio (the "Station") is operated by and receives support from Murray State University (the "University"), Murray, Kentucky. Certain of the financial activities of the Station included in the accompanying financial statements are recorded in the restricted funds in the financial records of the University.

The Station also receives support from Murray State University Foundation (the "Foundation"), a not-for-profit corporation associated with the University. The Foundation is a fund raising organization which administers certain funds on behalf of the University. The Foundation coordinates the receipt of contributions and proceeds from program sales and the disbursement of those receipts by the Station at no charge to the Station. Accordingly, the accompanying financial statements also include those accounts maintained by the Foundation on the Station's behalf.

2. Summary of Significant Accounting Policies:

Fund Accounting:

The assets, liabilities and fund balances of the Station are reported in two self-balancing fund groups as follows:

- Operating Funds: includes all resources that are available for support of the Station's operations.
- Plant Fund: includes resources invested in equipment.

Revenue Recognition:

Contributions, pledges and grants are recorded as revenue in the accompanying statement of financial activity when a legally enforceable contract exists or funds are received, whichever is earlier. The portion of the University's indirect costs attributable to the Station's operations and the value of space provided to the Station by the University are included in the accompanying statement of financial activity as revenue and expenditures and are computed in accordance with guidelines furnished by the Corporation for Public Broadcasting.

Continued

NOTES TO FINANCIAL STATEMENTS, Continued

2. Summary of Significant Accounting Policies, continued:

Revenue Recognition, continued:

In-kind contributions consist of any significant nonmonetary support received by the Station from external sources. In-kind contributions other than contributions of property are recognized in the accompanying statement of financial activity as revenue and expenditures at the estimated fair market value at the date of the gift. In-kind contributions of property are recognized in the accompanying statement of financial activity as revenue at the estimated fair market value at the date of the gift. Total in-kind contributions received in the year ended June 30, 1993 were \$177,892.

Equipment:

Equipment is recorded at cost or, in the case of donated equipment, at estimated fair market value at date of receipt. Consistent with the accounting policies of the University, no depreciation expense is recorded on station equipment.

Cash Deposits:

For administrative purposes, cash balances of the Station are included in bank accounts maintained by the University and the Foundation. Details of accounting transactions affecting cash are maintained in such a manner as to ensure an appropriate segregation of amounts maintained by each entity.

The University currently uses the Commonwealth of Kentucky and a commercial bank for its depositories. The accounts maintained by the Commonwealth of Kentucky are pooled with those of other agencies of the state. These state pooled deposits are substantially covered by federal depository insurance or by collateral held by the state in the state's name.

The Foundation's cash is on deposit with commercial banks and is federally insured up to \$100,000 per account.

Accrual Basis of Accounting:

Financial statements of the Station are in conformity with generally accepted accounting principles and thus were prepared using the accrual basis of accounting.

WKMS-FM RADIO

**A Public Telecommunications Entity
Operated By Murray State University**

**CORPORATION FOR PUBLIC BROADCASTING
ANNUAL FINANCIAL REPORT**

station fiscal period ending June 30, 1993



CORPORATION FOR PUBLIC BROADCASTING

Annual Financial Report

STATION FISCAL PERIOD ENDING June 30 1993
(or December 31, 1992)

Call Letters or Network Designation

Television Station _____
or Radio Station WKMS
City Murray
State Kentucky

CERTIFICATION SCHEDULE OF NONFEDERAL FINANCIAL SUPPORT
ONLY ORIGINALS OF THIS PAGE SHOULD BE FILED WITH CPB

SCHEDULE OF NONFEDERAL FINANCIAL SUPPORT

Fiscal Year 1993

1. Direct Income (Schedule A, Line 24)	\$ 331,112
2. Indirect Administrative Support (Schedule B, Line 8)	94,379
3. In-Kind Contributions	
a. Services and Other Intangibles (Schedule C, Line 7)	54,894
b. Property (Schedule D, Line 12)	7,308
4. Nonfederal Financial Support	487,693
5. Donated Personal Services of Volunteers	21,311
6. Total Nonfederal Financial Support	\$ 509,004

CERTIFICATION BY LICENSEE

I certify that the above financial information for the fiscal year ending 6/30/93 is fairly stated and, as presented on Schedules A, B, C, D, and E of the CPB Annual Financial Report, can be verified by accounting records and other financial information.

Signature of Station Manager or Chief Executive
Dwayne West 502/762-3141
Name and Phone Number of Person Completing this Report

WKMS-FM Board of Regents
Murray State University
Call Letters and Licensee
Box 2018 University Station
Murray, Kentucky
Address

CERTIFICATION BY INDEPENDENT AUDITOR

(See Handbook of Instructions for "Nonfederal Financial Support" and "Certification Requirements for Independent Auditors.")

We have audited the above Schedule of Nonfederal Financial Support (Schedule) for the year ended 6/30/93. This Schedule is the responsibility of WKMS-FM Management. Our responsibility is to express an opinion on this Schedule based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance that the nonfederal financial support schedules are free of material misstatement. An audit also includes assessing the accounting principles used as well as evaluating the overall Schedule presentation. We believe that our audit provides a reasonable basis for our opinion.

All amounts included in the accompanying schedules are also included in the station's audited financial statements. The elements of revenue and support included therein conform with the definition in the Communications Act of 1934, as amended, and relevant criteria established by the Corporation for Public Broadcasting in its Handbook of Instructions for the CPB Annual Financial Report for FY 1993. Noncash support is included in conformity with guidelines in the aforementioned Handbook of Instructions and documentation is on file at the reporting station.

In our opinion, the above Schedule of Nonfederal Financial Support presents fairly, in all material respects, the elements of support and revenue of WKMS-FM for the year ended 6/30/93 in accordance with the definitions and criteria referred to in the preceding paragraph.

Coopers & Lybrand
Name of Certifying Organization
500 W. Main Street, Suite 1800
Louisville, Kentucky 40202-4264
Address

Coopers & Lybrand
Authorized Signature

Homer S. Strader, Jr.
Name of Principal Individual Certifying
502/589-6100
Telephone Number

11/11/93
Date

ANY AUDITOR PREPARING A SEPARATE CERTIFICATION PAGE MUST INCLUDE
A SCHEDULE OF NONFEDERAL FINANCIAL SUPPORT AS PART OF THAT PAGE.

CERTIFIER'S QUALIFICATION STATEMENT
1993

CERTIFICATION OF INDEPENDENT AUDITOR
WHO IS NOT A REPRESENTATIVE OF AN INDEPENDENT CPA FIRM

ONLY ORIGINALS OF THIS PAGE SHOULD BE FILED WITH CPB

Licensee/Station(s) WKMS-FM

I certify that:

1. I qualify to certify this financial report based on the following explanation of my independence from the () licensee and/or () station:

I am not in any way responsible for the accounting operations of the station in either a working or supervisory capacity.

I am not in any way responsible for, or connected with, establishment of the overhead rates or other factors that govern the amounts of indirect or other in-kind contributions included in the station's Schedule of Nonfederal Financial Support.

I was not involved with the operations of the station during the period covered by this Report.

2. I qualify to certify this financial report based on the following explanation of my technical training and experience. (See Certification Requirements, Acceptable Auditors section, *CPB Handbook of Instructions*.)

CHECK ONE:

_____ I am employed by a state audit agency which qualifies as an acceptable independent audit agency. (See pages 12 and 14 of the *Handbook of Instructions*.)

OR

_____ I am an internal auditor who is also a:

Certified Public Accountant _____, licensed to practice in _____ (state)

Licensed Public Accountant _____, licensed to practice in _____ (state)

Name of Independent Auditor

Title

Authorized Signature

Business Address

Telephone Number

Date

SCHEDULE A - SOURCES OF REVENUE

Fiscal Year 1993
Round all figures
to nearest dollar

1. Amounts Provided Directly by Federal Government Agencies.

Name of Agency

A. PTFP (NTIA) Facilities Grants	\$		(1A)
B. Department of Education			(1B)
C. Department of Health and Human Services			(1C)
D. Nat. End. for the Arts and Humanities			(1D)
E. National Science Foundation			(1E)
F. Other Federal Funds (Specify) _____			(1F)
Total Federal Government	\$		(1)

2. Amounts Provided by Public Broadcasting Entities Such As CPB, PBS, NPR, AIT, CTW, FCI, Other Stations and Regional Networks.

Name of Organization

A. CPB - Community Service Grants		76,935	(2A)
B. Annenberg/CPB Project Grants			(2B)
C. CPB - NPPAG		28,385	(2C)
D. CPB - Interconnection Grants			(2D)
E. CPB - all other funds			(2E)
F. PBS - All Payments			(2F)
G. NPR - All Payments			(2G)
H. Public Broadcasting Stations - All Payments			(2H)
I. Other (Specify) _____			(2I)
Total Public Broadcasting Entities	\$	105,320	(2)

3. Local Boards and Departments of Education or Other Local Government or Agency Sources.

_____ (3)

4. State Boards and Departments of Education or Other State Government or Agency Sources.

_____ (4)

5. State Colleges and Universities.

204,092 (5)

6. Other Tax-Supported Colleges and Universities.

_____ (6)

7. Private Colleges and Universities.

_____ (7)

8. Foundations and Nonprofit Associations (include underwriting).

368 (8)

9. Business and Industry (include underwriting).

42,481 (9)

SCHEDULE A - SOURCES OF REVENUE
(Continued)

Fiscal Year 1993

10. Gross Subscription and Membership Revenue (Include miscellaneous contributions from individuals.)	75,018	(10)
10a. Total Number of Contributors <u>1,363</u>		(10A)
11. Revenue from Friends Groups less any revenue included on line 10.		(11)
11a. Total Number of Friends Contributors _____		(11A)
12. Revenue from Subsidiary Enterprises. See Instructions for determining extent of includability.		(12)
13. Gross Auction Revenue.		(13)
14. Special Fund Raising Projects. See Instructions for determining whether to report gross or net revenue.		(14)
15. Passive Income.		
15A. Interest and Dividends <u>9,153</u>		
15B. Royalties _____		
15C. Copyright Tribunal Distributions _____	9,153	(15)
16. Gains on Sale of Assets.		(16)
17. Other (Specify).		
Description	Amount	
_____	_____	
_____	_____	
_____	_____	(17)
18. Total Revenue (Sum of lines 1 through 17)	\$ 436,432	(18)
Adjustments to Revenue:		
19. Federal Revenue From Line 1.		(19)
20. Public Broadcasting Revenue From Line 2.	105,320	(20)
21. Specified Fund Raising Costs.		(21)
22. Other Revenue on Line 18 Not Meeting the Source, Form, Purpose, or Recipient Criteria (Line 17, Schedule A-1).		(22)
23. Revenue on Line 18 that has been Previously Claimed as NFFS.		(23)
24. Nonfederal Financial Support - Direct Revenue (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.	\$ 331,112	(24)

ADDITIONAL INFORMATION REQUIRED

1. How much revenue was received as underwriting from foundations? \$ - 0 -
2. How much revenue was received as underwriting from business and industry? \$ 39,112

SCHEDULE A-1 - REVENUE FROM PAYMENTS NOT MEETING CRITERIA FOR INCLUSION IN NONFEDERAL FINANCIAL SUPPORT

Unless payments meet the specific criteria defined in the Communications Act of 1934, as amended, they must be excluded from NFFS. This schedule (A-1) is used to report payments that must be excluded. They are defined as follows:

- Source:* A commercial (profit-making) business enterprise, including a for-profit subsidiary, or any individual.
Form: Payment in exchange for any services or materials.
Purpose: Services or materials for any related activity of the public broadcasting entity.
Recipient: A public broadcasting entity.

List any revenue shown on Schedule A which is from payments from for-profit corporations or individuals for:

	Fiscal Year 1993	
1. Production, taping, or other broadcast related activities.	\$ _____	(1)
2. Telecasting production/teleconferencing.	_____	(2)
3. Foreign rights.	_____	(3)
4. Rentals of membership lists.	_____	(4)
5. Rentals of studio space, equipment, tower, parking space.	_____	(5)
6. Leasing of SCA, VBI, ITFS channels.	_____	(6)
7. Sale of programs or program rights for public performance.	_____	(7)
8. Sale or rental of program transcripts or recordings for other than public performance including private use.	_____	(8)
9. Gains on sale of assets (property, equipment or securities.)	_____	(9)
10. Sale of premiums.	_____	(10)
11. Other (Specify any other excludable revenue not previously itemized.)	_____	(11)

List any revenue claimed on Schedule A from:

12. A wholly owned or partially owned for-profit subsidiary regardless of the nature of business.	_____	(12)
13. A wholly owned or partially owned nonprofit subsidiary engaged in nontelecommunications work.	_____	(13)
14. Program guide advertising attributable to that percent of total copies distributed that have been sold through normal retail outlets and/or by magazine subscription.	_____	(14)
15. Sale of program guides.	_____	(15)
16. Refunds, rebates, reimbursements, and insurance proceeds.	_____	(16)
17. Total Excludable Revenue. (Sum of lines 1 through 16). Forward to Schedule A, line 22.	\$ _____	(17)

**SCHEDULE B - CALCULATION OF INDIRECT ADMINISTRATIVE SUPPORT -
INSTITUTIONAL LICENSEES ONLY - 1993**

Round all figures to nearest dollar

	Institutional Support (a)	Physical Plant Operations (b)	Library (c)
1. Per Licensee Financial Statements	\$ <u>5,990,680</u>	\$ <u>6,733,287</u>	\$ <u>2,082,018</u>
2. Less Cost Groups in Support Activities That Do Not Benefit the Operations of the Public Broadcast Station	<u>1,009,782</u>	<u>217,984</u>	<u>13,373</u>
3. Adjusted Balance (line 1 less line 2)	<u>4,980,898</u>	<u>6,515,303</u>	<u>2,068,645</u>
4. Percentage of Allocation (State basis below)*	<u>1.3112%</u>	<u>.3325%</u>	<u>.2154%</u>
5. Portion of Support Activity Benefiting Station (line 3 times line 4)	<u>65,310</u>	<u>21,663</u>	<u>4,456</u>
	(5a)	(5b)	(5c)
6. Total Support Activity (Sum of Lines 5a, 5b, and 5c)		<u>91,429</u>	(6)
7. Occupancy (check one) Basis <input type="checkbox"/> Annual Value - New figure (Attach all papers.) <input checked="" type="checkbox"/> Annual Value - Same figure as filed in 1992 <input type="checkbox"/> Depreciation (Based on capitalized facilities.)		<u>2,950</u>	(7)
8. Total Indirect Administrative Support (Sum of Lines 6 and 7). Forward to Line 2 of the Schedule of Nonfederal Financial Support.		\$ <u>94,379</u>	(8)

Basis of Allocation:

State Basis of Percentage Allocations Reported On:

Line 4 (a) Direct Operating Expense
 Line 4 (b) Assignable Square Feet
 Line 4 (c) FTE employees of station/FTE total users of library

* See the *Handbook of Instructions* for illustrative allowable bases of allocation.

NOTE: The licensee's instructional and research indirect recovery rates cannot be used for calculating Indirect Administrative Support.

SCHEDULE C - IN-KIND CONTRIBUTIONS - SERVICES AND OTHER INTANGIBLES

	Type of Donor	Fiscal Year 1993	
		Round all figures to nearest dollar	
1. PROFESSIONAL SERVICES			
(a) Legal	_____	\$ _____	(a)
(b) Accounting/Auditing	_____	_____	(b)
(c) Computer or Other Engineering Services	<u>Business</u>	<u>780</u>	(c)
(d) Broadcaster	_____	_____	(d)
(e) Utilization Specialist or Curriculum Committee Member for ITV or Instructional Radio Services	_____	_____	(e)
(f) Other (specify exact type)	_____	_____	(f)
_____	_____	_____	
_____	_____	_____	
Total Professional Services		\$ <u>780</u>	(1)
2. GENERAL OPERATIONAL SERVICES			
(a) Annual Rental Value of Space (Studios, Offices, or Tower)	_____	\$ _____	(a)
(b) Annual Value of Land used for Locating a Station-Owned Transmission Tower	_____	_____	(b)
(c) Station Operating Expenses	_____	_____	(c)
(d) Other (specify exact type)	_____	_____	
<u>Office Machine Repair</u>	<u>Business</u>	<u>223</u>	(d)
Total General Operational Services		\$ <u>223</u>	(2)
3. PROGRAM SERVICES			
(a) ITV or Educational Radio	_____	\$ _____	(a)
(b) State Networks	_____	_____	(b)
(c) Regional Membership Organizations	_____	_____	(c)
(d) Donated Programs (attach list) Statement #1	<u>Broadcasts</u>	<u>39,663</u>	(d)

SCHEDULE C - IN-KIND CONTRIBUTIONS - SERVICES AND OTHER INTANGIBLES
(Continued)

	Type of Donor	Fiscal Year 1993	
3. PROGRAM SERVICES continued.			
(e) Local On-Air Productions (attach list and method of valuation)	_____	_____	(e)
(f) Donated Promotional Items	<u>Business</u>	<u>1,065</u>	(f)
(g) Advertising	<u>Business</u>	<u>12,818</u>	(g)
(h) Other (specify exact type)	_____	_____	
_____	_____	_____	
_____	_____	_____	(h)
Total Program Services		\$ <u>53,546</u>	(3)
4. FUND RAISING SERVICES			
(a) Space for Warehousing	_____	_____	(a)
(b) Advertising	_____	_____	(b)
(c) Catering Services	<u>Business</u>	<u>345</u>	(c)
(d) Other (specify exact type)	_____	_____	
_____	_____	_____	
_____	_____	_____	(d)
Total Fund Raising Services		\$ <u>345</u>	(4)
5. Total in-Kind Contributions - Services and Other Intangibles (Sum of Lines 1 through 4)		\$ <u>54,894</u>	(5)
6. In-Kind Contributions from Federal and Public Broadcasting Entities Included in Line 5		_____	(6)
7. Total Nonfederal In-Kind Contributions - Services and Other Intangibles (Line 5 less Line 6) Forward to Line 3a of the Schedule of Nonfederal Financial Support.		\$ <u><u>54,894</u></u>	(7)

SCHEDULE D - IN-KIND CONTRIBUTIONS - PROPERTY

	Type of Donor	Fiscal Year 1993	
Round all figures to nearest dollar			
1. Land	_____	\$ _____	(1)
2. Building	_____	_____	(2)
3. Equipment	_____	_____	(3)
4. Furniture	_____	_____	(4)
5. Vehicle	_____	_____	(5)
6. Compact Discs	<u>Company</u>	<u>7,054</u>	(6)
7. Records	_____	_____	(7)
8. Tapes/Cassettes	_____	_____	(8)
9. Other (specify) <u>Carpeting (Hallway</u> <u>and Master Control Room)</u>	<u>Business</u>	<u>254</u>	(9)
10. Total In-Kind Contributions - Property (Sum of Lines 1 through 9)		\$ <u>7,308</u>	(10)
11. In-Kind Contributions from Federal and Public Broadcasting Entities Included in Line 10		_____	(11)
12. Total Nonfederal In-Kind Contributions - Property (Line 10 less Line 11) Forward to Line 3b of the Schedule of Nonfederal Financial Support		\$ <u>7,308</u>	(12)

SCHEDULE E - DONATED PERSONAL SERVICES OF VOLUNTEERS

Round all figures to nearest dollar

1. Total for the Year - 1993

	No. Hours
Level I	<u>1,115</u>
Level II	<u> </u>
Level III	<u> </u>
Level IV	<u>373</u>
Grand Total	<u><u>1,488</u></u> (1)

2. Total for the Year - 1993

	No. Hours	Total Value
Programming and Production	<u>1,115</u>	\$ <u>18,694</u>
Broadcast Engineering and Technical	<u> </u>	<u> </u>
Program Information	<u> </u>	<u> </u>
Fund Raising	<u>373</u>	<u>2,617</u>
Management and General Support	<u> </u>	<u> </u>
Grand Totals	<u><u>1,488</u></u> (2a)	\$ <u><u>21,311</u></u> (2b)

3. Enter Nonfederal Financial Support from Line 4 of the Schedule of Nonfederal

Financial Support	\$ <u><u>487,693</u></u>
Multiply by .05	\$ <u><u>24,385</u></u> (3)

4. Forward the Smaller of (2b) or (3) to Line 5 of the Schedule of Nonfederal Financial Support.

SCHEDULE F - EXPENDITURES

Fiscal Year
1993
Round all figures
to nearest dollar

PROGRAM SERVICES

- | | | | |
|--------------------------------------|----|----------------|-----|
| 1. Programming and Production | \$ | <u>356,707</u> | (1) |
| 2. Broadcasting | | <u>40,680</u> | (2) |
| 3. Program Information and Promotion | | <u>5,929</u> | (3) |

SUPPORT SERVICES

- | | | | |
|--|----|----------------|-----|
| 4. Management and General | | <u>159,894</u> | (4) |
| 5. Fund Raising and Membership Development | | <u>9,896</u> | (5) |
| 6. Underwriting and Grant Solicitation | | <u>7,279</u> | (6) |
| 7. Depreciation and Amortization* | | <u>-</u> | (7) |
| 8. Total Operating Expenditures (Lines 1 to 7) | \$ | <u>580,385</u> | (8) |

CAPITAL EXPENDITURES

- | | | | |
|--|----|-------------------|------|
| 9. Cost of Capital Assets Purchased or Donated | | | |
| Land and Buildings | \$ | <u> </u> | (9a) |
| Equipment | | <u>1,480</u> | (9b) |
| All Other | | <u> </u> | (9c) |
| | | <u>1,480</u> | (9) |
| 10. Total Expenditures (Sum of Lines 8 and 9) | \$ | <u>581,865</u> | (10) |

ADDITIONAL INFORMATION REQUIRED FROM SCHEDULE F

1. What percent of line 8 is attributed to salaries, wages, and benefits? 50 %

* If depreciation and amortization are not allocated to the various functional categories, report the full amount on this line.

IN-KIND CONTRIBUTIONS - SERVICES AND OTHER INTANGIBLES
DONATED PROGRAMS

Echoes APR	52 Hours	\$ 281.00
Cleveland Orchestra WCLV	Year	3,143.41
Detroit Symphony WCLV	½ Year	1,326.42
Orchestre de Paris	¼ Year	366.67
All Things Considered NPR	Year	6,582.00
Chicago Symphony WFMT	Year	3,980.00
Creole Gumbo Radio Show	Year	565.00
Manic Depression	One Show	420.00
Morning Edition NPR	Year	8,309.00
Hearts of Space		362.00
Performance Today NPR	Year	3,025.00
Weekend ATC NPR	Year	2,573.00
Weekend Edition Sat NPR	Year	3,142.00
Weekend Edition Sun NPR	Year	2,790.00
United Airlines Presents Live WFMT	½ Year	2,758.50
Bluegrass Awards Show	One Program	<u>39.00</u>
		<u>\$39,663.00</u>

KENTUCKY INSTITUTE FOR INTERNATIONAL STUDIES

OPERATED BY MURRAY STATE UNIVERSITY

REPORT TO MANAGEMENT

October 31, 1993

COOPER
& LYONS

Coopers
& Lybrand

certified public accountants

December 9, 1993

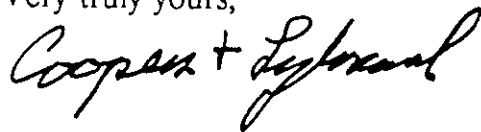
Board of Regents
Murray State University
and
Board of Directors
Kentucky Institute for
International Studies

In planning and performing our audit of the financial statements of the Kentucky Institute for International Studies ("KIIS"), operated by Murray State University (the "University"), for the year ended October 31, 1993, we considered the KIIS internal control structure in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements. Although our audit was not designed to provide assurance on the internal control structure, we noted certain matters involving the internal control structure and its operation, and are submitting for your consideration related recommendations designed to help KIIS make improvements and achieve operational efficiencies. Our comments reflect our desire to be of assistance to KIIS.

The accompanying comments and recommendations are intended solely for the information and use of the Board of Regents of Murray State University, the Board of Directors of KIIS, management, and others within the organization. However, the accompanying comments and recommendations are a matter of public record and distribution is not limited.

We would like to acknowledge the courtesy and assistance extended to us by KIIS personnel. If you have any questions or desire additional information or assistance regarding the attached comments, please contact us.

Very truly yours,



HSS:scr
SWC

CONTENTS

<u>Recommendations:</u>	<u>Pages</u>
1. Financial Activity Should Be Recorded on an Automated System	1
2. Ledgers Should Be Reconciled on a Timely Basis	1
3. Documentation and Control of Certain Program Expenses Should Be Improved	1-2

1. Financial Activity Should Be Recorded on an Automated System:

We noted that KIIS financial activity was recorded using a manual system with entries not always being posted on a timely basis. In some instances activity was not being recorded until it was reflected on the University's ledgers.

We recommend that an automated system be established in order to record and track activity more efficiently and that all transactions be posted when incurred so as to allow for more timely and accurate interim financial information.

2. Ledgers Should Be Reconciled on a Timely Basis:

KIIS maintains a separate set of financial records; however, KIIS transactions are also recorded in the accounts of the University's accounting system. We noted that the KIIS ledgers were not reconciled to the University's records on a timely basis.

We recommend that priority be given to the timely reconciliation of the KIIS ledgers to the records of the University.

3. Documentation and Control of Certain Program Expenses Should Be Improved:

We noted that certain program expenses incurred while traveling abroad were often paid in cash. Such transactions present a greater possibility for the misuse of funds and in some instances result in inadequate documentation.

We recommend that the following steps be taken to lessen the reliance on cash transactions and consequently improve cash controls:

- Consider establishing local bank accounts in each country, and insist on the use of checks drawn on this bank account in any situation where they are accepted. Also consider providing credit cards to advisors to use in situations where local checks are not honored or establishment of local bank accounts is not feasible.
- Consider establishing maximum withdrawal limits to improve controls over cash.
- Reiterate, in writing, to all faculty advisors the policy that all cash deposited to these local bank accounts is considered a cash advance from the University which must be repaid to the extent that proper documentation cannot be provided supporting any expenditure for program activities.

Continued

3. Documentation and Control of Certain Program Expenses Should Be Improved,
continued:

- Consider prepaying as many expenses before arriving in the country as possible, attempt to arrange hotel accommodations, guided tours, etc. before departing on the program. This should reduce the amount of cash needed to be taken overseas, will ensure proper documentation and, in some instances, may provide cost savings to the program as better rates can often be arranged in advance.

KENTUCKY INSTITUTE FOR INTERNATIONAL STUDIES

Operated by Murray State University

REPORT ON AUDIT OF FINANCIAL STATEMENTS
AND SUPPLEMENTAL COMBINING SCHEDULE

for the year ended October 31, 1993

CONTENTS

	<u>Pages</u>
Report of Independent Accountants	1
Financial Statements:	
Balance Sheet	2
Statement of Revenue, Expenses and Changes in Fund Balance	3
Statement of Changes in Cash	4
Notes to Financial Statements	5
Supplemental Combining Schedule of Revenue and Expenses	6

REPORT OF INDEPENDENT ACCOUNTANTS

Board of Regents of
Murray State University
and
Board of Directors of
Kentucky Institute for
International Studies

We have audited the accompanying balance sheet of the Kentucky Institute for International Studies (operated by Murray State University) as of October 31, 1993, and the related statements of revenue, expenses and changes in fund balance and changes in cash for the year then ended. These financial statements are the responsibility of the University's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Kentucky Institute for International Studies as of October 31, 1993, and the results of its operations and its cash flows for the year then ended in conformity with generally accepted accounting principles.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental combining schedule of revenue and expenses on page 6 is presented for purposes of additional analysis, and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Coopers & Lybrand

Louisville, Kentucky
December 9, 1993

KENTUCKY INSTITUTE FOR INTERNATIONAL STUDIES

BALANCE SHEET, October 31, 1993

ASSETS

Current assets:

Cash	\$55,911
Accounts receivable	1,649
Equipment	<u>18,477</u>

Total assets	<u>\$76,037</u>
--------------	-----------------

Fund balance	<u>\$76,037</u>
--------------	-----------------

The accompanying notes are an integral
part of the financial statements.

STATEMENT OF REVENUE, EXPENSES AND CHANGES IN FUND BALANCE

for the year ended October 31, 1993

Revenue and support:	
Program fees	\$446,357
Consortium fees	15,750
Other revenue	<u>18,176</u>
Total revenue and support	<u>470,283</u>
Expenses:	
Program services:	
Student food and lodging	127,049
Student travel	162,196
Faculty expense	45,532
Other	<u>25,863</u>
	360,640
General and administrative	<u>65,844</u>
Total expenses	<u>426,484</u>
Excess of revenue over expenses	43,799
Fund balance, beginning of year	<u>32,238</u>
Fund balance, end of year	<u>\$ 76,037</u>

The accompanying notes are an integral part of the financial statements.

STATEMENT OF CHANGES IN CASH

for the year ended October 31, 1993

Sources of cash:	
Excess of revenue over expenses	<u>\$43,799</u>
Uses of cash:	
Increase in accounts receivable	1,649
Increase in equipment	<u>5,304</u>
	<u>6,953</u>
Increase in cash	36,846
Cash, beginning of year	<u>19,065</u>
Cash, end of year	<u>\$55,911</u>

The accompanying notes are an integral
part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

1. Background:

The Kentucky Institute for International Studies (KIIS) is a consortium comprised of the following member institutions: Murray State University (who operates the program), Eastern Kentucky University, Western Kentucky University, Morehead State University, Northern Kentucky University, University of Kentucky, Berea College, Union College, Transylvania College, and Bellarmine College. It was established in 1975 to organize and coordinate a group of summer study-abroad programs for students of the member institutions. The nonoperating member institutions pay an annual membership fee between \$1,000 and \$2,500 to KIIS.

2. Summary of Significant Accounting Policies:

Accrual Accounting:

The financial statements of KIIS have been prepared on the accrual basis of accounting.

Revenue:

Revenue for KIIS is generated primarily from program fees paid by participating students to cover their travel, housing and meal expenses while abroad, as well as administrative expenses incurred by KIIS.

Expenses:

The costs involved with the administration of the KIIS program, as well as the costs of executing the studies while abroad, are considered expenses of the KIIS program in the year in which they are incurred. Certain services including office space and administrative support are provided to KIIS by Murray State University (the University) at no charge. Consistent with the accounting policies of the University, no depreciation expense is recorded on KIIS equipment.

SUPPLEMENTAL COMBINING SCHEDULE OF REVENUE AND EXPENSES

for the year ended October 31, 1993

	<u>Austria- Bregenz</u>	<u>Austria- Salzburg</u>	<u>France</u>	<u>Germany</u>	<u>Italy</u>	<u>Mexico</u>	<u>Spain</u>	<u>Home Office</u>	<u>Total Program</u>
Revenue:									
Student revenue	\$ 82,951	\$53,575	\$56,917	\$56,156	\$56,694	\$ 55,377	\$ 84,687		\$446,357
Management fee	(11,090)	(7,040)	(6,170)	(8,450)	(8,250)	(12,040)	(12,060)	\$65,100	
Consortium fees								15,750	15,750
Other revenue								8,176	8,176
Net revenue	<u>71,861</u>	<u>46,535</u>	<u>50,747</u>	<u>47,706</u>	<u>48,444</u>	<u>43,337</u>	<u>72,627</u>	<u>89,026</u>	<u>470,283</u>
Program expenses:									
Student food and lodging	19,216	13,932	17,962	10,494	18,475	16,355	30,615		127,049
Student travel	34,416	22,992	23,826	21,582	15,404	17,804	26,172		162,196
Faculty expense	12,733	4,762	6,556	4,655	5,078	2,686	9,062		45,532
Other	<u>4,355</u>	<u>876</u>	<u>1,130</u>	<u>7,062</u>	<u>2,479</u>	<u>5,775</u>	<u>4,186</u>		<u>25,863</u>
Total program expenses	<u>70,720</u>	<u>42,562</u>	<u>49,474</u>	<u>43,793</u>	<u>41,436</u>	<u>42,620</u>	<u>70,035</u>		<u>360,640</u>
Administrative expenses:									
Salary and remuneration of directors								44,845	44,845
Other general and administrative expenses								20,999	20,999
Total administrative expenses								<u>65,844</u>	<u>65,844</u>
Total expenses	<u>70,720</u>	<u>42,562</u>	<u>49,474</u>	<u>43,793</u>	<u>41,436</u>	<u>42,620</u>	<u>70,035</u>	<u>65,844</u>	<u>426,484</u>
Excess for the year	<u>\$ 1,141</u>	<u>\$ 3,973</u>	<u>\$ 1,273</u>	<u>\$ 3,913</u>	<u>\$ 7,008</u>	<u>\$ 717</u>	<u>\$ 2,592</u>	<u>\$23,182</u>	<u>\$ 43,799</u>

The accompanying notes are an integral part of the financial statements.

REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

President Ronald J. Kurth
Murray State University

We have audited the financial statements of Murray State University (the "University") and Murray State Foundation, Inc. (the "Foundation") as of and for the year ended June 30, 1993, and have issued our unqualified reports thereon dated September 16, 1993 and August 31, 1993, respectively. At your request, we have also applied certain agreed-upon procedures, as discussed below, to the accounting records and systems of internal accounting control of the University and the Foundation as of June 30, 1993, solely to assist the University in complying with NCAA Bylaw 6.2.3.1. It is understood that this report is solely for your information and is not to be referred to or distributed for any purpose to anyone who is not a member of management of the University, the Foundation or an authorized representative of the National Collegiate Athletic Association. Our procedures and findings are as follows:

Combined Statement of Current Revenues and Expenditures - Agreed-Upon Substantive Procedures:

- a) We obtained a schedule of athletic department revenues and expenditures for the University for the year ended June 30, 1993, as prepared by accounting personnel. We recalculated the addition of the amounts on the schedule, traced the amounts on the schedule to the supporting worksheets prepared by accounting personnel and agreed the amounts on the worksheets to the appropriate accounts in the University's general ledger. We noted no differences between the amounts on the general ledger and the amounts on the worksheets. We discussed the nature of the worksheet adjustments with accounting personnel and are satisfied the adjustments are appropriate.
- b) We obtained from Foundation personnel a schedule of expenses made on behalf of the athletic program by the Foundation. We recalculated the addition of the amounts on the schedule, noting no exceptions.
- c) We obtained a reconciliation of total restricted expenses for Student Services to total expenses made on behalf of the athletic program as prepared by Foundation personnel. We agreed the amount of total restricted expenses for Student Services to the Statement of Current Funds Revenues, Expenditures and Other Changes in the Foundation's audit report for the year ended June 30, 1993. We agreed the amounts of the reconciling items to the specified general ledger accounts, discussed the nature of such items with Foundation personnel and determined that the reconciling items are appropriate. We agreed the amount of total expenses made on behalf of the athletic department to the schedule obtained in procedure (b). No exceptions were noted.

- d) We determined through inquiry of Foundation personnel that the Foundation maintains the accounting records of the Racer Athletic Association (which we were informed by Foundation personnel is the University's only booster organization) and accordingly determined that the activity of the Racer Athletic Association was included in the schedule obtained in procedure (b).
- e) We obtained the accompanying Combined Statement of Current Revenues and Expenditures for the year ended June 30, 1993 (Exhibit I) from accounting personnel. This statement represents the combined athletic program revenues and expenditures of the University and the Foundation and was compiled from the schedules obtained in procedures (a) and (b) above. We recalculated the addition of the amounts on the statement and recalculated the amounts based on the aforementioned schedules.
- f) We obtained the accompanying Statement of Changes in Athletic Program Fund Balance of Murray State University Foundation, Inc. for the year ended June 30, 1993 (Exhibit II) from accounting personnel.

We traced the totals to a supporting worksheet obtained from Foundation personnel and agreed the amounts on the worksheet to the appropriate accounts in the Foundation's general ledger. We noted no differences between the amounts in the general ledger and the amounts on the worksheet.

- g) We determined through inquiry of accounting personnel that it is the University's policy that expenditures for the athletic program are subject to the same budgetary controls as other institutional expenditures.

The athletic program had net expenditures over the budget of approximately \$113,000 for the year ended June 30, 1993 and \$302,000 for the year ended June 30, 1992, per the revised budgets provided to us by accounting personnel.

Because the above procedures do not constitute an audit made in accordance with generally accepted auditing standards, we do not express an opinion on any of the accounts or items referred to above. In connection with procedures referred to above, however, no matters came to our attention that caused us to believe that the specified accounts or items should be adjusted. Had we performed additional procedures or had we performed an audit of any financial statements of the intercollegiate athletic department of the University in accordance with generally accepted auditing standards, matters might have come to our attention that would have been reported to you. This report relates only to the accounts and items specified above and does not extend to the financial statements of the University, the Foundation or the University's intercollegiate athletic department taken as a whole.

Internal Accounting Controls Related to Intercollegiate Athletics - Agreed-Upon Procedures:

The management of the University and the Foundation are responsible for establishing and maintaining systems of internal accounting control. In fulfilling this responsibility, estimates and judgments by management are required to assess the expected benefits and related costs of control procedures. The objectives of a system of internal accounting control are to provide management with reasonable, but not absolute, assurance that assets are safeguarded against loss from unauthorized use or disposition, and that transactions are executed in accordance with management's authorization and recorded properly to permit the preparation of financial statements in accordance with generally accepted accounting principles.

Because of inherent limitations in any system of internal accounting control, errors or irregularities may occur and not be detected. Also, projection of any evaluation of the system to future periods is subject to the risk that procedures may become inadequate because of changes in conditions, or that the degree of compliance with the procedures may deteriorate. Our procedures and findings are as follows:

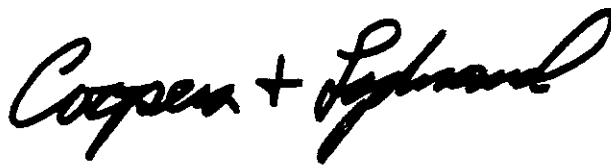
- h) We selected 20 cash disbursements for the athletic department of the University and performed the following procedures:

We obtained the invoice package for each disbursement and noted that the invoice agreed to the purchase order. We also examined each invoice for evidence of receipt of goods or services (where applicable) and noted the invoice was properly approved for payment. We agreed the amount per the invoice to the amount per the purchase order and noted the account distribution was reasonable and the respective check had been properly canceled. No exceptions were noted.

- i) We made certain inquiries of management and personnel regarding control consciousness, competence of personnel and protection of records and equipment. The control procedures relative to the intercollegiate athletic department are the same as those utilized by the University.
- j) We reviewed the report to the management of the University and the Foundation regarding recommended improvements in internal controls in connection with the audit for the year ended June 30, 1993. We noted no comments that would indicate necessary changes in the Foundation's accounting for expenses made on behalf of the athletic program.

President Ronald J. Kurth - 4

Agreed-upon procedures (h) through (j) applied to certain aspects of the University's and the Foundation's systems of internal accounting control were more limited than would be necessary to express an opinion on the systems of internal accounting control taken as a whole. Because our study and evaluation was limited to applying agreed-upon procedures (h) through (j) to certain aspects of the systems of internal accounting control, we do not express an opinion on whether the systems of internal accounting control of the University and the Foundation in effect for the year ended June 30, 1993, taken as a whole, were sufficient to meet the objectives stated above.

A handwritten signature in black ink, reading "Coopers + Lybrand". The signature is written in a cursive, flowing style.

Louisville, Kentucky
December 20, 1993

MURRAY STATE UNIVERSITY ATHLETIC PROGRAM
COMBINED STATEMENT OF CURRENT REVENUES AND EXPENDITURES
for the year ended June 30, 1993

	<u>Football</u>	<u>Basketball</u>	<u>Other Sports</u>	<u>Non-Program Specific</u>	<u>Total</u>
Current revenues:					
Ticket sales	\$ 42,111	\$ 155,264	\$ 2,159	\$ 4,299	\$ 203,833
Concessions				67,370	67,370
Programs				15,667	15,667
Student activity fees				305,002	305,002
Support provided by Murray State University Foundation, Inc.	53,732	110,643	49,213	34,848	248,436
Guarantees		35,000	1,600		36,600
Tournament revenue		32,716			32,716
NCAA revenue distribution				120,269	120,269
Other revenue	<u>1,560</u>	<u>29,721</u>	<u>9,057</u>	<u>6,481</u>	<u>46,819</u>
Total current revenues	<u>97,403</u>	<u>363,344</u>	<u>62,029</u>	<u>553,936</u>	<u>1,076,712</u>
Current expenditures:					
Salaries and benefits	445,903	203,927	360,460	334,813	1,345,103
Films, books and subscriptions	2,247	2,571	1,169	2,344	8,331
Travel:					
Recruiting	5,785	23,546	14,314		43,645
Team	25,983	91,460	84,784	6,706	208,933
Other	4,771	8,316	4,100	2,961	20,148
Financial aid	384,917	109,476	428,359	24,279	947,031
Athletic subsistence	37,871	10,175	8,235	8,703	64,984
Maintenance and administration	1,311	227	180	3,866	5,584
Equipment purchases	30,046	16,077	46,856	20,338	113,317
Athletic medical expense				17,736	17,736
Athletic officials	16,089	17,778	13,107	8,749	55,723
Athletic guarantees	17,000	10,800	1,794		29,594
Miscellaneous expense	7,836	36,922	13,448	14,823	73,029
Association dues				21,000	21,000
Entertainment and promotions			770		770
Publicity				9,854	9,854
Car leases	452		694	325	1,471
Insurance		1,714		25,435	27,149
Office equipment and supplies	4,437	5,137	5,694	27,432	42,700
Concession food resale				<u>18,691</u>	<u>18,691</u>
Total current expenditures	<u>984,648</u>	<u>538,126</u>	<u>983,964</u>	<u>548,055</u>	<u>3,054,793</u>
Revenues over (under) expenditures	<u>\$(87,245)</u>	<u>\$(174,782)</u>	<u>\$(921,935)</u>	<u>\$ 5,881</u>	<u>\$(1,978,081)</u>

Note: Complimentary tickets totaling \$32,141 were provided to other University departments for the use of University guests, student recruits, and administrative use. These tickets have not been recorded as revenue above, nor were they charged to other University departments.

MURRAY STATE UNIVERSITY FOUNDATION, INC.
 STATEMENT OF CHANGES IN ATHLETIC PROGRAM FUND BALANCE
 for the year ended June 30, 1993

<u>Beginning Athletic Fund Balance</u>	<u>Cash Receipts</u>	<u>Contributions to or in Behalf of Program (1)</u>	<u>Transfers (2)</u>	<u>Ending Athletic Fund Balance</u>		
				<u>Deficit</u>	<u>Available for Future Use (3)</u>	<u>Total</u>
\$86,186	\$252,122	\$(248,436)	\$4,510	\$(92,493)	\$186,875	\$94,382

- (1) Contributions to or in behalf of the University's athletic program have been included as revenues and expenditures in Exhibit I.
- (2) Transfers are from the Current Unrestricted Fund.
- (3) Fund balance available for future use consists of certain endowments, the principal of which cannot be expended. However, subject to the terms of the endowments, the income from investing the principal is available for support of the applicable athletic program.

NOTE: The above amounts are included in and derived from the Current Restricted Fund and the Endowment Funds related to the Murray State University Athletic Department.