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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 17, 1988

The Board of Regents of Murray State University met February 17, 1988, for the winter quarterly meeting in the Capital Plaza Hotel, Frankfort, Kentucky. The meeting was called to order at 8:45 a.m., E.S.T., by Chairman William E. Beasley. Dr. Robert Ramsey gave the invocation.

Upon call of the roll, the following members answered present: Mr. William E. Beasley, Dr. James Hammack, Dr. Billy G. Hurt, Mr. Willie R. Kendrick, Mrs. Irma LaFollette, Mr. Frank Nichols, Mrs. Virginia Strohecker, and Mr. Waitman Taylor. Absent were Mr. Robert C. Carter and Mr. Chris McNeill. The Chairman stated a quorum was present to conduct business.

Present for the meeting were Dr. Kala M. Stroup, President of the University; Mrs. Patsy R. Dyer, Secretary of the Board; Interim Vice President for Finance and Administrative Services and Treasurer of the Board Dr. Robert Ramsey; Vice President for Academic Affairs Dr. James Booth; Vice President for University Relations and Development Dr. David Perrin; Assistant to the President Dr. Lanette Thurman; Assistant to the President and Affirmative Action Officer Dr. Lewis Liddell; Director of Alumni Affairs Donna Herndon; Dean of Admissions and Records Phil Bryan; Director of Accounting Services David Whitmire; Mrs. Sandra Rogers; Bill Bartleman of The Paducah Sun; Lisa Jackson of The Murray State News; Anita Bugg of WNBS in Murray; and Director of Information and Public Services Dwain McIntosh.

Chairman Beasley praised Sally McKenney for her presentation before the Rally for Higher Education and stated she is a fine representative of the Murray State University Students.

Agenda

The following agenda was presented for the meeting:

AGENDA
MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
February 17, 1988
8:30 a.m.
Frankfort, Kentucky

1. Roll Call
2. Introduction of Willie Kendrick
3. Minutes of the Meeting of the Board of Regents held November 17, 1987
4. Report of the President Dr. Stroup
5. Report of the Chairman Mr. Beasley
6. Report of the Treasurer Dr. Ramsey
(Financial and Investment Reports for 7/1/87--12/31/87)
7. Report of the MSU Alumni Association Mrs. Donna Herndon
8. Personnel Changes Dr. Stroup
 - A) Recommendation on Executive Secretary to President and Secretary of Board of Regents
 - B) Resignations and Terminations for period August 1 - December 32, 1987
 - C) New Employment for period August 1 - December 31, 1987
 - D) Salary Roster effective January 1, 1988
 - E) Leaves of Absence without Pay
 - F) Sabbatical Leaves
9. Report of Dean of Admissions and Records Dr. Stroup
(December 1987 Graduates)
10. Policy and Guidelines on Educational Business Dr. Stroup
Activities
11. Discussion of Possible Earnings Tax in the City Dr. Stroup
of Murray
12. Committee Reports/Recommendations
 - A) Academic Affairs Mr. Taylor
 - (1) Departmental name changes:
 - (a) Sociology and Anthropology to
Sociology, Anthropology, and Social Work

- (b) Mathematics to Mathematics and Statistics
- (c) Political Science and Legal Studies to
Political Science, Criminal Justice and
Legal Studies
- B) Athletic Dr. Hammack
 - (1) Summary from OVC and NCAA meetings
 - (2) Report on Athletic Expenditures
- C) Buildings and Grounds Mr. Carter
- D) Development/Investment Dr. Hurt
- E) Faculty/Staff Affairs Dr. Hurt
- F) Finance/Audit Mr. Nichols
 - (1) Audit Report for 1986-87
 - (2) Engagement of Arthur Andersen & Co. as
auditors for the 1987/88 fiscal year
 - (3) Consolidated Education Repair and
Renovation Fund Projects
- G) Student Life Mr. McNeill
- 13. Resolution of Appreciation Mr. Beasley
 - Wendell Lynch
- 14. Election of Vice Chairman Mr. Beasley
- 15. Discussion of State's revenue shortfall and Dr. Stroup
 - Biennial Budget projections
 - A) Review of Murray State's losses during 1987/88
 - B) Letter from Michael Harreld, Chairman, Council
on Higher Education, to Governor Wallace Wilkinson
 - C) Update on Governor's Proposed Budget
- 16. Report on Desegregation Goals Dr. Lewis Liddell

Introduction of Willie R. Kendrick

Chairman Beasley introduced and welcomed Willie R. Kendrick to the Board.

On December 7, 1987, Governor Martha Layne Collins appointed Willie R. Kendrick, Hopkinsville, Kentucky, as a member of the Murray State University Board of Regents for a four-year term expiring August 8, 1991. Mr. Kendrick replaced Wendell A. Lynch whose term had expired. On December 17, 1987, Mr. Kendrick was administered the Oath of Office and participated in an orientation session for the new member.

Minutes of the Meeting of the Board held November 17, 1987, Approved

Mr. Nichols moved that the minutes of the meeting of the Board of Regents held on November 17, 1987, be approved as received. Mrs. Strohecker seconded and the motion carried.

Audited Financial Statements for 1986-87 Presented

Mr. Gerald L. Von Deylen and Mr. Donald C. Moore of Arthur Andersen & Co. of Louisville presented the Audited Financial Statements for 1986-87 and the attached "Discussion Material" including the Management Recommendation Letter.

Mr. Von Deylen and Mr. Moore presented orally highlights of the reports, stating "We have rendered an unqualified opinion on the financial statements of Murray State University as of June 30, 1987 and for the year then ended."

Mr. Taylor congratulated everyone for the success of the audit.

(See Attachment #1, Discussion Material)

Report of the President

President Stroup thanked the Board for attending the luncheon and discussion yesterday with West Kentucky Legislators and for attending and supporting the Higher Education Rally. She presented the attached report and briefly highlighted it, stating that

1. On December 10, bids were let on Phase I of the Industry and Technology Building with Crouch Construction Company being the successful bidder and that digging at the baseball field has begun.

2. In November, liability insurance coverage was obtained. David Whitmire and Jim Cofer had worked on that for quite some time. You will note the considerable difference in the policy premium before and the present cost. To insure protection, it is important to have all policies and procedures in effect.

3. The legal action against Murray State brought by the Department of Natural Resources and Environmental Protection, which had to do with asbestos removal in Swann Hall, has been dismissed.

4. Attention is called to the report of the School - University Collaborative Services. There are over 225 individual projects with school systems throughout West Kentucky. All faculty across the University increased efforts to work with the school systems in our area and this report is testimony to the extent to which they perform those valuable services. Please congratulate them; it is above the normal set of responsibilities in a department.

5. Regent Bob Carter, Vice President Perrin and I recently met with over 100 University employees in the Hopkinsville area. With the Breathitt Veterinary Center and Fort Campbell program, the University has a large number of employees in Hopkinsville. We had never brought them together and made an extensive effort to make them a part of the campus. We will begin to bring employees who work a distance from the campus to campus. We also have spent time at Fort Campbell in solidifying our relationships there.

6. Attachment B in your packet is a statement on the part of the Paducah Leadership group about dreams for higher education in Paducah. Some members of the Board joined the group about two weeks ago for a meeting in Paducah with the leaders of the community, higher education individuals, and a consultant from the Florida State campus in Panama City.

7. The Cabinet continued with strategic planning in January. Penny Wade, who is now with AASCU, joined us and we reviewed Murray State's accomplishments against some of the national reports. In many areas that have been recommended for quality institutions, Murray State is in the forefront in initiatives from outcomes assessment to agreements with other universities to off-campus delivery to the adult learner.

8. Enrollment this spring semester is up 4.5%.

9. The University has donated the scoreboard from the old baseball field to Murray High School.

10. Included in your packet is an outline of activities of the President, the listing of upcoming events for your calendars, copies of editorials and letters regarding the Governor's budget, the publication of the Bicentennial Celebration of the Constitution, recruitment and retention information, and various news clips.

11. The Center for Ecosystems Studies has initiated six new Kentucky Lake research projects: a) a joint venture with TVA to control the rapid spread of "millfoil," a fast growing weed found in area lakes and considered a nuisance, b) a project with TVA to determine specific characteristics of populations of channel and blue catfishes in Kentucky Lake, c) an examination of the factors affecting the Lake's production of fishes born within the current year, d) a study of the relationship between freshwater mussel production and varying environmental factors, e) a determination of the lake's redox boundaries (areas near the lake bottom where the concentration level of oxygen in the water changes dramatically), and f) a database management/georeferenced computer system that stores information about the Lake and its surrounding environment.

(See Attachment #2)

Report of the Chairman

Chairman Beasley stated no report from the Chairman.

For the record, committee assignment changes are:

Athletic	add Willie Kendrick
Faculty/Staff Affairs	Chairman Billy Hurt
Student Life	add Willie Kendrick

Report of the Treasurer

Dr. Ramsey presented the attached Financial and Investment Reports for the period July 1, 1987, through December 31, 1987, and called for questions. There being no questions, the reports were accepted.

(See Attachment #3)

Report of the Alumni Association

For the President of the MSU Alumni Association, Director of Alumni Affairs Donna Herndon presented the Association's report.

Mrs. Herndon reminded the Regents that the Alumni Banquet is scheduled for April 30, with a reception at 6:00 p.m., and dinner at 7:00 p.m. She stated that Jeff Green of Mayfield was elected Vice President of the Alumni Association for 1988-89, that recipients of this year's Golden Horseshoe Awards will be J. William (Bill) Carneal, Mrs. Lochie Hart, George R. "Scrappy" Sheridan, Dr. Richard H. Stout, and Governor Harry Lee Waterfield, and that this year's Distinguished Alumnus Awards will go to Dr. Wanda Bigham, President of Marycrest (Iowa) College; Dr. Doug Harris, Vice President of Knight-Ridder, Inc., Miami; and Dr. Frank Miller, Professor and Chairman, Department of Obstetrics & Gynecology, University of Arkansas.

Mrs. Herndon stated that President Fred Schultz has sent letters to legislators and alumni regarding the State's revenue shortfall and funding for higher education. She thanked Regent Hurt for his hospitality to the Frankfort Alumni Chapter and the MSU Chamber Choir. She reported that the Association contributed \$1,000 to pay student expenses to the Higher Education Rally in Frankfort and that the Association will be awarding \$80,000 plus in scholarships within the next few weeks.

For the Board, Chairman Beasley thanked the Alumni Association for contributing the \$1,000 for student expenses.

Sandra Rogers appointed Executive Secretary to President

President Stroup introduced Sandra Rogers and recommended her appointment as Executive Secretary to the President. She stated Mrs. Rogers was employed as Executive Secretary to the Vice President for University Relations and Development and she has approximately 20 years experience at Murray State. The President reported that Mrs. Rogers holds the B. S. in Business Education from Murray State and has done graduate work toward the Master's.

Mrs. LaFollette moved that the Board approve the appointment of Sandra M. Rogers as Executive Secretary to the President of Murray State University effective February 8, 1988, at an annual salary of \$21,000. Mr. Nichols seconded and the following voted: Dr. Hammack, yes; Dr. Hurt, yes; Mr. Kendrick, yes; Mrs. LaFollette, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

Dr. Lewis L. Bossing appointed Interim Chair of the Department of Elementary and Secondary Education

President Stroup stated that Dr. Truman Whitfield, current Chair of the Department of Elementary and Secondary Education, has requested that he be permitted to step down as chair and return to full-time teaching. She recommended that Dr. Lewis Bossing be appointed Interim Chair of the Department, stating that Dr. Bossing holds the B. A. and M. S. from Kansas

State Teachers College and the Ph.D. in Education and Psychology from George Peabody College of Vanderbilt University and that Dr. Bossing has been a member of the Murray State faculty since 1975.

Dr. Hammack moved that the Board approve the appointment of Dr. Lewis L. Bossing, Professor of Education, as Interim Chair of the Department of Elementary and Secondary Education, effective July 1, 1988. Mrs. Strohecker seconded and the motion carried unanimously.

Personnel Changes, Approved

President Stroup called for questions on Items 8 C-G.

Dr. Hammack moved that the Board approve the attached actions listed as c) Resignations/Terminations August 1, 1987 - December 31, 1987, d) New Employment August 1, 1987 - December 31, 1987, e) Salary Roster effective January 1, 1988, f) Leaves of Absence without Pay, and g) Sabbatical Leaves. Mrs. LaFollette seconded and the following voted: Dr. Hammack, yes; Dr. Hurt, yes; Mr. Kendrick, yes; Mrs. LaFollette, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

(See Attachments #4)

Report of the Dean of Admissions and Records, Approved

President Stroup presented the Report of the Dean of Admissions and Records, listing those individuals who have applied for degrees effective December 16, 1987.

Mr. Nichols moved that upon completion of all requirements, individuals recommended by the Dean of Admissions and Records be awarded the respective degree effective December 16, 1987. Mrs. LaFollette seconded and the motion carried unanimously.

(See Attachment #5)

Policy and Guidelines on Educational Business Activities, Approved

President Stroup stated growing concerns have been expressed that institutions of higher education unfairly compete with the nation's small businesses and that within the past year these concerns have been the subject of congressional hearings by the Subcommittee on Oversight of the House Ways and Means Committee and of meetings of the General Assembly's Special Task Force on Small Business. She added that over the years, Murray State has tried to be sensitive to potential concerns of the neighboring business community. We feel that the University's past record in this regard is a positive one; however, this policy is recommended as further evidence of the University's commitment to recognizing its responsibility when educational business activities are created and operated to serve the campus community.

Dr. Stroup reported that the National Association of College and University Business Officers proposed a similar statement for guidelines, that we have reviewed the U. K. statement, and that this statement has been reviewed by our attorney.

Mr. Nichols moved that the following Policy and Guidelines on Educational Business Activities be approved. Mr. Taylor seconded and the motion carried unanimously.

Policy and Guidelines on Educational Business Activities

The mission of Murray State University encompasses, but is not limited to, the functions of instruction, research, and public service. The functions referred to hereinabove necessitate support efforts in varying degrees. University decisions relating to education-related activities are designed to meet the needs of students, faculty, staff, and members of the public. The University often finds it desirable and/or necessary to charge fees in connection with goods and services that enhance, promote or support its activities.

Educational business activities shall be established and carried on pursuant to the policy of the University as expressed in its rules and regulations together with contractual understandings. Further, it is expressly understood that the University operates under the overall guidance of applicable federal and state law.

Each educational business activity shall take into consideration the following:

- a. The activity is deemed to be directly related to the fulfillment of the University's educational research, public service and campus support functions together with any other educational functions not specifically stated. The profit motive shall not be the primary consideration in a decision to engage in an educational business activity.
- b. The activity is needed to provide goods or services deemed necessary and/or desirable by the University at a reasonable price, on reasonable terms, and at a convenient location and time.
- c. The activity is carried out for the primary benefit of the campus community but with sensitivity to the total community.

Report on Possible Earnings Tax in Murray

President Stroup distributed to the members the attached report regarding a possible earnings tax in Murray for information.

(See Attachment #6)

Meeting Recessed

Chairman Beasley announced the Board would take a brief recess. The recess began at 9:55 a.m. and the meeting reconvened at 10:05 a.m.

Committee Reports and Recommendations

A. Academic Affairs - Dr. Booth

Dr. Booth reviewed the requested departmental name changes and stated that each department believes the respective name change will more accurately reflect the departmental course offerings and its service role. President Stroup stated she concurred with the recommendations.

Mr. Taylor moved that the Board approve name changes for the following academic departments effective July 1, 1988:

Department of Sociology and Anthropology
be changed to the
Department of Sociology, Anthropology and Social Work
Department of Mathematics
be changed to the
Department of Mathematics and Statistics

Department of Political Science and Legal Studies
be changed to the
Department of Political Science, Criminal Justice and Legal Studies

Mr. Nichols seconded and the motion carried unanimously.

B. Athletics - Dr. Perrin

Dr. Perrin reviewed the attached NCAA and OVC legislative programs and reports on Intercollegiate Athletic revenue and expenditures.

(See Attachments #7)

Dr. Hurt stated he felt for some reason the NCAA and the OVC skirt the issue of taking a strong position with regard to drugs. NCAA legislation deals with a voluntary program. He asked are there constitutional reasons why the NCAA and the OVC cannot write into its bylaws that upon violation a student would be barred from participating in intercollegiate athletics? If that can be done, he stated he found it difficult to understand why there is a reluctance to do it.

Dr. Perrin responded stating that in his opinion the NCAA has been aggressive in its approach to drug usage by athletes and cited that test results have indicated there is very little drug usage by athletes when compared to the student body in general. He further stated that constitutionally, the problem with Conference rules, institutional rules, and NCAA legislation is anytime one class of people is declared different from the general student body, you are on thin ice. Therefore, institutions and conferences have been reluctant to introduce and implement broad-based mandatory testing programs.

Dr. Hammack expressed appreciation for this approach to accounting of expenditures and stated it determines precisely what the cost of athletic programs are. The Athletic Commission did the rational thing when it set up guidelines for athletic expenditures. At the same time, the guidelines have increased dramatically, a big leap in the last couple of years. He stated he thought it is important when the Board makes additions to athletic expenditures that it be fully aware of the impact that has on the guidelines for athletic expenditures. Dr. Hammack recommended that every time recommendations are made to the Board for a new position or funding for new programming in athletics that the Board be given data of what that will do to the guidelines for athletic expenditures.

Dr. Hammack observed that the Board's Athletic Task force looked at two sides of budget problems with athletics. One was expenditures; the other was to emphasize the need to increase athletic revenues. In looking at the athletic revenue for 1985, 1986, and 1987, it appears that efforts have been unsuccessful; it seems greater attention needs to be paid to the revenue side.

Chairman Beasley stated that the recommendation that the Board looks at expenditures on the basis of what the guidelines state is a very good one.

Dr. Perrin stated that we are beginning to use the Commission report more as a proactive rather than reactive document, that when we do bring recommendations to the Board, we do state what impact that would have on the guidelines as well as what impact it will have on expenditures and revenue. He reported regarding the revenue questions that we are hit by declining ticket sales, that we have improved our ticket procedures, that we have not had the attendance we would have liked, and that we are attempting to do a better job of promoting ticket sales. He pointed out that student activity fee revenue for 1984-85 is listed \$166,000. That was what we thought we should be receiving; it drops to \$108,000 in 1985-86. For 1985-86, we reported a lower Activity Fee level due to the difference between what had been approved in 1982-83 and what had actually been implemented. This had nothing to do with student activity fee collections; it simply was our own reporting procedures. In 1987-88, that student activity fee revenue will be approximately \$175,000 because of changes in the fee the Board has made.

Mr. Taylor stated the Board needs to be aware that the Prichard Committee recommended that athletics stand on its own and that if this recommendation surfaces, it should be made known that Murray State is not in a major metropolitan area as is U.K. and the University of Louisville.

c. Finance/Audit - Mr. Nichols

For the Finance/Audit Committee, Mr. Nichols recommended the Board accept the Audited Financial Statement for 1986-87, and that the Minutes so reflect the acceptance.

(See Attachment #8)

Mr. Nichols moved that the Board engage Arthur Andersen and Company as auditors for the 1987-88 fiscal year financial statements, provided the President of the University and Arthur Andersen and Company can reach

agreement on the fees, work schedule, and approach for this audit. Mr. Taylor seconded and the following voted: Dr. Hammack, yes; Dr. Hurt, yes; Mr. Kendrick, yes; Mrs. LaFollette, yes; Mr. Nichols, yes; Mrs. Strohecker, yes; Mr. Taylor, yes; and Mr. Beasley, yes. Motion carried.

Mr. Nichols moved that the Board approve the expenditure of \$139,300 from the University's Consolidated Education Repair and Renovation (CERR) Fund, so that work on the projects listed below may be undertaken on a priority basis before the end of fiscal year 1988:

1.	Replacement/Repair of Stewart Stadium Field Lighting	\$100,000
2.	Exposition Center Repairs	11,000
3.	Clean, waterproof and paint General Services Building	15,000
4.	Asbestos Removal from Gatlin House	5,000
5.	OSHA Hazard Communication Standard Implementation	8,300

Mrs. LaFollette seconded.

Mr. Nichols stated that several years ago the Board established the CERR Fund to repair and renovate facilities on campus and that it is expected between \$450,000 - \$500,000 depending on interest rates will be generated this year. He reported that the Governor's budget for 1988-90 does not include any state funding for the Capital Construction projects approved by the Board on June 22, 1987, and that the University will proceed with these projects based on urgency and availability of CERR funds.

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

Resolution of Appreciation to Wendell A. Lynch

Mr. Nichols moved and Dr. Hurt seconded that the following resolution of appreciation be printed and sent to Wendell Lynch. Motion carried.

WHEREAS, Wendell A. Lynch served as a member of the Murray State University Board of Regents from August 1983 through December 1987, and as Vice Chairman of the Board 1986-87 and 1987-88, and

WHEREAS, his dedicated service to the Board materially contributed to the improvement and advancement of the University in its efforts to serve the educational needs of the citizens of West Kentucky and the Commonwealth, and

WHEREAS, this service often required the sacrifice of valuable time and the contribution of many hours of difficult work, and

WHEREAS, he undertook significant responsibilities as Chairman of the Finance, Athletic, Faculty/Staff Affairs, and the ad hoc Insurance Committees, and

WHEREAS, his work as a leading citizen of Kentucky has brought honor to him and to the University he has so faithfully served.

NOW, THEREFORE, BE IT RESOLVED that the citizens of the Commonwealth through the Murray State University Board of Regents hereby express their grateful appreciation to Wendell Lynch for his dedicated service to the University and its students.

BE IT FURTHER RESOLVED that the Board wishes him continued prosperity, good health, and happiness in the coming years.

Robert C. Carter elected Vice Chairman

The Chairman reviewed nomination procedures for the office of Vice Chairman, and according to the Bylaws, the Secretary alphabetically called the roll for nominations. Mr. Nichols nominated Robert C. Carter for Vice Chairman of the Board of Regents. All other members passed. Dr. Hurt moved that the Board accept and approve the nomination of Robert C. Carter for Vice Chairman. Mrs. LaFollette seconded and the motion carried unanimously.

Discussion of State's Revenue Shortfall and Biennial Budget Projections

The attached documents were presented to the Board.

(See Attachment #9)

President Stroup presented the following analysis of the Governor's budget recommendation for Murray State University for 1988-89:

1987/88 Recurring Base	\$30,686,300	This year's appropriation including Center of Excellence
1987/88 KTRS	1,764,800	Same amount but bookkeeping change as this is first time the State Government has placed KTRS in our budget (This figure is what gives the impression that we have an increase.)
Debt Service Change	824,900	For I & T Building. Less than original estimate because of good bond rating and interest rate.
New Debt Service	104,300	For bonds for asbestos abatement projects
Total	\$33,380,300	

She stated that this provides no increases for utility or fixed costs—social security, insurance programs—and no salary increases.

For 1989-90:

1988/90 Recommendation	\$33,380,300	Base
Debt Service Change	4,000	
Formula Increase	1,155,300	To address increase in fixed cost; salary increases
Desegregation Plan	5,000	Increase
New Debt Service	104,200	Asbestos projects
Total	\$34,648,800	

She further stated that the 20% increase in appropriation reported in the last biennium included everything, and that by the time budget reductions were made, there was only 11%. For Murray State in 1986-87, the difference between our base budget and our appropriation was 5.4%. With the budget reductions, Center of Excellence, and special mandated programs, in 1986-87, there was 2.7% for salary increases. That was the year we gave 7.7% to faculty and 7% across the entire institution. When the Governor talks about tightening our belt, reordering priorities, and reallocations, that was done in 1986-87. Everything went into faculty and staff salaries. 2.7% stretched into 7% is a lot of belt-tightening and reordering, and that does not address fixed costs. 1987-88 is the same picture. Look at the original increase, take away the budget reductions and fixed costs, mandated

programs, then for discretionary use there is 2.7%. Murray State had to address fixed costs that year and still averaged across the entire system 4% in salary increases.

Since 1980, we have had no operating increases in any department. Since 1980 we have had \$5.5 million in reductions in our budgets. The State appropriated and then the State took away because the revenue was not there—\$5 million reduction in a State appropriation of between \$22 and \$27 million annually. Of that, \$3.9 million is recurring; permanent cuts; funds that we will never see again. We have been operating at a flat level since 1980. The General Assembly in the last session did give us a boost; we do not want to be unappreciative. But since that appropriation, was made we have had four budget reductions at Murray State. I think the University should be congratulated for management during these revenue shortfalls. The General Assembly appropriates based on projected revenue and when that revenue does not materialize, we do not receive the dollars.

The presidents have appeared before the House Appropriations and Revenue Budget Review Subcommittee and testified for almost four hours. Last week, we appeared before the Senate Appropriations and Revenue Committee, and tomorrow, we will be meeting with the Governor.

Suggestions made included a) take the message to Lions Clubs, Rotary Clubs, Chambers of Commerce, and other civic organizations, b) the Advocacy group who does not have a vested interest will be effective, c) write letters to local newspapers, and d) each Regents needs to see his/her representatives in the General Assembly.

Dr. Hammack stated that Board members certainly can contact individual legislators, but many legislators have told us that they are not going to the public to say money should be spent on higher education. It is up to us to convince the public of the University's needs. He added the best board in the world does not have the capability of doing that on a broad, public basis. However, every university in the State has a public information office and/or Department of Journalism and Communication. Each of those units has channels of forwarding information to the news media. There should be some way to enable Board members and supporters of higher education to get the message out.

Chairman Beasley pointed out that if Murray State's employees receive no salary increase and if the City of Murray passes an earnings tax, employees will have a net reduction in salary.

It was pointed out that a special legislative session was expected.

President Stroup and Chairman Beasley presented a draft resolution to the Board for consideration. Mr. Taylor moved that the resolution be refined and that the original be sent to the Governor with copies to members of the General Assembly, the Budget Director, and members of the Board of Regents. Mrs. Strohecker seconded and the motion carried.

Report on Desegregation Goals

Dr. Lewis Liddell, Assistant to the President and Affirmative Action Officer, distributed copies of the attached report and presented highlights of the report.

(See Attachment #10)

Executive Session

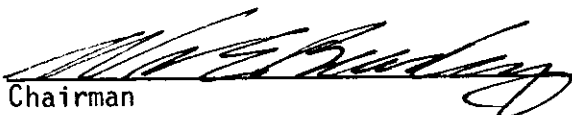
Mr. Nichols moved that the Board convene in Executive Session for the purpose of discussing a personnel matter. Mr. Taylor seconded and the motion carried. The Session began at 12:05 p.m.

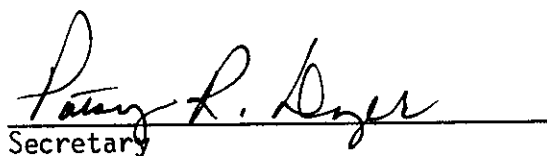
Meeting Reconvened

At 12:37 p.m., the Board reconvened in Public Session.

Meeting Adjourned

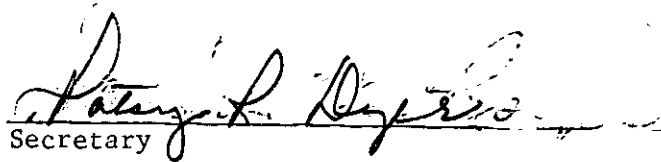
Mr. Nichols moved that the meeting be adjourned; Mrs. Strohecker seconded and the motion carried. Meeting adjourned at 12:38 p.m.


Chairman


Secretary

12.

This page is left blank due to the Attachments to the Minutes of the February 17, 1988, Board of Regents meeting.


Secretary

ARTHUR
ANDERSEN
& CO.

MURRAY STATE UNIVERSITY

DISCUSSION MATERIAL FOR MEETING
WITH THE BOARD OF REGENTS

FEBRUARY 17, 1988

ARTHUR ANDERSEN & CO.
LOUISVILLE, KENTUCKY

February 8, 1988

TO: MEMBERS OF THE BOARD OF REGENTS
OF MURRAY STATE UNIVERSITY

Attached is a booklet containing discussion material for the February 1988, meeting of the Board of Regents with representatives of our firm concerning the 1987 audit of Murray State University.

We welcome the opportunity to meet with the Board of Regents and to discuss the 1987 audit and other matters of interest to the Board. Accompanying me to this meeting will be Donald C. Moore. In addition to the materials contained herein, we would be pleased to discuss any questions or matters the Board would desire to cover.

Very truly yours,

ARTHUR ANDERSEN & CO.

By *Gerald L. Von Deylen*
Gerald L. Von Deylen

MURRAY STATE UNIVERSITY
MEETING WITH THE BOARD OF REGENTS
FEBRUARY 1988
AGENDA AND DISCUSSION OUTLINE

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II. JOB ARRANGEMENT LETTER/SUMMARY OF PROFESSIONAL HOURS	

I. RESULTS OF THE AUDIT

A. Auditors' Opinion

Notes

We have rendered an unqualified opinion on the financial statements of Murray State University as of June 30, 1987 and for the year then ended. This opinion was reached after our evaluation of the University's system of internal accounting control, the University's response during 1987 to the weaknesses noted in our prior examination, and the results of the completion of audit tests and procedures applied to certain recorded transactions occurring during the year. See Section II for additional comments on our 1987 audit approach.

B. Audit Adjustments

Two audit adjustments were proposed and discussed with management. Management agreed with these adjustments and they have been included in the financial statements and accounting records.

One adjustment was to record an investment in current funds at yearend in the amount of \$900,000. As discussed in our

management letter, this entry resulted from the combined effect of complicated accounting and recordkeeping and the failure to reconcile investment accounts to statements received from the depository at monthend.

The other adjustment was to increase the allowance for doubtful loans in loan funds by \$145,000. This refinement of the reserve for uncollectible loans resulted from a different approach in estimating the required reserve than that used in the past. Management agrees that this new approach is more appropriate and will follow it in future years.

C. Management Recommendation Letter

In accordance with generally accepted auditing standards, we performed a study and evaluation of existing internal accounting controls of Murray State University for the purpose of providing a basis for reliance thereon in determining the nature, timing, and

extent of the audit tests to be applied in connection with our work.

Our memorandum on accounting procedures, internal controls and other matters, dated January, 1988, has been delivered to the Board under separate cover.

In 1986, we reported that the University's system of internal accounting controls contained material errors with respect to the integrity of the general ledger and safeguarding of cash. We are pleased to report that our 1987 memorandum noted improvement in these areas.

During the past year, the University has continued its efforts to strengthen internal controls and improve financial reporting.

Although progress has been made, the benefits of the planned enhancements have not yet been realized and considerable effort is necessary to realize these benefits.

II. MATTERS CONSIDERED DURING THE AUDIT

A. Audit Approach

Notes

The overall objective of our examination is to issue a report expressing our opinion on the fairness of presentation of the financial statements taken as a whole.

In accumulating the support which is the basis of our conclusion as to the fairness of presentation of the financial statements, we must consider the potential for material errors or material irregularities in the financial statements.

In this process, we use a "risk oriented" approach that results in our emphasizing areas or accounts that we believe are more susceptible to misstatement, or are more significant than others.

Our approach begins with an assessment of the results of the prior year examination. Next, any new facts and circumstances at the University which may require additional emphasis in our audit are considered.

In this regard, the following matters were considered for additional emphasis in this year's audit:

° Material Weaknesses
in Internal Controls

Because of the types of weaknesses noted in the prior year, and the fact that improvements in internal accounting controls were implemented over time during 1987, we specifically considered controls over cash and the propriety of recorded transactions during the 1987 audit.

With respect to the weakness related to cash noted in the prior year, bank account balances were confirmed at yearend and reconciliations were reviewed, evaluated and traced to the general ledger. Inquiries were made of University personnel to assess their understanding of cash accounting and to evaluate the adequacy of the internal controls over cash and cash accounting.

With respect to the weaknesses in the general ledger system noted in the prior year, fund balances were proved by reference to opening fund balances, increased or decreased by recorded transactions for the year, and reconciled to the balances recorded at yearend in the general ledger. As a result of these procedures, an adjustment was proposed to record an investment and increase fund balance at yearend (see item I. B. Audit Adjustments). Further, an unlocated difference in the amount recorded versus the "proved" amount existed of approximately \$370,000. This difference has been reflected as an other deduction in the statement of changes in fund balances.

° Relationship of the University and Murray State University Foundation

For 1987, we were named auditors of the foundation. This was our first audit of the Foundation.

Because the University and Foundation are "affiliated" (at least from the perspective of generally accepted accounting principles), the Foundation's financial position and results of activities must be included in the University's basic financial statements. The University has elected to present this information in the notes to financial statements. Because this information is significant to the financial statements of the University, we were required to consider the appropriateness of the recorded balances.

B. Materiality

Audit tests are applied selectively to recorded transactions and do not cover every transaction. Accordingly, judgement is exercised in the selection of accounts and transactions to be tested. Judgement considers the pervasive effect of the overall control environment as well as the sensitivity or susceptibility of an account or transaction to error or omission that would be "material" to the financial statements taken as a whole.

In the context of the financial statements, "materiality" or "significance" would be an omission or misstatement of accounting information that would have an effect on the decisions of users of the financial statements.

Although there are no quantitative standards, uncorrected errors or omissions amounting to 3% of consolidated fund balance would require close scrutiny before we would issue an unqualified opinion. Further, given the differences among "funds", we believe adjustments affecting "current funds" have a lower threshold than adjustments affecting plant or endowment funds. This focus on "fund groups" affected our consideration scope discussed in the following paragraph.

Because we want to reduce the risk that a series of errors or omissions could occur that would aggregate to a "material" amount, we summarize and consider errors or omissions of 10%-20% of the established "materiality threshold". During 1987, our consideration scope for the current funds

Notes

was \$100,000. Our consideration scope for the plant funds was \$200,000.

In addition to quantitative factors, qualitative factors also affect our assessment of "material" items. Qualitative factors include "who" relies upon or uses the financial statements, trends, the "nature" of the error or other special circumstances.

III. RECOGNITION OF DEPRECIATION BY NOT-FOR-PROFIT ORGANIZATIONS

A. Audit Approach

Notes

In August, 1987, the Financial Accounting Standards Board issued Statement No. 93, which requires financial statements for not-for-profit organizations issued for fiscal years beginning after May 15, 1988 to recognize and reflect depreciation on their long-lived tangible assets.

In February, 1988, the Governmental Accounting Standards Board issued Statement No. 8, entitled "Applicability of FASB Statement No. 93 to Certain State and Local Governmental Entities". This standard states that a college and university which is also a government should not follow FASB No. 93, pending the conclusion of the GASB's own project to consider depreciation by not-for-profit governmental entities.

Because Murray State University is an agency of the state, the University is impacted by the actions of the GASB as well as the FASB.

Because the GASB pronouncement prohibits the application of FASB No. 93, comparability between public and private institutions' financial statements will be affected.

EXHIBIT I

REPORT TO THE BOARD OF REGENTS ON CERTAIN MATTERS

At its December 1986 meeting, the Executive Committee of the SEC Practice Section of the AICPA Division for CPA firms defined a number of matters that must be reported to audit committees of SEC companies. We will also follow these guidelines with respect to the University's Audit Committee.

Comments Requiring

Discussion

1. Material errors or irregularities or possible material illegal actions.

None

2. Material weaknesses in internal accounting control, as required by generally accepted auditing standards.

We have noted improvement in the areas identified as having material weaknesses in the prior year. However, as discussed in Part I, considerable effort is still required to ensure material errors do not occur in the financial statements and remain undetected.

Comments Requiring

Discussion

3. Opinions obtained by management from other independent accountants ("second opinions") on the application of generally accepted accounting principles.

None

4. The nature of discussions with management on:

- financial accounting and reporting matters; and

Audit adjustments
proposed and recorded

- any management imposed limitations on the scope of the audit.

None

5. Accounting and disclosure considerations associated with material contingencies as defined in FASB Statement No. 5, together with the nature and reasonableness of the underlying assumptions and estimates of management.

None

6. Accounting and disclosure decisions with respect to transactions that are unusual in nature and have a material effect on the financial statements.

None

Comments Requiring

Discussion

7. Situations involving the adoption of or change in an accounting principle where the application of alternative generally accepted accounting principles, including alternative methods of applying an accounting principle, would have had a material effect on the financial statements.

None

8. The total fees received by Arthur Andersen & Co. for management advisory services during the year under audit and a description of the types of such services rendered.

Although no management advisory fees were received during the year under audit, two contracts for such services were awarded to Arthur Andersen & Co. subsequent to June 30, 1987. Under the terms of the contracts, Arthur Andersen & Co. will receive \$300,000 for a payroll/personnel project and \$55,000 for a financial accounting system project. These amounts include fees and out-of-pocket expenses.

ARTHUR ANDERSEN & Co.

2300 MEIDINGER TOWER
LOUISVILLE GALLERIA
LOUISVILLE, KENTUCKY 40202
(502) 589-4160

February 11, 1987

Mr. James E. Cofer
Vice President, Finance
and Administrative Services
Murray State University
Murray, Kentucky 40271

Dear Mr. Cofer:

This will confirm our understanding of the arrangements made with you covering the examination you wish us to make of the financial statements of Murray State University for the year ending June 30, 1987.

Our work is to consist of an examination of the balance sheet at June 30, 1987 and of the related statements of changes in fund balances and current funds revenues, expenditures, and other changes for the year then ending in accordance with generally accepted auditing standards, including such tests of the accounting records and such other auditing procedures as we consider necessary to enable us to express our opinion on the financial statements.

Our examination is to include a review and evaluation of the existing system of internal accounting control to provide a basis for reliance thereon in determining the nature, timing, and extent of selective audit tests to be applied to recorded transactions and data for certain periods of the year. Primary reliance for the prevention and detection of errors or irregularities must be placed on such system of internal accounting control because it is in constant operation and covers all periods and transactions. Such a system cannot eliminate, however, the possibility that errors or irregularities may occur. While there can be no guarantee that such errors or irregularities will be detected by us, we will plan our examination to search for errors or irregularities that would have a material effect on the financial statements.

In addition to the work described above we will also perform the financial and compliance audits for Murray State University's Student Financial Aid Programs, Public Radio Station, and its Federal grants and contracts. Further, we will perform an examination of the University's compliance with the provisions of House Bill No. 622 and perform certain agreed upon procedures relating to the University's athletic programs as discussed in the NCAA Financial Audit Guidelines. This work will also be performed in accordance with generally accepted auditing standards, including such tests of the accounting records and such other auditing procedures as we consider necessary to enable us to express our opinion on these financial statements and programs.

ARTHUR ANDERSEN & Co.

Mr. James E. Cofer

- 2 -

February 11, 1987

Our fees for the examinations described above, including out-of-pocket expenses will be \$59,500. Billings will be submitted on a monthly basis as our work progresses. Our estimated charges contemplate that the University will furnish clerical assistance to the extent necessary. We will, of course, endeavor to keep our charges as low as possible. If our actual fees and expenses are less than the amount anticipated, we will, of course, bill the lesser amount.

The University is affiliated with the Murray State University Foundation, Inc. (the Foundation). You have asked that we also propose on performing an examination of the financial statements of the Foundation as of June 30, 1987, and for the year then ending, including separate examinations of the financial statements of the University Bookstore (Bookstore) and the Miller Memorial Golf Course (Golf Course). Our examinations of the Foundation, Bookstore and Golf Course would be in accordance with generally accepted auditing standards and include such tests of the accounting records and such other auditing procedures as we consider necessary to enable us to express our opinion on evaluation of the Foundation's existing system of internal accounting control, and such review and evaluation would be as described in the third paragraph of this letter with respect to the University. We also understand that we are to be responsible for the preparation of the Federal and Kentucky tax returns for the Foundation for the year ending June 30, 1987.

Our fees for the examinations of the financial statements and preparation of tax returns of the Foundation, and the Bookstore and Golf Course, including out-of-pocket expenses are estimated to be \$10,700. Billings will be submitted on a monthly basis as our work progresses. We will, of course, endeavor to keep our charges as low as possible. If our actual fees and expenses are less than the amount anticipated, we will, of course, bill the lesser amount.

We certainly appreciate this opportunity to be of service to Murray State University and the Foundation and assure you this work will receive our close attention.

Very truly yours,

LLR

Copy to: Mr. David Whitmire
Director of Accounting
Murray State University

MURRAY STATE UNIVERSITY

1987

SUMMARY OF PROFESSIONAL HOURS

AS OF JANUARY 31, 1988

	<u>Incurred To Date</u>	<u>Estimate To Complete</u>	<u>Total Estimated To Completion</u>	<u>Original Estimate</u>
Partner	23	12	35	55
Manager	90	24	114	114
Senior	315	40	355	291
Semi-Senior	335	8	343	559
Staff	618	8	626	332
	-----	--	-----	-----
	1,381	92	1,473*	1,351
	=====	==	=====	=====

* The increase in hours over our original estimate was the result of additional work performed to satisfy the Federal Grants and Contracts 2-year reporting requirement and continued less than optimal (and expected) condition of University accounting controls and records.

REPORT OF THE PRESIDENT
TO MURRAY STATE UNIVERSITY BOARD OF REGENTS
FEBRUARY 17, 1988

GOVERNOR'S ADDRESS/BUDGET

Higher Education was the hardest hit in the Governor's proposal for the 1988-90 state budget (See attachment A for my testimony to House Subcommittee on Education, February 3 and Senate Appropriations and Revenue Committee, February 11.) The executive budget for Murray State includes funding already earmarked for specific use such as existing debt service (payment on bonds sold for campus improvements), a recurring base cut of \$389,900, new debt service for project to remove asbestos from the campus, and state contributions to the Kentucky Teachers' Retirement System (KTRS), at the 1987-88 level, an expenditure for retirement benefits covered by state appropriations in previous years, and no dollars for operating increases, fixed cost increases or faculty/staff salary increases.

This budget proposal for Murray State University means:

- °No dollars for faculty/staff salary increases for 1988/89
- °Only 3.5% salary increase for 1989/90
- °No funding for increases in fixed costs such as utilities, benefits
- °No operating and equipment funding

The impact of the budget on MSU will mean:

- °Libraries and accreditations threatened
- °Tuition and enrollment increases-money will be needed to cover fixed cost increases in health insurance and utilities in the first year. Approximately \$116,500 in additional dollars will be needed in the second year above tuition increase money.
- °No Commonwealth Work Study dollars for students (92 students benefitted from this program this year)

Should the proposed budget be enacted, the reduced funding would be detrimental to our programs and the students we serve. Every one of us must make our case. It seems unfair for university employees to be the only state employees without any salary increases next year. This is the first time since the Depression that the University will receive no increase in appropriation.

INDUSTRY AND TECHNOLOGY CONSTRUCTION

On December 10, bids were received on Phase I, Storm and Sanitary Sewer Construction, of the Collins Center for Industry & Technology. Crouch Construction Company of Mayfield was the successful bidder, and we were pleased with the amount of the bid, \$172,480.

LIABILITY INSURANCE

Last summer we advised you that our board liability insurance coverage would expire on November 15, 1987. This was a three-year policy with annual premiums of approximately \$2,200.00. We asked for quotes from providers of this kind of insurance. Four (4) proposals were received and evaluated. International Surplus Lines was selected as the best quote. The coverage provided by International Surplus Lines is called "Educators' Legal Liability Coverage" and includes the employees of the University in addition to the

Directors and Officers. The other quotes were for Directors and Officers Liability with extensions or modifications to cover the employees. There is also some advantage to keeping the provider. The proposals were evaluated by David R. Whitmire, Director of Accounting and Financial Services, and John Fitzgibbon, Director of Purchasing. The new coverage is on an annual basis and the current year cost is approximately \$22,000.

STATUS OF LEGAL ACTION WITH THE DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION

I am pleased to report that the legal action against Murray State University brought by the Department of Natural Resources and Environmental Protection concerning asbestos removal on Swann Hall has been dismissed.

REPORT OF SCHOOL-UNIVERSITY COLLABORATION SERVICES

The attached Report of School-University Collaborative Services for Fall 1987 has been submitted to the Council on Higher Education. The report includes a brief description of programs and services provided by each college to school systems in the state, primarily in Western Kentucky. Service activities of Murray State University faculty and staff span a wide range of programs kindergarten through grade 12 in the schools and other agencies in our region. Our faculty and staff are to be congratulated for their extensive work with the school systems.

FORT CAMPBELL/HOPKINSVILLE

Funding for the Basic Skills Education Program, BSEP, recently scheduled for termination at Fort Campbell, will be continued for the remainder of the fiscal year at 50 percent of the FY87 level, resulting in elimination of 13 staff members. MSU is prepared to respond to the shifting emphasis at Fort Campbell to post-secondary education programs. Our BIS and MBA programs which are already delivered by flexible scheduling, are ideally suited to respond to needs of the military through extended campus programs.

Vice President Perrin, Regent Carter and I met with the 100 MSU employees in the Hopkinsville and Fort Campbell area at the Breathitt Veterinary Center in December. Murray State serves the agriculture and food animal industry through the Breathitt Veterinary Center, offers a variety of services through the Small Business Development Center, and provides extended campus classes and our programs at Hopkinsville and Fort Campbell. We appreciate MSU employees at Hopkinsville and Fort Campbell who extend our academic service mission to that area. Colonel J.H.T. Denney, Garrison Commander at Fort Campbell and his wife were our guests for the Austin Peay game.

PADUCAH COMMUNITY COLLEGE OFFERINGS

Tuesday, February 9, members of the Board of Regents (Beasley, Nichols, Hurt, LaFollette, Hammack, and McNeill), several deans, Vice President Booth and I joined educators from Lambuth, Belmont, SIU-Carbondale, UK, and PCC to discuss educational opportunities in Paducah. Mayor Gerry Montgomery and members of Leadership Paducah are asking educators to respond to their need for greater educational offerings. We are presently offering 22-25 courses a semester with a total enrollment of approximately 325-350. We are committed to providing the BIS and MBA degrees in Paducah.

Attachment B gives the background and lists their goals.

STRATEGIC PLANNING/AASCU

The latest report from the American Association of State Colleges and Universities (AASCU), We Accept the Challenge, summarizes responses to recommendations from AASCU's Report of the National Commission on the Role and Future of State Colleges and Universities. Murray State was recognized several times in a national report for the programs we have implemented, including the BIS degree, Task Force on Outcomes Assessment, Cooperative Agreements with other colleges and universities, the Honors Program, and the Office of Training Services.

The President's Cabinet which reviews and makes revisions to the MSU Strategic Planning Document semiannually held a discussion in December which focused on how MSU has responded to recommendations in AASCU's "To Secure the Blessings of Liberty." Penny Wade, an alumnus of MSU and now a staff member with AASCU in Washington, conducted a planning session to assist the Cabinet in evaluating our programs in relationship to other universities.

After the day's review, it is apparent that we are implementing or are initiating programs in all the areas suggested in the national reports. We are pleased with the progress we have made in achieving the goals you have set for us.

GOVERNOR'S SCHOLARS AND VISITING TEACHER INSTITUTE

For the second year, Murray State will host the Governor's Scholars Program. A five-week program involving approximately 300 of the highest-achieving Kentucky students who have completed the junior year in high school, will be held on campus June 19 - July 23, 1988. The Governor's Scholars Program is a living/learning program which serves approximately the top two percent of Kentucky students preparing to begin the senior year.

Held in conjunction with the Governor's Scholar Program, the 1988 Visiting Teachers Institute, a two-week experience, also is scheduled for Murray State. Dean for the GSP on campus is Dr. Ken Wolf, Associate Professor of History. Dr. Milton Reigelman of the English faculty at Centre College, is dean of the companion program which is scheduled for Centre College, Danville, June 26-July 30.

Classroom work in major interest areas such as biology, philosophy, literature, history, mathematics, language and culture, is augmented by out-of-class activities such as field trips, lectures, film presentations, computer use, seminars and other non-traditional methods of instruction.

MSU TITLE II AWARD

The Council on Higher Education, at its January meeting, formally awarded MSU \$29,732 for its proposal "Science Teaching Institute/Physics and Astronomy."

The program is funded by the CHE through Title II of the Education for Economic Security Act. The specific intent of the institute is to expand the pool of qualified middle school science teachers by providing incentives and opportunities for additional training in science.

CENTER FOR ECOSYSTEMS STUDIES RESEARCH PROJECTS

The recently funded Center for Ecosystems Studies at Murray State has already initiated six new Kentucky Lake research projects. They are: (a) a joint venture with TVA to control the rapid spread of "millfoil," a fast-growing weed found in area lakes and considered a nuisance to residents and visitors alike; (b) a project with TVA to determine specific characteristics of populations of channel and blue catfishes in Kentucky Lake; (c) an examination of the factors affecting the Lake's production of young-of-the-year fishes (fishes born within the current year); (d) a study of the relationship between freshwater mussel production and varying environmental factors; (e) a determination of the lake's redox boundaries (areas near the lake bottom where the concentration level of oxygen in the water changes dramatically); and (f) a database management/georeferenced computer system that stores information about the lake and its surrounding environment.

Dr. G. Richard Marzolf has accepted the Endowed Chair in Ecosystem Ecology. Dr. Marzolf holds the Ph.D. from the University of Michigan and is the author of numerous monographs on water quality. The Endowed Chair for Ecosystems Ecology will catalyze research efforts throughout the university and will have the specific charge to developing the Ecosystems Studies Center into a nationally prominent research/teaching unit.

ADVISORY BOARD FOR CENTER FOR ROBOTICS AND MANUFACTURING SYSTEMS

The University of Kentucky Board of Trustees has established an advisory board for the Center for Robotics and Manufacturing. This advisory board will consist of 14 members representing higher education, business and industry, and state government and shall serve in an advisory capacity to President Roselle. One member of this board will represent the regional universities and will be appointed by the Chairman of the Council on Higher Education.

Chairman Michael Harreld has appointed Dean Kenneth Winters of our College of Industry and Technology as the representative of the regional universities.

HAZARDOUS WASTE GRANT

The National Institute of Environmental Health and Safety has awarded a \$791,505 grant, "Hazardous Waste Worker Health and Safety Training," to the Midwest Consortium of which Murray State is a member. Murray State will serve as the region's only training site for hazardous waste workers. Other members of this Consortium include the University of Wisconsin, the University of Illinois, Michigan State University, the University of Michigan, Purdue University, the University of Cincinnati, the University of Kentucky, the Southeast Michigan Consortium of Occupational Safety and Health, and the Greater Cincinnati Occupational Health Clinic.

ENROLLMENT

Overall enrollment is up 4.5 percent from Spring, 1987. This is the first Spring semester since 1984 that we have had an increase in full time students (1.7 percent) and an increase in total full-time equivalency (2.1 percent).

STUDENT ACT SCORES

Of the group of 1027 students who took the ACT examination and enrolled at Murray State University last Fall, 585 were women and 442 were men. The average composite score for this group was 19.1, the highest composite score for a MSU class since 1974. This composite score compares very favorably to the Kentucky Average (18.3) and the national norm (18.7).

Significant gains in the component ACT scores in the last few years have been made in English (19.3, highest ever), Math (17.3, highest since 1977), and Natural Science (21.5, highest ever). Social Science scores have also shown considerable improvement since their low point in 1980-81. MSU Freshmen scored above state and national averages in all components of the ACT.

MSU STUDENT LOAN LOW DEFAULT RATE

The Kentucky Higher Education Assistance Authority has released figures which show Murray State with a student loan default rate of 7.98 percent in the Guaranteed Student Loan Program and 5.8 percent in the Perkins Student Loan Program. Student borrowers at Murray State University have established themselves as responsible to their creditors with one of the lowest default rates among Kentucky's regional universities. Both rates are below state and national averages.

GOVERNOR HERE

Governor Wallace Wilkinson was a guest of the City of Murray in January to announce the expansion of four local industries. While on campus for a luncheon, he recognized Murray State's contributions to the success of the local economic development efforts.

ATHLETICS

We recently hired Stanley Scott Narewski as the Men's Track Coach/Instructor effective January 4, 1988. Mr. Narewski holds the B.S. in Business Administration and Economics from Livingston University, Livingston, Alabama; Teaching Certification and Bachelor's Degree from University of Alabama; and Master's Degree from Auburn University. He has served as Head Track and Cross Country Coach at Clemson University and Coach at Furman University, and Assistant Track Coach at the University of Kansas.

DONATION TO MURRAY HIGH SCHOOL

Consistent with the Board of Regents' Delegation of Authority to the Vice-President for Finance and Administrative Services and Treasurer of the Board on September 7, 1985 "to review and approve disposition of surplus personal property" under the procedures outlined in KRS 164A.575, Interim Vice President Ramsey has approved, on your behalf, the donation of the Fair-Play Score Board from the old Baseball Field to Murray High School. Since this property is no longer needed, our feeling was that this use is more suitable and consistent with the public interest. You may recall that two years ago Murray State University donated the old football score board in Stewart Stadium to Calloway County High School.

MAILINGS

To highlight our achievements during the past two years and describe what we have done with funding from the General Assembly, the President's Report was mailed along with the Economic Impact Brochure to the 138 members of the General Assembly, the Governor and the Governor's Cabinet. A brochure describing the Center for Ecosystems Studies, an example of the General Assembly's funding priorities, was also included. Other mailings included the Alumnus and a cover letter from Alumni President Fred Schultz appealing for continued funding for higher education.

CONGRATULATIONS

Pat Spurgin received one of six of the first annual Woody Hayes Academic All-American Awards in Columbus, Ohio, on January 22. Criteria for the award include excellence in academics, athletics, community service and leadership, and high moral character. In addition to the recognition Pat received for this award, Murray State will receive a \$1,500 contribution to its scholarship fund in the name of Coach Woody Hayes.

Kentucky Advocates for Higher Education, Inc. • P.O. Box 14000 • Lexington, Kentucky 40512

Robert D. Bell, Chairman
Ashland
Baylor Landrum, Vice Chairman
Louisville
Marris Allen May, Secretary
Pikeville
William M. Walters, Treasurer
Richmond

*show
BOP*

February 8, 1988

George L. Atkins
Louisville
Walter Baker
Galsgow
Clifford R. Bertand
Newport
Judith G. Clabes
Covington
John B. Clarke
Louisville
William M. Cox
Madisonville
Harold G. Doran, Jr.
Murray
Jeff Eger
Ft. Wright
Floyd Hays Ellis
Bowling Green
Richard L. Frymire
Madisonville
Joe Graves, Jr.
Lexington
Dr. B. J. Helton
Frankfort
John B. Holland
Bowling Green
Jerry F. Howell, Sr.
Jackson
J. Dan Lucy
Ashland
Robert E. Lee, Jr.
Lexington
Richard H. Lewis
Benton
Ray Mackey
Elizabethtown
A. Stevens Miles
Louisville
William B. Montgomery
Danville
George "Nick" Nicholson
Lexington
C. Michael Reynolds
Bowling Green
Barbara Ricks
Lexington
Joseph M. Rades
Louisville
Warren W. Resenthal
Lexington
William L. Short
Owensboro
William A. Stone
Louisville
Brent D. Thompson
Cadiz
Harry Lee Waterfield
Frankfort
James M. Wiseman
Frankfort
David D. York
Paducah

An open letter to the faculty and staff:

The Kentucky Advocates for Higher Education are staunchly supporting increased funding for higher education. Our goals are to move the level of higher education funding for your institution to one that is comparable to similar institutions in surrounding states; to see centers of excellence and endowed chairs retained and expanded; and to increase state support for student financial aid programs. These goals, if achieved, provide the opportunity for fair and just faculty and staff salaries, for adequate classroom support, better working conditions, and equitable student access.

If you have been following events in Frankfort, you know that the executive budget recommendation, for the two years beginning next July 1, treats higher education harshly, yes, even meanly. As a former member of the Council on Higher Education, and through my role as Chairman of the "Advocates", I have had a singular opportunity to be exposed to the realities of higher education's financial condition in this state. In my opinion, beginning July 1, 1988, there will be essentially no increase in state funds to meet increased operating expenses or to provide any kind of significant increase in faculty salaries overall. The Kentucky Advocates are convinced of the value of your teaching and research efforts and we are pushing as hard as we can for an increase in higher education funding. If you want to join us in this effort, there are several meaningful and important things you can do.

First, identify your state representative and your state senator in the General Assembly. If you are uncertain, call the County Clerk's office in your county of residence, give your name and address and ask them to help you identify your representative and senator.



Second, you can take a moment to make two calls, one to your Senator and one to your Representative at 800/372-7181 and leave a message that you are calling in support of increased funding for higher education. It is a toll-free call which is very, very important that you make.

Third, you can write your Senator and Representative a brief letter indicating your support for increased funding for higher education. If you have an example of how funding problems are limiting your effectiveness, or if you have taken on extraordinary duties such as assisting with economic development efforts or with supporting the public schools, you can state that effort. Simply address the letters to your Senator and Representative, by name, c/o Kentucky General Assembly, State Capitol, Frankfort, KY 40601.

Fourth, you can address another letter to the Governor with your concerns. Address the letter to Governor Wallace Wilkinson, State Capitol, Frankfort, KY 40601. You can also write Lt. Governor Brereton C. Jones, same address.

Personal letters can be effective. They should be objective, concise, to the point, but not personally critical - otherwise, they will be counterproductive. It would be most helpful if you would provide copies to the Advocates of letters you write, but, of course, that is up to you.

I hope you have heard by now that the Advocates are having a statewide rally for quality higher education. The event will be held in Frankfort on February 16 beginning at 3:30 p.m. EST. That rally will be preceded by a march to the Capitol beginning at 1:30 p.m. sponsored by Student Advocates for Higher Education. You can join us for the march and rally. The Student Advocates are inviting all friends of higher education to participate in their march. I will be marching with the students and urge you to join them and, also, to join us for the rally at the Dudgeon Civic Center Arena. More information about these events will be available on your campus. Contact your university Public Information office for additional details.

Page 3
February 8, 1988

For as long as we have been a nation, citizens have engaged in marches and demonstrations in order to petition their government. In the last two decades, academicians and scholars have been at the forefront of efforts to address and resolve some of the most searing public problems. Should we do any less in the interest of quality higher education? Isn't this a noble cause for the late 80's?

We are at a critical juncture for Kentucky higher education. You and your work is important to the future of Kentucky. The students and young minds you are nurturing offer the most hope that we have for a better Kentucky. You must make your voices heard if you are to have the tools necessary to accomplish the honorable work in which you are engaged.

On behalf of your Advocates, I am

Sincerely,



Robert D. Bell

Institution: Murray State University

1986/87

1985/86 Appropriation	27,165,600	
1986/87 Original Appropriation	28,621,500	
INCREASE		
Original Increase	1,455,900	5.4%
Reductions		
2% Operating	(405,600)	
2% Salary Incentive Fund	(5,900)	
Debt Service	0	
Subtotal	(411,500)	1.5%
Revised Increase	1,044,400	

USE OF REVISED INCREASE

Salary Incentive Fund	290,300	
Desegregation Plan	12,400	
Debt Service, Adjustments to Existing	5,800	
Debt Service, New	0	
Centers of Excellence/Endowed Chairs	NA	
Other		
=====		
Subtotal Specified Uses	308,500	1.1%
Available for Discretionary Uses	735,900	2.7%
=====		
Subtotal	0	

Total Use of Revised Increase 1,044,400 7%
Avg. Salary increase @ MSCU

1987-

1987/88

1986/87 Original Appropriation	28,621,500	
1987/88 Original Appropriation	32,645,400	
INCREASE		
Original Increase	4,023,900	14.1%
Reductions		
2% Operating	(378,800)	
1% Reserve	(136,800)	
2% Salary Incentive Fund	(10,700)	
Debt Service	(1,231,700)	
Subtotal	(1,758,000)	6.1%
Revised Increase	2,265,900	

USE OF REVISED INCREASE

Salary Incentive Fund	232,900	
Desegregation Plan	7,800	
Debt Service, Adjustments to Existing	0	
Debt Service, New	368,500	
Centers of Excellence/Endowed Chairs	889,000	
Other		
=====		
Subtotal Specified Uses	1,498,200	5.2%
Available for Discretionary Uses	767,700	2.7%
=====		
Subtotal	0	

Total Use of Revised Increase 2,265,900 4%
Avg. Salary increase @ MSCU

*Note: This is an analysis of our Budgets - done by CHE -
In case you were beginning to believe the statements that
University Presidents had 20% to appropriate from last
year.*

MURRAY STATE UNIVERSITY
1988/90 Governor's Budget
Effects of Implementation

Salary and Wage Increases

- There will be no discretionary dollars available for faculty or staff salary increases in 1988/89.
- In 1989/90, new dollars will be allocated for faculty and staff salaries once fixed cost increases have been covered. When these costs are coupled with the University's new responsibility for covering KTRS increases, we estimate the remaining dollars will fund a salary increase of only 3.5 percent.

Long-Range Effect on Faculty and Staff

- Projected faculty losses are a continuation of a long line of faculty departures that have occurred in the current biennium due to inadequate salary dollars. Murray State University has lost 38 (11%) of our faculty over the current biennium to higher salaries in other institutions. Those faculty leaving Murray State have received increases from \$3,000 to \$13,000 at other institutions.
- We are also currently conducting national searches for Deans of Continuing Education and of the College of Fine Arts and Communication and for a Vice President for Finance and Administrative Services. When most of our competitor states are providing annual salary increases, even one year without them puts us farther behind and makes it very difficult to recruit the people we need in order to offer and sustain quality programs.
- Faculty and staff take home pay has already been reduced by the January 1, 1988 increase in Social Security taxes. Murray State employees face a further potential reduction if the City of Murray imposes a one percent payroll tax, as it is being encouraged to do by the Mayor. (These tax increases, coupled with the effects of inflation and zero percent salary increases, effectively send real salary dollars back to 1986 levels.)
- This budget offers little hope for University staff at the lower end of the pay scale. Murray State University currently has 112 full-time hourly employees with annual salaries below the poverty level for a family of four (\$11,230).

In order to control escalating health costs, we had to reduce health care benefits for our employees in 1984. This program of reduced benefits and higher employee contributions had to be implemented in a year of only 2 percent salary increases.

- As the demands to deliver education and services to industry, small business, and school systems increase, we ask our faculty and staff to do more and more with less and less.
- Enrollments have increased both on-campus and off-campus without additional funding.

Effect on Quality of Programs

- Lack of funding for salaries will spur further faculty losses in programs where accreditations are already at risk, and may, in fact, prompt the loss of one or more accreditations. If no raises are given in 1988/89, the total faculty loss in the first year of the biennium could be as many as thirty, with almost half of these departing from the College of Business and Public Affairs.
- Continued accreditation of our College of Business and Public Affairs is especially threatened, as the faculty who will leave are the most active publishers and researchers. The Engineering Technology program's accreditation may also be threatened, due to the loss of faculty holding the terminal degree. These are the areas which contribute significantly to economic development in the region.
- During the current biennium, our Colleges of Business and Science alone had a total of thirty faculty offers refused because of inadequate salaries. As the proposed salary increases of zero and 3.5 percent in the 1988/90 biennium become known, we anticipate the rejection of currently outstanding offers to prospective faculty and foresee incredible difficulties in attracting other desirable faculty members.

Operating and Equipment

- The lack of available dollars to match externally funded equipment projects means we cannot take full advantage of our Center of Excellence and highly competitive Engineering Technology programs.
- The University's operating budgets have not been increased since 1980. The earlier 1987/88 permanent budget reduction of \$389,500 and the additional reduction of \$136,800 have severely tested our ability to manage and continue to deliver our programs. Operating budgets are closely monitored by the Vice Presidents to hold personal service contracts, equipment purchases, travel, and other expenditures to a necessary minimum. With Murray State's distance from the Capital, travel expenditures for University personnel are necessarily higher, with an average one-night trip costing approximately \$177.

- The University library, whose budget was strained before the 1987/88 reductions, has had its book budget seriously eroded just to sustain its periodicals base. Last year \$48,000 was needed from the book budget just to maintain its 2,100 periodical titles, whose costs increased 17 percent in one year. As a result of these budget restrictions, Murray State is falling farther behind in the materials needed by programs and cannot meet the Southern Association of Colleges and Schools' expectations for collections development. Other accreditations as well are threatened by this lag in library growth; the American Assembly of Collegiate Schools of Business cited lack of adequate library support as an area of concern in the most recent College of Business re-accreditation review.
- Murray State has, for the past several years, imposed a 90-day freeze on filling vacant positions. This accomplishes two goals: it enables the administration and departments to examine the necessity of each position, and it generates operating dollars which are badly needed by the departments.

Fixed Costs

- Increases in tuition revenue should cover fixed cost increases in health insurance and utilities in the first year of the biennium. To cover fixed cost increases in the second year, approximately \$116,500 of general fund dollars would be needed in addition to increases in tuition revenue.
- New debt service for asbestos removal will be provided by the Governor's Budget in addition to increases necessary for existing debt obligations.

Student Impact

- Almost 23 percent of all Murray State students who are enrolled half-time or more rely on University or Federal College Work-Study programs as a primary source of income. Changes in the availability of Federal College Work-Study dollars, plus the internal reallocation of Murray State dollars to meet departmental operating needs, will restrict work-study dollars available to students. The number of students who will be able to depend on these dollars to help cover their college costs can be expected to drop two to three percent in the coming biennium.
- With zero funds proposed in the Governor's 1988/90 Budget for the Commonwealth Work-Study Program, Murray State students stand to lose a great deal. In 1987/88, 92 students are earning \$122,887 working for regional businesses subsidized by this program.

Programs

- Murray State continually monitors its program offerings and has dropped or suspended twenty-six programs since 1980/81. Any further program cuts would be detrimental to the students we serve.
- We have not added any new programs with the exception of the Bachelor of Independent Studies program, which was accomplished through the reallocation of existing resources.

Impact of Governor's Proposed Budget
on Murray State University Student Financial Aid
1988/90

The Kentucky Higher Education Assistance Authority (KHEAA) received a slight increase in state funding in 1988/89, but no increase in 1989/90. These tight dollars, combined with a marked decrease in the KHEAA's anticipated agency receipts, have prompted cuts and reallocations in aid program priorities. The emphasis in the Governor's budget is being placed on need-based programs.

Anticipated impacts on Murray State University:

State Student Incentive Grant (SSIG) Program

MSU is expected to receive the same (or slightly greater) funding level in the coming biennium. In 1986/87 there were 818 MSU students who received approximately \$362,880 from this program.

Math/Science Incentive Loan and Teacher Scholarship Programs

These programs will probably be combined, with an increase in the individual award amounts. If this merger occurs, MSU will only receive funds for current recipients. In 1987/88 there were 14 students who received \$34,812 from the Math/Science Incentive loan, and 18 who received \$43,300 from the Teacher Scholarship Program.

Commonwealth Work-Study Program

With zero funds proposed in the Executive Budget, MSU students stand to lose a great deal. In 1987/88, MSU had 92 students who earned \$122,887 working for regional businesses who were being subsidized by this program.

Kentucky Distinguished Scholars Program

Lack of any state funding for this program will prompt the loss of about \$7,000 for five MSU students. It should be noted that these are the top-ranking students in the state on ACT exams.

Attachment B

DRAFT

HIGHER EDUCATION PROPOSAL

PADUCAH, KENTUCKY

BACKGROUND

Paducah, Kentucky, is the primary regional center for the extreme western portion of Kentucky and for a portion of extreme Southern Illinois. The primary institution of higher education serving the Paducah area is Paducah Community College which is affiliated with the University of Kentucky Community College System. Shawnee College-Metro Center serves Metropolis-Massac County, Illinois.

Employing the definition of "urbanized area" as designated by the United States Bureau of the Census, it is estimated that the population of the urban area of Paducah-Lone Oak-Reidland-Woodlawn/Oakdale-Concord-Ledbetter in Kentucky, and Brookport and Metropolis in Illinois, will be 58,000 persons. Research indicates that the Paducah Urban Area is the largest urban area in the United States not being served by a baccalaureate degree granting institution or center of such institution within the urban area or within 25 miles of the urban boundaries.

Paducah is easily the largest population center in the Commonwealth of Kentucky not served by a baccalaureate program. The situation is further compounded by the fact that Paducah and McCracken County tax themselves for higher education, unlike most other local governmental units in the Commonwealth.

An investigation by a group of participants in the Leadership Paducah Program resulted in the discovery of Paducah's position as the largest area without a baccalaureate program in the nation. The economic development of the area and the fact that a major regional health care service industry has developed with the expansions of two hospitals and the opening of a substance

abuse hospital made the need for the availability of a four-year degree and additional graduate programs apparent. Paducah area residents could with easy access to baccalaureate degrees increase the percent of the total population over 25 with "four year degrees" and thus stimulate economic development and growth in the urban and constituent areas. (1980 census indicated approximately 11% over 25 with baccalaureate degrees). Paducah area residents are currently served by the Murray State University (48 miles from Paducah) and Southern Illinois University at Carbondale (65 miles from Paducah).

PROPOSAL

A. "Two plus Two"

The Committee on Higher Education examined the delivery systems employed in other areas of similar size without "four-year colleges" and determined how baccalaureate degrees were being offered in these communities. The Committee proposes a similar format for Paducah as the ones employed in Panama City, Florida, Rochester, Minnesota, and Caspar, Wyoming, which involves the "Two plus Two" concept.

This proposal would involve the two junior level institutions presently serving the Paducah Urban Area (Paducah Community College and Shawnee College-Metro Center) to continue to offer freshman and sophomore transfer courses in addition to technical degrees. A senior level institution would then provide all necessary junior and senior level courses in the community to complete the degree combining academic work from the junior and senior colleges.

This would allow for students who are place bound, work bound, or economically disadvantaged to have access to higher education on a level not previously offered. The committee conducted a survey to determine levels of interest and degrees desired and it is recommended that the following degrees be offered as part of the two plus two agreement:

Business Administration
Management
Marketing
Accounting/Finance
Computer Systems/Computer Science
Communications
Hospital/Health Care Management

Nursing
Elementary Education
Middle School Education
Secondary Education
General Studies
Advanced Technical (A.A.S.+ 2)
Other programs on an
"as needed" basis

Paducah Community College and Shawnee College transfer students should be accorded favorable transfer agreements as part of the program, and coordination of courses and scheduling is essential to the success of the program.

* The Committee further proposes that the Paducah Junior College board employ a coordinator to work with the senior level institution and to assure that the community's best interests are being served. The coordinator should be independent of the community college system and the senior level institutions providing the baccalaureate degree.

* The baccalaureate degree granting institution should have a Paducah field office staffed by a resident coordinator (or dean) and should have financial aid and academic advisement personnel. The office would also serve as a liaison office between the institution and the community at large.

An initial commitment of several years to the concept is desirable to allow for continuity in the program to allow enrollment to generate. Adequate marketing efforts should be conducted to properly inform prospective students of course offerings. Limited social, cultural, and athletic events from the main campus of the senior level institution should be imported to generate additional community interests.

B. Telecommunications Access

Within an approximate one year span, all Kentucky universities will be linked by fiber optics, allowing for additional instructional telecommunications. Because the Paducah Community College facility is already capable of high-tech access, and because of its urban location, Paducah should be the site

for another fiberoptic link to allow its populace to access graduate and post-graduate telecommunications courses.

Post graduate study, particularly in engineering and the sciences, might be offered both as a classroom experience sponsored by regional institutions and by long distance electronic linkage. The Paducah program might negotiate with regional colleges and universities for actual on-campus instruction in various fields known to be of interest to the local student. Such contractual arrangements may be made with one or many different institutions, depending upon a local needs assessment.

Paducah will also seek graduate and post-graduate opportunities for local students through state-of-the-art technologies, including, but not necessarily limited to, teleconferencing and interactive long distance learning systems. Immediately available for utilization are two-way audio capabilities which, within the year, should be expanded to include two-way video (interactive). One model for consideration has been put forth jointly by IBM and NEC, and is called the "Interactive Video Education Network". Here the classroom situation is maintained long distance, utilizing satellite linkage. It includes a special student response unit that provides two-way communication between the student and instructor, allowing interactive dialogue. It is unique in that it gives immediate response to questions and permits an instructor to monitor individual and class progress.

Ancillary to its other goals, the Paducah effort will explore graduate level offerings from other technically prominent universities. Of interest is the National Technological University (NTU) delivery system through which courses are transmitted through satellite networks to various downlink locations. Based in Colorado, NTU currently offers some 150 classes covering five engineering disciplines. There are 103 participating locations, including

not only colleges and universities, but many corporate entities. The merits of this system are apparent; one can provide local industry with a choice of opportunities for continuing education and post graduate study for its employees.

C. Facilities

Capital facilities that could be used to house classes and administrative offices include: Paducah Community College, West Kentucky State Vocational-Technical School, Paducah Tilghman High School, the Jetton School building, Lone Oak High School, Saint Mary High School, Shawnee College Metro Center, and the old Sears-Woolworth complex. Library facilities are available at Paducah Community College, Paducah Public Library, and through computer networking.

D. Funding

Currently the Paducah City and McCracken County tax bases raise approximately \$350,000/year for use by the Paducah Junior College Board. In addition, cable provides another \$80,000.00 in annual revenues, from which \$30,000.00 may be used to assist in campus funding. The Paducah Junior College Board could provide funding for the coordinator and defray administrative, staff and other expenses. Various technical grants are available for video conferencing and other technical equipment.

Activities of President Kala M. Stroup

in addition to routine meetings and daily operation
of the University

November 18, 1987 - February 16, 1988

November

- 18 Met with Dean and Chairs, College of Fine Arts and Communication and College of Science to review their strategic plans
- 19 Panelist for Leadership Paducah, Paducah Meeting of Board of Directors of Murray Chamber of Commerce
- 21 Media Day - host to members of media in region Hosted at the football game Mayor Holmes Ellis of Murray and Mayor Bo Turner of Clarkesville, Georgia, and guests, media representatives, and Congressman Carroll Hubbard and guests
- 21-24 Attended Annual Meeting of the American Association of State Colleges and Universities, New Orleans; presented program on Teaching in our Nation's Schools: Presidential Leadership Imperatives; elected to the Board of Directors of AASCU
- 30 Attended Hawaiian Tropic Brunch sponsored by the Bank of Benton for the MSU Lady Racers

December

- 1 Addressed President's Invitational Academic Tournament for West Kentucky academic teams
Luncheon meeting with Residence Advisors of Richmond Hall
- 2 General Assembly Budget Review Subcommittee met on campus to discuss our budget request for the 1988-90 biennium. Present were Senator Nichols Kafoglis and Representatives Harry Moberly, Thomas Jones, James Bruce, and Freed Curd; and LRC staff members Charles Shirley and Tom Willis.
Attended Board of Regents Committee meeting for Sale of Industry and Technology Bonds
Met with Faculty Senate Executive Committee (A series of meetings are scheduled to discuss various topics, including the University's block budgeting, university governance, and university priorities)
- 6 "Hanging of the Green"

- 8 Attended inauguration of Governor Wallace Wilkinson,
 Frankfort
 Attended meeting of the Conference (State universities)
 of Presidents in Kentucky
- 10 Inducted into the Murray Rotary Club
 Met with personnel of the Breathitt Veterinary Center
 and Ft. Campbell, Hopkinsville
 Visited with Willie Kendrick, new Regent
 Visited educational sites at Ft. Campbell
- 13 Attended Staff Congress Christmas Party
 Hosted Study Break for MSU students during finals,
 Winslow Cafeteria
- 15 Gave MSU's budget request for 1988-90 biennium at
 Capital Construction Oversight Committee
 Hearing, Frankfort
 Met with Graham-Brown Foundation regarding funding of
 Boy Scout Museum, Louisville
- 16 Addressed West Kentucky Education Consortium, all
 superintendents in West Kentucky
- 17 Conducted orientation Seminar for Regent Willie
 Kendrick
 Attended ROTC Commissioning Exercises
 Attended Business After Hours, Murray Chamber of
 Commerce
- 18 Spoke at graduation exercises of Professional
 Development personnel, Boy Scouts of America; met
 with Dr. Larson, Glenn Pannel to establish MSU as
 degree granting institution for BSA, Dallas
- 21 Cabinet Planning Session, met all day with Penny Wade
 of AASCU and VPs discussed MSU priorities
- 28 Met with Mayor-elect Gerry Montgomery of Paducah and
 Anne Gwinn regarding educational opportunities in
 in Paducah
- 28 -31 Met individually with Legislators: Rex Smith, Helen
 Garrett, Dick Castleman, Albert Jones, Greg Higdon

January

- 2 Entertained community and faculty members (24),
 Oakhurst
- 3 Attended Paducah Mayor Montgomery's inauguration
 activities
- 7 Attended Earnings Tax Meeting, Murray
 Met with Representative Freed Curd for assessment of
 first week in Frankfort

- 9 - 12 Participated in annual meeting of the National Collegiate Athletic Association and conducted the winter meeting of the Ohio Valley Conference, Nashville
- 12 Attended Earnings Tax Meeting, Murray
- 13 Southern Association of Colleges and Schools
-Workshop for Deans and Chairs to prepare for 1993 accreditation visit - half day session to orient them to the new standards we must meet
- 16 - 19 Attended annual meeting of the American Council on Education and conducted the Leadership Development Committee meeting, Washington
- 20 Attended Leadership Murray reception
- 21 Hosted "Pepsi with the President" for students - a two hour session with students selected at random to gain a perspective about typical students view of campus
- 22 Hosted luncheon and met with Governor Wilkinson and industry leaders
- 23 Met with Senator Higdon and Representative Curd, Chamber of Commerce
Welcomed football recruits
Presented University report to Alumni Executive Council
- 26 Attended annual meeting of the Paducah Chamber of Commerce
- 27 Met with Conference of Presidents
Attended Governor's budget message, Frankfort
Met with West Kentucky legislators on impact of Governor's proposed budget on MSU
- 28 Attended Advisory Board meeting of Project 21, a program of the Kentucky Chamber of Commerce to establish goals and objectives to prepare Kentucky for the 21st century, Frankfort

February

- 1 Welcomed Distributive Education Clubs of America (DECA) meeting
- 2 Attended funeral of Mrs. Laurine Wells Lovett, a member of the first MSU Board of Regents
- 2 - 3 Testified on Budget proposal before the House Appropriations and Revenue Committee, Frankfort

- 4 Attended West Kentucky Association of School
Administrators dinner and meeting with Jack Foster,
Murray High School
- 5 Attended luncheon meeting with U. S. Representatives
Hubbard and Howard, Paducah
Attended Alumni Art Exhibit and Reception
- 6 Welcomed football recruits
Hosted at basketball game Colonel Denny of Ft. Campbell
and new President of Austin Peay State University,
Dr. Oscar Page
- 9 Met with Deans, Chairs, and Directors on Budget and
Finances
Joint meeting with Faculty Senate and Staff Congress
and employees on budget and finances
- 10 - 11 Testified on Budget proposal before Senate
Appropriations and Revenue Committee, Frankfort
- 12 - 14 Interviewed Presidential Scholars applicants
- 12 Attended Dinner and Dance, Military Ball
- 15 Appeared on KETV Public Affairs, "People's Business,"
with President David Roselle, Gary Cox, and Robert
Bell of the Kentucky Advocates, Lexington

UPCOMING EVENTS

February 26, 1988:

6:00 p.m.

Presidents Club
Reception at Oakhurst
Dinner at Ballroom, Curris Center

This annual event is to honor donors of \$1,000 or more per year to Murray State University. Regents and their spouses are invited to attend.

February 29, 1988:

9:00 a.m.

High School Information Exchange Day

A full day's event for superintendents, principals, and counselors to come to campus to exchange information with MSU personnel on performance of their students at Murray State and to provide feedback to Murray State personnel on our programs and services.

April 29-30, 1988:

April 29

MSU Foundation Board of Trustees Semi-Annual Meeting. Upon completion of the schedule, you will be provided information on the committee meetings and the Trustees meeting.

April 30

Annual Alumni Banquet

Additional information will be forwarded later. Please mark your calendars.

It is anticipated that a meeting of the Regents Finance/Audit Committee will be held on this date.

May 10-14, 1988:

May 10

Quarterly meeting of the Board of Regents

May 13

3:00 p.m. Honors Day Program, Lovett Auditorium. This program honors outstanding students of the University with special awards recognition.

May 14

10:00 a.m. Commencement exercises, Racer Arena

12:00 noon Luncheon honoring retiring faculty of the University and the Outstanding Senior Man and Woman.

Regents are encouraged to participate in the Commencement procession and to assist in hosting our honorees, retired faculty and staff, at noon.



Murray State University

Financial Report

FOR THE PERIOD

July 1, 1987 - December 31, 1987

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

February 16, 1988

Murray State University

Murray, Ky. 42071

February 16, 1988

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

Dear President Stroup and Members of the Board:

Submitted herewith is the Second Quarter Financial Report for Murray State University for the 1987/88 fiscal year. The report covers the period July 1, 1987 through December 31, 1987 and includes the following financial information:

1. Summary of Budget Adjustments
2. Statement of Current Unrestricted Funds
 - a. Revenues by Source
 - b. Expenditures by Function
 - c. Other Changes
3. Statement of Current Unrestricted Fund Balance
 - a. Net Increase in Fund Balance--Current Fiscal Year
 - b. Fund Balance, June 30, 1987
 - c. Preliminary Fund Balance December 31, 1987
 - d. Allocated Fund Balance (June 30, 1987 Allocations)
 - e. Unallocated Fund Balance December 31, 1987
4. Detailed Schedule of Current Unrestricted Revenues
 - a. Education and General
 - b. Auxiliaries
5. Statement of Current Restricted Funds
 - a. Revenues by Source
 - b. Expenditures by Function

Respectfully submitted,

Robert R. Ramsey, Jr.
Robert R. Ramsey, Jr.
Interim Vice-President for
Finance and Administrative
Services and Treasurer

David R. Whitmire
David R. Whitmire
Director for Accounting
and Financial Services

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MURRAY STATE UNIVERSITY
Summary of Budget Adjustments
For the Period July 1, 1987 through December 31, 1987

	Original Budget	Adjustments/ Revisions	Current Budget Per Report
Revenues			
Educational & General	\$44,133,890		
Kentucky Teacher Retirement System		\$ 778,792	
Revolving Accounts		1,488,556	
Prior Year Carryover*		2,750,713	
Total Educational & General	\$44,133,890	\$ 5,018,061	\$ 49,151,951
Auxiliary Enterprises	\$ 6,628,568		
Prior Year Carryover*		\$ 346,447	
Total Auxiliary Enterprises	\$ 6,628,568	\$ 346,447	\$ 6,975,015
Total Revenues	\$50,762,458	\$ 5,364,508	\$ 56,126,966
Expenditures			
Educational & General	\$44,133,890		
Kentucky Teacher Retirement System		\$ 778,792	
Revolving Accounts		1,488,556	
Prior Year Carryover*		2,750,713	
Total Educational & General	\$44,133,890	\$ 5,018,061	\$ 49,151,951
Auxiliary Enterprises	\$ 6,628,568		
Prior Year Carryover*		\$ 346,447	
Total Auxiliary Enterprises	\$ 6,628,568	\$ 346,447	\$ 6,975,015
Total Expenditures	\$50,762,458	\$ 5,364,508	\$ 56,126,966

* Prior Year Carryover is equal to actual balances brought forward to fiscal year 87/88 from 86/87 to date.

MURRAY STATE UNIVERSITY
Statement of Current Unrestricted Funds
Revenues by Source, Expenditures by Function, and Other Changes
For the Period July 1, 1987 through December 31, 1987

	Current Budget	Fiscal Year Actual	Actual % Budget
Revenues			
Educational and General			
Tuition and Fees (Note 1)	\$ 10,026,550	\$ 9,307,864	93%
State Appropriation (Note 2)	32,535,192	18,424,393	57%
Indirect Cost Reimbursement	221,782	4,935	2%
Sales and Services of			
Educational Departments	966,494	263,910	27%
Other Sources	2,051,220	1,216,641	59%
Prior Year Carryover (Note 3)	3,350,713	0	0%
Total Educational and General	\$ 49,151,951	\$29,217,743	59%
Auxiliary Enterprises			
Food Service	\$ 3,268,718	\$ 2,999,146	92%
Housing Service	2,935,550	2,753,896	94%
Curris Center	117,300	57,600	49%
Miscellaneous	115,000	98,022	85%
Vending	0	44,848	N/A
Interest Revenue - Auxiliary			
Enterprises	140,000	37,455	27%
Intrafund Transfers (Note 5)	52,000	0	0%
Prior Year Carryover (Note 3)	346,447	0	0%
Total Auxiliary Enterprises	\$ 6,975,015	\$ 5,990,967	86%
Total Revenues	\$ 56,126,966	\$35,208,710	63%
Expenditures and Transfers			
Educational and General (Note 6)			
Instruction	\$ 19,265,971	\$ 8,060,522	42%
Research	200,975	152,635	76%
Public Service	2,511,168	1,277,363	51%
Library	1,592,268	848,288	53%
Academic Support	2,273,748	1,241,363	55%
Student Services	4,752,626	2,489,272	52%
Institutional Support	5,957,093	3,213,312	54%
Operation and Maintenance			
of Plant	6,011,058	2,984,610	50%
Scholarships (Note 1)	2,619,012	2,378,266	91%
Unassigned	600,000	0	0%
Educational and General			
Expenditures	\$ 45,783,919	\$22,645,631	49%
Mandatory Transfers for:			
Consolidated Educational			
Bond Sinking Fund (Note 4)	3,367,032	345,319	10%
Total Educational and General	\$ 49,150,951	\$22,990,950	47%

Statement of Current Unrestricted Funds

Revenues by Source, Expenditures by Function, and Other Changes

For the Period July 1, 1987 through December 31, 1987

	Current Budget	Fiscal Year Actual	Actual % Budget
Expenditures and Transfers (Cont.)	-----	-----	-----
Auxiliary Enterprises (Note 6)			
Food Services	\$ 3,209,773	\$ 1,403,818	44%
Housing Service	2,256,162	636,591	28%
Curris Center	436,164	148,165	34%
Miscellaneous	17,000	3,010	18%
Vending	101,577	27,005	27%
Renovation/Maintenance	284,870	48,638	17%
Scholarships	0	13,397	N/A
	-----	-----	-----
Auxiliary Expenditures	\$ 6,305,546	\$ 2,280,624	36%
Mandatory Transfers for:			
Housing and Dining Bond Sinking Fund (Note 4)	669,469	312,417	47%
	-----	-----	-----
Total Auxiliary Enterprises	\$ 6,975,015	\$ 2,593,041	37%
	-----	-----	-----
Total Expenditures and Mandatory Transfers	<u>\$ 56,125,966</u>	<u>\$25,583,991</u>	<u>46%</u>
Other Transfers and Additions/Deductions			
Nonmandatory Transfers:			
Transfers from Consolidated Educational Renewal and Replacement Fund to Murray State University Current Unrestricted Funds	\$ 0	\$ 355,000	N/A
Transfers from Unexpended Plant to Murray State University Current Unrestricted Funds	0	33,200	N/A
Transfers from Murray State University Current Funds to Consolidated Educational Renewal and Replacement Fund	0	(15,620)	N/A
	-----	-----	-----
Net Nonmandatory Transfers	\$ 0	372,580	N/A
	-----	-----	-----
Net Increase (Decrease) in Fund Balance	<u>\$ 0</u>	<u>9,997,299</u>	<u>N/A</u>

Statement of Current Unrestricted Funds

Revenues by Source, Expenditures by Function, and Other Changes

For the Period July 1, 1987 through December 31, 1987

- Note 1. Border County Incentive Grants of \$1,657,461 have been included as tuition revenue and scholarship expenditures. \$35,196 for Summer II 1987, \$896,946 for Fall 1987 and \$725,319 for Spring 1988.
- Note 2. Kentucky Teacher Retirement System of \$778,793 is reflected as state appropriation and is distributed by functional category based on actual expenditures for the fiscal year to date.
- Note 3. Budget Revisions for Prior Year Carryovers are based on actual balances brought forward to date from fiscal year 86/87 of \$3,174,776 and \$346,447 for Educational and General and Auxiliary Enterprises, respectively. The amounts are only disclosed for management and budgeting purposes.
- Note 4. Additional debt services in the amount of \$58,322 for Consolidated Educational and \$25,419 for Housing and Dining have been paid from reserves held by our Trustee.
- Note 5. Outstanding encumbrances as of December 31, 1987 for Educational and General and Auxiliary Enterprises are \$1,509,742 and \$17,007, respectively.

MURRAY STATE UNIVERSITY
Current Unrestricted Fund Balance
For the Period July 1, 1987 through December 31, 1987

Current Unrestricted Revenues		\$ 35,208,710
Current Unrestricted Expenditures		(24,926,255)
Mandatory Transfers for Debt Service		(657,736)
Non-Mandatory Transfers:		
Transfers to Plant Funds (Note 1)		(15,620)
Transfers from Plant Funds (Note 1)		388,200

Net Increase/(Decrease) in Fund Balance -- Current Fiscal Year	\$	9,997,299
Fund Balance - Preliminary June 30, 1987		7,101,245

Fund Balance - Preliminary December 31, 1987	\$	<u>17,098,544</u>
Allocated (Preliminary Allocations June 30, 1987)		
Working Capital	\$ 2,439,831	
Encumbrances	406,545	
Reserve for Self Insurance	900,000	
Prior Year Account Balances	3,366,222	
Operating Budget of Subsequent Years	600,000	

Total Allocated	\$	7,712,598
Unallocated		9,385,946

Total Fund Balance - Preliminary December 31, 1987	\$	<u>17,098,544</u>

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

A. To Consolidated Educational Renewal and Replacement		
1. Interest		\$ (15,620)
B. From Consolidated Educational Renewal and Replacement		
1. Racer Arena Floor	\$ 50,000	
2. FAS Consultant Work	55,000	
3. Payroll Consultant Work	250,000	

	\$ 355,000	
C. From Unexpended Plant		
1. Hester Hall	\$ 8,200	
2. Elizabeth Hall	25,000	

	\$ 33,200	388,200

	\$	<u>372,580</u>

MURRAY STATE UNIVERSITY
Schedule of Current Unrestricted Revenues
For the Period July 1, 1987 through December 31, 1987

Educational and General

Tuition and Fees	
Fall Tuition	\$ 4,746,682
Spring Tuition	3,672,842
Summer II 1987 Tuition	298,957
Miscellaneous Tuition	7,985
Student Activity Fees	394,150
Other Course Fees	187,248

Total Tuition and Fees	\$ 9,307,864

State Appropriations	
Murray State University	\$ 17,019,656
Breathitt Veterinary Center	625,944
Kentucky Teacher Retirement System	778,793

Total State Appropriations	\$ 18,424,393

Indirect Cost Reimbursements	
Federal and State Indirect Cost Reimbursements	\$ 4,935

Total Indirect Cost Reimbursements	\$ 4,935

Sales and Services of Educational Departments	
Animal Health Technical Income	\$ 205
Art Cash Sales	6,829
Art Workshops	2,107
Biology Station Income	549
Chemical Services	14,392
Clinical Services	1,928
Environmental Education Income	16
Environmental Education Pre-Service Workshop	1,028
Foreign Language Services	603
High School Journalism Workshop	43
Keyboard Recruiting	230
KIES Consortium	2,896
KIES Summer 87	26,102
MSU News Advertising	22,900
MSU X-Ray Lab	200
Office of Training Services	13,218
Office Systems Service Center	330
Psychology Center	183
Safety Engineering and Health Workshop	1,400
SAT Activities	12,770
School Service Office	5,775
Shield Fees	39,743
Theatre Revenue	6,988
TV Studio	2,397
University Farms	101,173
Waterfield Center	(95)

Total Sales and Services of Educational Departments	\$ 263,910

Page 2
Schedule of Current Unrestricted Revenues
For the Period July 1, 1987 through December 31, 1987

Educational and General (Cont.)

Other Sources

Alumni Income	\$ 25
Archeology Service Center	2,887
Army Surplus Clearing	206
Athletic Discretionary	23,175
Athletic Miscellaneous Revenue	41,688
Athletic Non-Discretionary	75,401
Boy Scout Museum	56,727
Breathitt Veterinary Center	56,291
Community Education	32,331
Conferences and Workshops	20,005
Consolidated Educational Revenue Fund Interest	186,892
Cooperative Education/Placement Income	455
Counseling and Testing	2,826
Duplicate Identification Cards	712
Faculty Resource Center	3,041
Faculty Resource Center Copier	1,285
Festival of Champions	11,240
Financial Aid Cost Reimbursement	2,259
Fines	29,546
Forensics Team Income	2,723
Fort Campbell	208,403
Grants Equipment Revolving	(7,730)
Interlibrary Loan	589
Intermurals Income	6,138
Library Census Microfilm	850
Library Copy Service	17,390
Library Fines	5,113
Library Other Income	320
Livestock and Exposition Center	15,844
Locker Rental	2,745
Miscellaneous Cash Reimbursement	339
National Student Exchange	35
Nursing Continuing Education	2,388
Other Revenue	55,585
Permits	23,176
Post Office Box Rental	2,432
Post Office Contract	2,500
Pre-School Reimbursement	3,250
Quad State	16,455
Rentals	3,200
Residence Hall Activity Fee	12,886
Residence Halls Miscellaneous	644
Return Check Charge	1,100
Rodeo Income	5,166
Sale of Surplus Property	7,948
Student Government Association	20,353
Summer Orientation	14,056
Summer Youth	62,488
Super Saturdays	3,335

Page 3
Schedule of Current Unrestricted Revenues
For the Period July 1, 1987 through December 31, 1987

Educational and General (Cont.)

Other Sources (Cont.)

Trust and Agency Interest Revenue	152,925
West Kentucky Environmental Education Consortium	5,121
Wickliffe Mounds Gift Shop	18,182
Wickliffe Mounds Research Center	3,700

Total Other Sources	<u>\$ 1,216,641</u>
---------------------	---------------------

Total Educational and General	<u>\$ 29,217,743</u>
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Auxiliary Enterprises

Food Services	\$ 2,999,146
Housing Services	2,753,896
Curris Center	57,600
Miscellaneous Auxiliary Revenue	98,022
Vending Revenue	44,848
Interest Revenue - Auxiliary Enterprises	37,455

Total Auxiliary Enterprises	<u>\$ 5,990,967</u>
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Total Current Revenue	<u>\$ 35,208,710</u>
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MURRAY STATE UNIVERSITY
Statement of Current Restricted Funds
Revenues by Source and Expenditures by Function
For the Period July 1, 1987 through December 31, 1987

	Budget	Actual
Revenues	-----	-----
Federal Funds		
Pell	\$1,567,011	\$2,236,826
SEOG	287,783	233,910
Workstudy	404,333	225,743
Grants and Contracts	1,349,317	378,774
	-----	-----
Total Federal Funds	\$3,608,444	\$3,075,253
State Grants and Contracts	1,018,993	634,050
Other Grants and Contracts	237,690	50,939
	-----	-----
Total Current Restricted Revenues	<u>\$4,865,127</u>	<u>\$3,760,242</u>
Expenditures		
Educational and General (Note 1)		
Instruction	\$1,492,022	\$ 530,457
Research	357,094	95,713
Public Service	364,090	89,247
Library	38,739	20,284
Academic Support	238,425	90,466
Student Services	119,604	54,391
Institutional Support	51,772	28,353
Operation and Maintenance of Plant	3,457	430
Scholarships and Other Financial Aid	2,144,639	2,815,617
	-----	-----
Total Educational and General	\$4,809,842	\$3,724,958
	-----	-----
Auxiliary Enterprises	\$ 55,285	\$ 35,284
	-----	-----
Total Current Restricted Expenditures	<u>\$4,865,127</u>	<u>\$3,760,242</u>

Note 1. Outstanding encumbrances as of December 31, 1987 for Current Restricted Funds are \$14,191.



Murray State University

Investment Report

FOR THE PERIOD

July 1, 1987 – December 31, 1987

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

February 16, 1988

Murray State University

Murray, Ky. 42071

February 16, 1988

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

Dear President Stroup and Members of the Board:

Submitted herewith is the Second Quarter Investment Report for the period July 1, 1987 through December 31, 1987, and includes the following financial information:

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

Respectfully submitted,

Robert R. Ramsey, Jr.

Robert R. Ramsey, Jr.
Interim Vice-President for
Finance and Administrative
Services and Treasurer

David R. Whitmire

David R. Whitmire
Director for Accounting
and Financial Services

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MURRAY STATE UNIVERSITY
Summary of Investment Earnings by Fund
For the Period July 1, 1987 through December 31, 1987

	Current Funds	Endowment Funds	Plant Funds	Loan Funds
	-----	-----	-----	-----
Investment Earnings to date (Note 1)	<u>\$363,383</u>	<u>\$13,889</u>	<u>\$145,226</u>	<u>\$5,843</u>

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

MURRAY STATE UNIVERSITY
Summary of Investment Earnings
By Fund and Fund Accounts
For the Period July 1, 1987 through December 31, 1987

	Earnings To Date 87/88 (Note 1) -----
CURRENT FUNDS	
Interest on Local Bank Accounts (Peoples Bank)	\$ 115,620
General Investments	23,416
Consolidated Educational Revenue Fund (Frankfort)	186,892
Housing and Dining Revenue Fund (Frankfort)	37,455

Total Current Funds	<u>\$ 363,383</u>
 ENDOWMENT FUNDS	
Endowed Chair Investments	\$ 13,889

Total Endowment Funds	<u>\$ 13,889</u>
 PLANT FUNDS	
Consolidated Educational Renewal and Replacement (Frankfort)	\$ 30,331
Retirement of Indebtedness (Trustee-Citizens Fidelity)	
Consolidated Educational Sinking Fund	61,486
Housing and Dining Sinking Fund	26,543
Housing and Dining Repair and Maintenance Fund	26,866

Total Plant Funds	<u>\$ 145,226</u>
 LOAN FUNDS	
NDSL Checking (Peoples Bank)	\$ 5,843

Total Loan Funds	<u>\$ 5,843</u>

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

MURRAY STATE UNIVERSITY
Schedule of Investment Activities
For the Period July 1, 1987 through December 31, 1987

CURRENT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1987-88 Earnings

EDUCATIONAL AND GENERAL					

Interest on Local Bank Accounts					

Peoples Bank		continuous	Daily rate per overnight		
			Peoples Bank balances		\$ 115,620

Total Trust and Agency Clearing interest earnings to date					\$ 115,620
					=====
General Investments					

Certificate of Deposit	11/25/87	365 days	6.25%	\$ 500,000	\$ 13,388
Certificate of Deposit	11/27/87	366 days	6.50%	400,000	9,743
One day's interest					285

Total General Investments interest earnings to date					\$ 23,416
					=====
Consolidated Educational Revenue Fund (Frankfort)					

Repurchase Agreement	09/16/87	239 days	5.80%	\$ 800,000	\$ 10,053
U.S. Treasury Bills	08/06/87	182 days	5.83%	996,033	5,889
U.S. Treasury Bills	09/03/87	177 days	5.90%	1,088,832	11,446
Repurchase Agreement	09/22/87	179 days	6.11%	500,000	7,128
U.S. Treasury Bills	10/08/87	183 days	5.91%	1,646,456	14,968
Repurchase Agreement	07/13/87	91 days	6.35%	115,000	264
Repurchase Agreement	08/10/87	60 days	6.95%	580,000	4,591
Repurchase Agreement	09/09/87	90 days	6.95%	300,000	4,112
Repurchase Agreement	11/09/87	91 days	6.81%	580,000	9,984
Repurchase Agreement	12/02/87	90 days	7.07%	1,120,000	19,796
Repurchase Agreement	11/20/87	59 days	7.30%	400,000	4,786
Repurchase Agreement	02/02/88	124 days	7.10%	285,000	5,835 *
Repurchase Agreement	11/06/87	30 days	7.70%	1,000,000	6,417
Repurchase Agreement	12/07/87	61 days	7.75%	900,000	11,819
U.S. Treasury Bills	02/04/88	120 days	7.11%	996,710	16,497 *
Repurchase Agreement	01/06/88	90 days	8.35%	1,575,000	30,686 *
Repurchase Agreement	02/08/88	91 days	7.30%	1,000,000	10,544 *
Repurchase Agreement	03/01/88	90 days	7.80%	1,120,000	7,037 *
Repurchase Agreement	02/05/88	60 days	8.40%	900,000	5,040 *

Total Consolidated Educational Revenue Fund interest earnings to date					\$ 186,892
					=====
Total Current Funds Educational and General interest earnings to date					\$ 325,928
					=====

* Interest accrued as of December 31, 1987

Schedule of Investment Activities

For the Period July 1, 1987 through December 31, 1987

CURRENT FUNDS (Cont'd.)

Type of Investment	Maturity	Term	Yield	Cost	1987-88 Earnings

EDUCATIONAL AND GENERAL (cont.)					

AUXILIARY ENTERPRISES					

Housing and Dining Revenue Fund (Frankfort)					

U.S. Treasury Bills	09/24/87	181 days	5.82%	\$ 325,602	\$ 4,465
Repurchase Agreement	11/23/87	60 days	7.25%	325,000	3,927
Repurchase Agreement	11/06/87	30 days	7.70%	750,000	4,813
U.S. Treasury Bills	02/04/88	120 days	7.11%	996,710	16,497 *
Repurchase Agreement	12/09/87	30 days	6.75%	450,000	2,531
Repurchase Agreement	01/22/88	60 days	7.58%	325,000	2,600 *
Repurchase Agreement	03/08/88	90 days	7.80%	550,000	2,622 *
Total Housing and Dining Revenue Fund interest earnings to date					<u>\$ 37,455</u>
Total Auxiliary Enterprises interest earnings to date					<u>\$ 37,455</u>
TOTAL CURRENT FUNDS interest earnings to date (Note 1)					<u>\$ 363,383</u>

Endowed Chair Investments					

Repurchase Agreement	10/16/87	67 days	6.81%	\$ 500,000	\$ 6,337
Repurchase Agreement	11/09/87	24 days	7.76%	500,000	2,587
Certificate of Deposit	05/11/88	182 days	7.75%	100,000	1,076 *
Certificate of Deposit	05/11/88	182 days	7.00%	150,000	1,458 *
Certificate of Deposit	05/11/88	182 days	7.00%	250,000	2,431 *
Total Endowed Chair Investments interest earnings to date					<u>\$ 13,889</u>

Note 1: Earnings are reported on accrual basis.

* Interest accrued as of December 31, 1987

PLANT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1987-88 Earnings To Date

Unexpended Plant Funds					

No investments					
Consolidated Educational Renewal and Replacement (CERR)					

Repurchase Agreement	08/06/87	120 days	6.30%	\$ 225,000	\$ 1,457
Repurchase Agreement	08/14/87	60 days	6.85%	430,000	3,682
Repurchase Agreement	10/05/87	60 days	6.71%	650,000	7,269
Repurchase Agreement	11/12/87	90 days	6.80%	430,000	7,310
Repurchase Agreement	02/02/88	124 days	8.10%	315,000	6,431 *
Repurchase Agreement	03/11/88	120 days	7.10%	430,000	4,182 *

Total Consolidated Educational Renewal and Replacement interest earnings to date					<u>\$ 30,331</u>

RETIREMENT OF INDEBTEDNESS FUND

Consolidated Educational Sinking Fund					

U.S. Treasury Bills	10/29/87	192 days	5.85%	\$ 1,293,348	\$ 26,249
U.S. Treasury Bills	10/29/87	182 days	6.80%	518,555	10,933
U.S. Treasury Note	04/30/89	549 days	7.17%	1,810,900	23,442 *
Money Market Securities	12/31/87	31 days	5.00%	3,129	862

Total Consolidated Educational Sinking Fund interest earnings to date					<u>\$ 61,486</u>

Housing and Dining Sinking Fund

U.S. Treasury Bills	08/06/87	195 days	5.26%	\$ 315,740	\$ 2,896
U.S. Treasury Bills	08/27/87	178 days	5.30%	555,063	4,867
U.S. Treasury Notes	08/15/89	740 days	7.62%	613,281	16,687 *
U.S. Treasury Notes	08/15/89	719 days	7.68%	63,741	1,335 *
Money Market Securities	12/31/87	31 days	5.00%	4,405	758 *

Total Housing and Dining Sinking Fund interest earnings to date					<u>\$ 26,543</u>

* Interest accrued as of December 31, 1987

PLANT FUNDS (Cont'd)

Type of Investment	Maturity	Term	Yield	Cost	1987-88 Earnings To Date

Housing and Dining Repair and Maintenance Reserve Fund					

U.S. Treasury Bills	08/06/87	364 days	5.74%	\$ 730,021	\$ 4,572
U.S. Treasury Notes	08/15/89	740 days	7.57%	751,373	21,667 *
U.S. Treasury Notes	08/15/89	719 days	7.68%	24,516	513 *
Money Market Securities	12/31/87	31 days	5.00%	2,678	114

Total Housing and Dining Repair and Maintenance Reserve Fund					\$ 26,866
Interest earnings to date					=====
TOTAL PLANT FUNDS interest earnings to date (Note 1)					\$ 145,226
					=====

LOAN FUND

NDSL

Checking (Peoples Bank)	continuous	Daily rate per overnight Peoples Bank balances	\$ 5,843

Total NDSL interest earnings to date			\$ 5,843
			=====
TOTAL LOAN FUNDS interest earnings to date (Note 1)			\$ 5,843
			=====

Note 1: Earnings are reported on accrual basis.
* Interest accrued as of December 31, 1987

MURRAY STATE UNIVERSITY
REPORT OF RESIGNATIONS AND TERMINATIONS
FOR THE PERIOD OF
AUGUST 1, 1987 THROUGH DECEMBER 31, 1987

Effective Date of Information

January 29, 1988

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report. This information is a matter of public record, however, to protect the individual and the individual's right of privacy, it is requested that you do not share or display publicly this information.

REPORT OF RESIGNATIONS AND TERMINATIONS

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON TERMINAT
AL	PA	INTERIM GALLERY DIR	ART	1	1	87/03/17	22000.00 TERMIN OF CONTRACT
BRIGHT	RR	PUR ORDER/EXPEDITER	PURCHASING & GEN SER	1	1	87/08/31	10769.00 RESIGNED
COFER	JE	VICE PRES ASST PROF	FINANCE & ADM SER	1	1	87/09/23	56000.00 RESIGNED
COLEMAN	RJ	FOUND BOOKKEEPER I	ACCOUNTING & FINANCE	1	1	87/08/27	13021.00 RESIGNED
COLES	KS	RECEPTIONIST HALL	RESIDENCE HALLS	2	4	87/12/21	5033.00 RESIGNED
COLSON	D	POTS & PANS WORKER	FOOD SERVICE	1	1	87/12/02	7673.00 RESIGNED
CONNER	KA	CUSTODIAN	RESIDENCE HALLS	1	1	87/10/02	8519.00 RESIGNED
COWAN, JR.	TN	CUSTODIAN	MARRIED HOUSING	1	1	87/08/18	9250.00 RESIGNED
ESTERLE	BC	CHEMIST	BREATHITT VET CTR	1	1	87/09/01	19200.00 RESIGNED
EVANKO	JM	LEARNING SPECIALIST	UPWARD BOUND	1	1	87/10/21	20116.00 RESIGNED
FANCHER	JA	LAB AIDE	BREATHITT VET CTR	1	1	87/08/24	9144.00 RESIGNED
FLANAGAN	JA	INSTRUCTOR/TRK COACH	HEALTH/REC/PE	1	5	87/09/05	23509.00 RESIGNED
GEISLER	KL	ASST DIR & UNIT MGR	FOOD SERVICE	1	1	87/11/17	21500.00 RESIGNED
GILES, JR	HC	VISITING LECTURER	COMPUTER STUDIES	1	5	87/12/31	22780.00 RESIGNED
GULLO	CA	DEPT SECRETARY I	ED LEAD & COUNSELING	1	1	87/10/16	10710.00 RESIGNED
HILL	KS	RECEPTIONIST HALL	RESIDENCE HALLS	2	4	87/12/22	5033.00 RESIGNED
HULSLANDER	LR	PRO SHOP CLERK	MILLER GOLF COURSE	2	3	87/11/20	6504.00 REDUCTION FORCE
JOHNSON	KM	LAB ASST SR	BREATHITT VET CTR	1	1	87/08/25	12962.00 RESIGNED
JOHNSON	LD	CUSTODIAN	PHYSICAL PLANT	1	1	87/10/10	8519.00 RESIGNED
JONES	DE	DEAN & PROFESSOR	CENTER CONTINUING ED	1	1	87/10/31	50300.00 RETIRED
KEASLING	CJ	ASST WOMENS BB COACH	WOMEN'S BASKETBALL	1	1	87/08/07	16925.00 RESIGNED
KEASLING	RV	PROFESSOR	MANAGEMENT & MARKET	1	5	87/12/31	37029.00 RETIRED
KEASLING	BW	ASSISTANT DIRECTOR	WICKLIFFE MOUNDS	1	1	87/10/09	16710.00 RESIGNED
LEE	TW	CUSTODIAN	PHYSICAL PLANT	1	1	87/10/16	9357.00 RESIGNED
MADDOX	VL	ADMIN SECRETARY I	FACULTY RESOURCE	1	1	87/11/13	10553.00 RESIGNED
MAUPIN	JL	ASSOCIATE PROFESSOR	HOME ECONOMICS	1	5	87/12/31	29458.00 RESIGNED
PAGE	AC	SPECIALIST TRV ACCT	ACCOUNTING & FINANCE	1	1	87/08/31	17465.00 RETIRED
PRATT	JR	ASST PROF DIR BIO ST	BIOLOGICAL SCIENCES	1	1	87/08/17	32000.00 RESIGNED
REICHERT	SJ	CLERK/TYPIST	NURSING	1	3	87/10/30	8012.00 RESIGNED
RILEY	L	PATROL OFFICER	CAMPUS SAFETY	1	1	87/08/01	15034.00 RETIRED
SHIRLEY	LA	DEPT SECRETARY I	JOURNALISM RADIO/TV	2	3	87/12/30	4412.00 RESIGNED
SMITH	WL	MAINTENANCE WORKERII	EXPO CENTER	1	1	87/08/14	11296.00 RESIGNED
SPEAKES	RA	VISIT ASST PROFESSOR	ENGLISH	1	5	87/08/27	21578.00 RESIGNED
VICK	DC	TECHNICAL WRITER	OFF TRAINING SERVICE	1	1	87/08/13	26000.00 RESIGNED
WHEELER	DC	CUSTODIAN	PHYSICAL PLANT	1	1	87/08/12	9271.00 DISCHARGED
WICKER	RK	ASST SUPER MECHANIC	MSU FOUND MILLER GF	1	1	87/08/05	15995.00 RESIGNED
WILLIAMS	RC	ASST PROFESSOR	MANAGEMENT & MARKET	1	5	87/08/07	32816.00 RESIGNED
WYANT	DI	DEL/WAREHOUSE LABOR	PURCHASING & GEN SER	1	1	87/11/06	9711.00 RESIGNED
WYATT	MJ	EXECUTIVE SECRETARY	MSU FOUNDATION	1	1	87/12/15	13804.00 RESIGNED
YORK	PA	CUSTODIAN	PHYSICAL PLANT	1	1	87/08/05	8394.00 RESIGNED

MURRAY STATE UNIVERSITY
REPORT OF NEW EMPLOYMENT
FOR THE PERIOD OF
AUGUST 1, 1987 THROUGH DECEMBER 31, 1987

Effective Date of Information

January 29, 1988

This report includes information on regular, full-time and part-time employees. It has been prepared from Personnel Services' records as of the effective date of the report. This information is a matter of public record, however, to protect the individual and the individual's right of privacy, it is requested that you do not share or display publicly this information.

REPORT OF NEW EMPLOYMENT

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ALEXANDER	CLERK SALES	UNIVERSITY BOOKSTORE	87/08/12	1	1	8331.00
BAYLESS	ASST PROFESSOR	LIBRARY	87/08/01	1	1	20000.00
BENTON	DISHROOM WORKER	FOOD SERVICE	87/08/31	1	1	6691.00
BINDER	MANAGER UNIT	FOOD SERVICE	87/08/01	1	1	17500.00
BLACK	VISITING LECTURER	INDUSTRIAL ED & TECH	87/08/01	1	5	25750.00
BONDS	COOK	FOOD SERVICE	87/11/01	1	1	7823.00
BROCKMAN	CUSTODIAN	RESIDENCE HALLS	87/09/14	1	1	8519.00
BURRESS	COUNSELOR ADMISSIONS	ADMISSIONS & RECORDS	87/09/01	1	1	10000.00
BYNUM	CLERK TYPIST II	ACCOUNTING & FINANCE	87/12/07	1	1	9907.00
BYRD	PARAPROFESSIONAL	ADULT BASIC ED	87/09/29	2	3	4800.00
CAIN	ASSISTANT DIRECTOR	COOP ED & PLACEMENT	87/03/24	1	1	20400.00
CARPENTER	CLERK CONF PUR ORDER	PURCHASING & GEN SER	87/10/05	1	1	9907.00
CHANEY	ASSOC PROFESSOR	ACCOUNTING	87/08/01	1	5	44000.00
CLARK	VISITING LECTURER	MANAGEMENT & MARKET	87/08/01	1	5	22660.00
COLSON	ASST PROFESSOR	ELEMENTARY & SEC ED	87/08/01	1	5	24800.00
COMEAX	DISHROOM WORKER	FOOD SERVICE	87/09/14	1	1	6691.00
CULLIVER	ASSOC PROFESSOR	SPEECH COMM THEATRE	87/08/01	1	5	27000.00
CUNNINGHAM	ASST PROFESSOR	POL SCI & LEGAL STUD	87/08/01	1	5	27000.00
DAVIS	ASST PROFESSOR	MATHEMATICS	87/08/01	1	5	26000.00
DELANCEY	VISITING LECTURER	ENGLISH	87/08/31	1	5	20500.00
DILLS	COUNSELOR ADMISSIONS	ED TALENT SEARCH	87/08/01	1	1	12916.00
DOLSON	COACH ASST WOMEN'SBB	WOMEN'S BASKETBALL	87/09/01	2	5	9000.00
GIBSON	ASST PROFESSOR	CHEMISTRY	87/08/01	1	5	24000.00
IBBON	DEPT SECRETARY II	GEOSCIENCES	87/08/31	1	1	10554.00
F	DIRECTOR	PURCHASING & GEN SER	87/09/14	1	1	32750.00
GARDNER	ASSOC PROFESSOR	SAFETY ENG & HEALTH	87/08/01	1	5	33500.00
GARLAND	SERVICEMAN B	PHYSICAL PLANT	87/09/08	1	1	12925.00
GAY	MECHANIC HEAD	MSU FOUNDATION GOLF	87/08/07	1	1	13906.00
GIBSON	CUSTODIAN	RESIDENCE HALLS	87/10/26	1	1	8519.00
GRAMBIHLER	CUSTODIAN	PHYSICAL PLANT	87/10/19	1	1	8519.00
GREENLEE	VISITING LECTURER	POL SCI & LEGAL STUD	87/08/01	1	5	20000.00
GUYTON	VISITING INSTRUCTOR	NURSING	87/03/18	1	5	10000.00
HANNAH	ASST PROFESSOR	ELEMENTARY & SEC ED	87/08/01	1	5	26500.00
HARMON	ASST PROFESSOR	ENGLISH	87/08/01	1	5	23000.00
HENN	CLERK BSEP ADMIN	FT CAMPBELL CENTER	87/08/12	1	1	11591.00
HILL	AIDE LABORATORY	BREATHITT VET CENTER	87/09/15	1	1	8831.00
HORTON	MAINTENANCE WORKERII	W KY EXPO CENTER	87/10/05	1	1	10565.00
HUTSON	RECEPTIONIST	ADMISSIONS & RECORDS	87/08/03	1	1	9418.00
JACKSON	DISHROOM WORKER	FOOD SERVICE	87/08/31	1	1	6691.00
JARRETT	ASSOC PROFESSOR	PHYSICS & ASTRONOMY	87/08/01	1	5	29000.00
JEDAN	RESEARCH ASSOCIATE	CENTER OF EXCELLENCE	87/09/01	1	1	16000.00
JOHNSON	VISITING LECTURER	MANAGEMENT & MARKET	87/08/01	1	5	18000.00
JURY	OPERATOR DATA ENTRY	COMPUTING & INFO SYS	87/08/31	2	1	5283.00
KARNAVAS	SECRETARY	SECONDARY MODERATE	87/08/10	2	3	4700.00
KEEL	RECEPTIONIST HALL	RESIDENCE HALLS	87/08/17	2	4	5033.00
KIRKS	DISHROOM WORKER	FOOD SERVICE	87/10/10	1	1	6691.00
LAROCK	CUSTODIAN	RESIDENCE HALLS	87/08/24	1	1	8519.00
L	CLERK COMPLIANCE	STUDENT FIN AID	87/09/01	1	1	10554.00
L	DISHROOM WORKER	FOOD SERVICE	87/09/14	1	1	6691.00
L	ASSOC PROFESSOR	OFF SYSTEMS & BUS ED	87/08/01	1	5	33000.00
LIDDELL, SR	ASST TO PRES & DIR	MINORITY FACULTY AFF	87/09/21	1	1	42000.00
MARTIN	ASST PROFESSOR	ELEMENTARY & SEC ED	87/08/01	1	5	30000.00

REPORT OF NEW EMPLOYMENT

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WELL	CE	ASSOC PROFESSOR	ECONOMICS & FINANCE	87/12/01	1	5	48000.00
MCNEELY	BB	ASST PROFESSOR	MANAGEMENT & MARKET	87/08/01	1	5	35000.00
MCNEELY	SE	ASST PROFESSOR	MANAGEMENT & MARKET	87/08/01	1	5	37000.00
MCWHERTER	TD	COORDINATOR	RESIDENCE HALLS	87/08/01	1	1	15245.00
MUNSON	BS	CLERK/TYPIST I	NURSING	87/12/01	1	3	7799.00
NIFFENEGGER	JP	VISITING LECTURER	ELEMENTARY & SEC ED	87/08/01	1	5	23000.00
PACE	PE	ASST LAB SR	BREATHITT VET CENTER	87/09/24	1	1	12220.00
PADGETT	MS	DEPT SECRETARY I	OFF OF FIELD SERVICE	87/08/10	1	1	9907.00
PENMAN	LA	CLERK ATTENDANCE	FT CAMPBELL	87/08/17	1	1	10045.00
PEREZ	KE	CUSTODIAN	RESIDENCE HALLS	87/10/19	1	1	8519.00
PORTER	SD	WORKER GLASSROOM	BREATHITT VET CENTER	87/10/01	2	1	3794.00
PORTNER	EM	COUNSELOR/ADJ INST	COUNSELING & TESTING	87/08/01	1	5	17280.00
POWELL	SS	INTERNAL AUDITOR	FINANCE & ADMIN SER	87/10/15	1	1	23500.00
RAMSEY	RR	VICE PRES INTERIM	FINANCE & ADM SERVIC	87/09/01	1	1	55000.00
REYNOLDS	SG	TECHNICAL ASSISTANT	ELEM & SECONDARY ED.	87/08/01	2	4	14000.00
ROGERS	MA	DISHROOM WORKER	FOOD SERVICE	87/10/10	1	1	6691.00
SALMON	EA	VISITING INSTRUCTOR	LIBRARY	87/08/24	1	1	16000.00
SCHULENBURG	US	VISITING LECTURER	HISTORY	87/08/01	1	5	19500.00
SCHUMER	LE	COORDINATOR	RESIDENCE HALLS	87/08/01	1	3	12850.00
SHIPLEY	GL	DEPT SECRETARY I	INDUSTRY & TECH	87/08/10	1	3	8273.00
STARKS	C	DISHROOM WORKER	FOOD SERVICE	87/11/01	1	1	6691.00
STEPURA	EM	CUSTODIAN	PHYSICAL PLANT	87/10/19	1	1	8519.00
STRICKLAND	MD	DIRECTOR & ASST PROF	ATHLETICS	87/09/01	1	1	49500.00
WILKINS	MK	ASSOC PROFESSOR	COMPUTER STUDIES	87/08/01	1	5	46000.00
WILSON	PJ	BOOKKEEPER/SECRETARY	ACCOUNTING & FINANCE	87/09/14	1	1	10554.00
WILSON	S	PATROL OFFICER	CAMPUS SAFETY	87/08/01	1	1	13425.00
TIBBETTS, JR	GW	ASSOC PROFESSOR	AGRICULTURE	87/08/01	1	5	31500.00
TORIAN	O	COORDINATOR	GOV MIN COL PREP	87/10/01	2	1	17333.00
VANDERMOLLEN	JE	JTPA TEACHER	ADULT BASIC ED	87/08/24	1	3	10925.00
WAHLIG	GM	SECRETARY	SECONDARY MODERATE	87/10/12	1	1	9907.00
WARD	CW	DIRECTOR	OFF OF DEVELOPMENT	87/10/05	1	1	46000.00
WEBB	GT	ASST PROFESSOR	ENGINEERING TECH	87/08/01	1	5	25000.00
WEBER	J	MULTI-AGE PRE-SCHOOL	CLINICAL SER SPEC ED	87/08/01	2	3	7200.00
WELLS	JM	PATROL OFFICER	CAMPUS SAFETY	87/08/01	1	1	13426.00

MURRAY STATE UNIVERSITY SALARY ROSTER

AS OF

JANUARY 1, 1988

Effective Date of Information

January 29, 1988

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

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

01/29/88

ALPHABETICAL LISTING OF EMPLOYEES

AS OF JANUARY 1, 1988

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY	
ABELL	DH	CLERK SALES	UNIVERSITY BOOKSTORE	87/08/12	1	1	8831.00
ADAMS	A	SPECIALIST LEARNING	STUDENT SUPPORT SERV	87/07/01	1	1	18500.00
ADAMS	BF	DEPT SECRETARY II	ED LEAD & COUNSELING	78/06/16	1	1	12610.00
ADAMS	ER	ASSOC PROFESSOR	INDUSTRIAL ED & TECH	68/09/01	1	5	33944.00
ADAMS	GW	ADMIN SECRETARY II	PHYSICAL PLANT	72/09/21	1	1	12531.00
ADAMS	JH	ASSOC PROFESSOR	ENGLISH	67/09/01	1	5	30718.00
ADAMS	LH	OPERATOR PRINT PRESS	PRINTING SERVICES	73/02/05	1	1	14587.00
ADAMS	LK	CLERK II ACCOUNTING	ACCOUNTING & FINANCE	83/05/01	1	1	11415.00
ADAMS	SJ	LIBRARY ASSISTANT II	LIBRARY	83/05/02	1	1	14391.00
ADELMAN	FW	ASSOC PROFESSOR	INDUSTRIAL ED & TECH	78/08/01	1	5	32605.00
ALBERT	LD	ENGINEER MSU TV	JOURNALISM RADIO/TV	85/10/01	1	1	28467.00
ALDERSON	CJ	AGR LAB TECH ASST	BREATHITT VET CTR	78/04/10	1	1	18421.00
ALDRIDGE	WS	SECRETARY	W KY SM BUS DEV CENT	86/09/30	1	1	10103.00
ALEXANDER	AC	ASST PROFESSOR	LIBRARY	87/08/01	1	1	20000.00
ALEXANDER	BT	OPERATOR DATA ENTRY	POSTAL SERVICES	81/11/30	1	1	10907.00
ALEXANDER	SL	SECRETARY	WRATHER WKY MUSEUM	77/08/15	1	1	12668.00
ALEXANDER	SL	ADMIN SECRETARY II	PERSONNEL SERVICES	71/07/14	1	1	12668.00
ALLBRITTEN	ER	CUSTODIAN	PHYSICAL PLANT	81/05/31	1	1	9984.00
ALLBRITTEN	GL	CLERK II LIBRARY	LIBRARY	77/06/06	1	1	10691.00
ALLBRITTEN	WL	DIRECTOR ASSOC PROF	COUNSELING & TESTING	75/07/01	1	1	33000.00
ANDERSON	BR	PROFESSOR	PHYSICS & ASTRONOMY	63/05/15	1	5	35500.00
ANDERSON	JE	ASST PROFESSOR	CHEMISTRY	83/08/01	1	5	26900.00
ANDERSON	LD	COORDINATOR SAFETY	PHYSICAL PLANT	79/09/24	1	1	20548.00
ANDERSON	TK	ASSOC PROFESSOR	ENGLISH	70/09/01	1	5	27645.00
ANGELES	EA	DISHROOM WORKER	FOOD SERVICE	86/08/26	1	1	8630.00
ANIGBOGU	VC	ASST PROFESSOR	CHEMISTRY	86/08/01	1	5	24800.00
ARMSTRONG	BK	COORD INSTRUCTOR HS	FT CAMPBELL CENTER	86/02/18	1	1	17510.00
ARMSTRONG	BZ	LEADER CUSTODIAN	PHYSICAL PLANT	81/01/05	1	1	10753.00
ARMSTRONG	JP	BAKER	FOOD SERVICE	76/08/16	1	1	12403.00
ARMSTRONG	PK	RECEPTIONIST HALL	RESIDENCE HALLS	85/08/19	2	4	5468.00
ARNOLD	CR	COOK	FOOD SERVICE	85/10/26	1	1	10322.00
ARRIGON	JH	VISIT LECT/BARN MGR	FARM/HORSES	85/07/01	1	1	19467.00
AUER	TB	CHAIR PROFESSOR	ENGINEERING TECH	86/01/01	1	1	49500.00
AUSTIN	FB	ASST PROFESSOR LWOP	NURSING	80/08/01	1	5	26000.00
BADGER	RE	SERVICEMAN B	PHYSICAL PLANT	79/11/26	1	1	17164.00
BAILEY	DA	LIBRARY ASSISTANT II	LIBRARY	85/08/19	1	1	13843.00
BAILEY	ER	ASST PROFESSOR	LIBRARY	71/08/16	1	1	23988.00
BAILEY	GN	ASST PROFESSOR	GRAPHIC ARTS TECH	69/09/01	1	5	28082.00
BAILEY	LJ	CLERK I LIBRARY	LIBRARY	79/07/01	1	1	10769.00
BAILEY	SA	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	82/03/15	1	1	14313.00
BAKER	JL	DEPT SECRETARY II	INDUSTRIAL ED & TECH	67/06/01	1	1	12747.00
BALENTINE	NL	BUYER FOOD	PURCHASING & GEN SER	65/08/01	1	1	17510.00
BALZER	KA	ASST PROFESSOR	SPEECH COMM THEATRE	83/08/01	1	5	23423.00
BARRETT	MJ	LIBRARY ASSISTANT II	LIBRARY	64/07/01	1	1	16839.00
BARRETT	TR	PROFESSOR	PSYCHOLOGY	75/08/01	1	5	32665.00
BARROW	DA	ADMIN SECRETARY III	MSU FOUNDATION	71/05/17	1	1	13549.00
BARTLETT	ME	CLERK FISCAL	ACCOUNTING & FINANCE	76/07/19	1	1	12512.00
BARTOLUCCI	LA	ASSOC PROFESSOR	GEOSCIENCES	86/01/01	1	5	34600.00
BARTON	RB	ASSOC PROFESSOR	MANAGEMENT & MARKET	68/09/01	1	5	33541.00
BATES	KG	ASSOC PROFESSOR	MUSIC	78/08/01	1	5	27645.00
BATTS, JR.	RA	ASSOC PROFESSOR	COMPUTER STUDIES	75/08/01	1	5	35100.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1988

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BAURER	JR	DIRECTOR	CO-CURRICULAR ED	81/12/14	1	1	25000.00
BAURER	PA	ANALYST PROGRAMMER	COMPUTING & INFO SYS	77/01/10	1	1	20085.00
BAUST	JA	ASSOC PROFESSOR	ELEMENTARY & SEC ED	78/08/01	1	5	29347.00
BAYLESS	EL	DISHROOM WORKER	FOOD SERVICE	87/08/31	1	1	6691.00
BEAHAN	CL	ASSOC PROFESSOR	HISTORY	80/08/01	1	5	26480.00
BEANE	AL	ASSOC PROFESSOR	SPECIAL EDUCATION	77/10/31	1	5	29432.00
BEANE	LH	SECRETARY	MINORITY RECRUIT	82/10/20	2	1	6410.00
BEASLEY	TW	PROFESSOR	HISTORY	65/09/01	1	5	32693.00
BEATTY	DW	PROFESSOR	AGRICULTURE	68/09/01	1	5	36000.00
BEGLEY	TR	ASSOC PROFESSOR	ENGINEERING TECH	76/08/01	1	5	30658.00
BELCHER	MS	COOK	FOOD SERVICE	78/08/14	1	1	9332.00
BELL	WC	ASSOC PROFESSOR	MATHEMATICS	76/08/01	1	5	29500.00
BENNETT	DE	CHAIR PROFESSOR	MATHEMATICS	70/09/01	1	1	45250.00
BENNETT	DJ	CLERK EXPEDITOR/PODR	PURCHASING & GEN SER	86/09/15	1	1	10612.00
BENNETT	G	HOUSEKEEPER	PHYSICAL PLANT	73/08/30	1	1	10921.00
BENTON	CM	MANAGER TICKET	ATHLETIC DIRECTOR	68/09/11	1	1	16653.00
BENTON	TL	MANAGER UNIT	FOOD SERVICE	87/08/01	1	1	17500.00
BERNSEN	MK	COACH ASSOC BB	BASKETBALL	85/05/01	1	1	30900.00
BEYER	LM	PROFESSOR	PHYSICS & ASTRONOMY	67/01/15	1	5	40000.00
BINDER	EK	VISITING LECTURER	INDUSTRIAL ED & TECH	87/08/01	1	5	25750.00
BISHOP	SC	ASST PROFESSOR	ART	79/08/01	1	5	24300.00
BLACK	FP	MGR COMP OPER TELE	COMPUTING & INFO SYS	81/02/02	1	1	22969.00
BLACK	J	CASHIER	FOOD SERVICE	84/08/23	1	1	8463.00
BLACK	LB	COOK	FOOD SERVICE	87/11/01	1	1	7823.00
BLACK	LD	CASHIER	FOOD SERVICE	79/08/13	1	1	11363.00
BLACK	MS	BINDERY TECHNICIAN	LIBRARY	81/10/26	1	1	10103.00
BLACK	R	INSTRUCTOR	MUSIC	86/08/01	1	5	22128.00
BLACKBURN	DT	ASSISTANT DIRECTOR	RESIDENCE HALLS	84/07/16	1	1	19182.00
BLODGETT	EG	ASST PROFESSOR	SPECIAL EDUCATION	77/08/01	1	5	26363.00
BLYDEN JR	RA	GRAPHICS DESIGN SIGN	PHYSICAL PLANT	84/01/09	1	1	12279.00
BOGAL-ALLBRITTEN	RB	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	77/08/01	1	5	28323.00
BOGART	BS	DEPT SECRETARY II	ENGINEERING TECH	68/06/01	1	1	12746.00
BOGGESS	GW	DEAN & PROFESSOR	COLLEGE OF SCIENCE	66/09/01	1	1	54910.00
BOGGESS	JT	SERVICEMAN A	PHYSICAL PLANT	80/06/02	1	1	18250.00
BOHNERT	CM	DIR SPORTS INFO	UNIVERSITY INFO SER	84/08/15	1	1	22686.00
BULEN	JL	FOREMAN PAINTER	PHYSICAL PLANT	84/07/02	1	1	19856.00
BOLTZ	CJ	COUNSELOR INSTRUCTOR	COUNSELING & TESTING	79/09/01	1	5	21300.00
BOMAR	CG	CHEF SPECIAL EVENTS	FOOD SERVICE	79/08/13	1	1	10856.00
BOMBA	PE	MGR SYSTEMS/PROGRAM	MARC	87/07/01	1	1	17500.00
BONDS	BD	CUSTODIAN	RESIDENCE HALLS	87/09/14	1	1	8519.00
BOOTH	JL	VICE PRES PROFESSOR	ACADEMIC AFFAIRS	76/08/01	1	1	61200.00
BOSSING	LL	PROFESSOR	ELEMENTARY & SEC ED	75/08/01	1	5	33715.00
BOWLING	CW	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	1	9271.00
BOYD	KW	PROFESSOR	ART	67/09/01	1	5	32995.00
BOYD	MA	HERDSMAN DAIRY	FARM	85/05/15	1	1	17524.00
BRAMLETT	RW	SERVICEMAN A	PHYSICAL PLANT	74/08/16	1	1	20380.00
BRAMLEY	JL	CUSTODIAN	PHYSICAL PLANT	81/11/30	1	1	9942.00
BRANDON	DR	GROUNDSKEEPER	PHYSICAL PLANT	77/06/06	1	1	11946.00
BRASFIELD	DW	ASST PROFESSOR	ECONOMICS & FINANCE	86/08/01	1	5	28840.00
BRITT, JR.	GN	ASST PROFESSOR	MATHEMATICS	64/09/01	1	5	28600.00
BROCK	MA	GROUNDSKEEPER	PHYSICAL PLANT	86/08/01	1	1	10169.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1988

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BROCKMAN	JF	COUNSELOR ADMISSIONS	ADMISSIONS & RECORDS	87/09/01	1	1	10000.00
BROCKWAY	GR	ASSOC PROFESSOR	MANAGEMENT & MARKET	76/08/01	1	5	37902.00
BROWN	MF	SPECIALIST LIB DATA	LIBRARY	61/06/12	1	1	17068.00
BROWN	MS	ASST PROFESSOR	ENGLISH	63/09/01	2	5	10942.00
BROWN	SB	PROFESSOR	MUSIC	82/08/01	1	5	28947.00
BRYAN	RT	PRODUCER JAZZ	WKMS-FM RADIO	80/10/01	1	1	17286.00
BRYAN, JR.	P	DEAN ADMISSIONS	ADMISSIONS & RECORDS	74/05/01	1	1	38200.00
BUCHANAN	EG	GROUNDKEEPER	PHYSICAL PLANT	82/09/08	1	1	10860.00
BUCY	MA	WAREHOUSEMAN	PHYSICAL PLANT	86/02/17	1	1	11317.00
BURCH	E	CARPENTER A	PHYSICAL PLANT	73/04/02	1	1	17435.00
BURGESS	RB	ASST PROFESSOR	ENGINEERING TECH	80/07/01	1	1	28334.00
BURKEEN	DE	SERVING LINE WORKER	FOOD SERVICE	86/08/25	1	1	7396.00
BURKEEN	E	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	1	8519.00
BURKEEN	ED	CUSTODIAN	RESIDENCE HALLS	75/03/10	1	1	13510.00
BURKEEN	OE	ASSOC PROFESSOR	NURSING	77/08/01	1	5	29350.00
BURNLEY	BE	ASST PROFESSOR	PHYSICS & ASTRONOMY	65/09/01	1	5	29050.00
BURNLEY	JE	CUSTODIAN	PHYSICAL PLANT	84/08/18	1	1	9417.00
BURRESS	MM	CLERK TYPIST II	ACCOUNTING & FINANCE	87/12/07	1	1	9907.00
BURRIS	GJ	FOREMAN CUSTODIAL	PHYSICAL PLANT	83/09/12	1	1	13906.00
BURTON	BH	COORD ADULT OUTREACH	CENTER FOR CONT ED	79/08/01	1	1	22793.00
BUSER	JA	ASST PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	5	29995.00
BUSER	RA	INSTRUCTOR	LIBRARY	85/07/15	1	1	19240.00
BUSHWAY	SA	CASHIER	FOOD SERVICE	82/08/16	1	1	8971.00
BYERS	FM	ASST LAB SR	BREATHITT VET CTR	79/11/05	1	1	14000.00
BYNUM	MD	PARAPROFESSIONAL	ADULT BASIC ED	87/09/29	2	3	4800.00
BYRD	EI	ASSISTANT DIRECTOR	COOP ED & PLACEMENT	87/08/24	1	1	20400.00
CAIN	JF	CLERK CONF PUR ORDER	PURCHASING & GEN SER	87/10/05	1	1	9907.00
CALDWELL	GD	ASSISTANT DIRECTOR	RESIDENCE HALLS	85/07/29	1	1	21372.00
CALDWELL	JH	LECTURER & DIR FOREN	SPEECH COMM THEATRE	85/08/01	1	5	20808.00
CALL	WL	ASST PROFESSOR	ENGINEERING TECH	69/07/01	1	5	29320.00
CAMPBELL	ML	ASST PROFESSOR	COMPUTER STUDIES	84/03/01	1	5	33475.00
CAMPBELL	RL	MAINTENANCE WORKER	BREATHITT VET CTR	86/10/15	1	1	10103.00
CANERDY	TD	ASST PROF/DIR AHT	BREATHITT VET CTR	84/08/01	1	1	34556.00
CANTRELL	GL	PROFESSOR	MATHEMATICS	69/07/01	1	5	33150.00
CANUP	JE	CUSTODIAN	FOOD SERVICE	86/03/31	1	1	9046.00
CANUP	WM	CASHIER	FOOD SERVICE	81/01/05	1	1	8954.00
CARLETON	RM	ASST PROFESSOR	ENGLISH	86/08/01	1	5	20500.00
CARLIN	JB	PROFESSOR	ELEMENTARY & SEC ED	69/09/01	1	5	31789.00
CARLTON	JA	CUSTODIAN	PHYSICAL PLANT	80/02/06	1	1	9962.00
CARPENTER	CD	ASST FB COACH	FOOTBALL	87/01/12	1	1	25750.00
CARPENTER	FW	ASSOC PROFESSOR	ACCOUNTING	87/08/01	1	5	44000.00
CARR	AD	ASSOC PROFESSOR	HOME ECONOMICS	66/09/01	1	5	28806.00
CARRAWAY	PW	RECEPTIONIST HALL	RESIDENCE HALLS	85/04/23	2	4	5647.00
CARSTENS	KC	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	78/08/01	1	5	28723.00
CARTER	AC	CUSTODIAN	PHYSICAL PLANT	83/09/12	1	1	9584.00
CARTER	IE	CUSTODIAN	PHYSICAL PLANT	84/01/30	1	1	9584.00
CARTER	JF	DIRECTOR	CURRIS CENTER ADMIN	81/08/24	1	1	28850.00
CARTNER	MO	CONSULTANT MGT	W.KY SM BUS DEV CENT	85/11/01	1	1	25200.00
CARTWRIGHT	JH	CHAIR PROFESSOR	HISTORY	70/09/01	1	1	44540.00
CASSIDY	C	CASHIER	FOOD SERVICE	80/08/27	1	1	12879.00
CASSIDY	DA	UNIT MANAGER	FOOD SERVICE	81/01/05	1	1	17000.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1988

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CELLA	CR	CHAIR PROFESSOR	68/09/01	1	1	41800.00
CELLA	DB	SPECIALIST WRITING	78/07/01	2	5	10560.00
CHAMBERLAIN	BB	ASSOC PROFESSOR	85/08/01	1	5	32650.00
CHAMBERLAIN	DH	ASST PROFESSOR	77/12/15	1	5	35320.00
CHANEY	JG	VISITING LECTURER	87/08/01	1	5	22660.00
CHANEY	LP	CASHIER JR	87/02/09	1	1	10769.00
CHAPPELL	PG	VISITING INSTRUCTOR	86/01/01	1	5	20500.00
CHENGAPPA	MM	MICROBIOLOGIST ASSOP	85/05/10	1	1	46650.00
CHILDERS	BD	COACH WOMEN'S BB	84/07/01	1	1	27042.00
CHILDERS	NM	SPECIALIST MEDIA	85/07/29	1	1	17907.00
CHILIKAS	TN	ASSOC PROFESSOR	83/01/01	1	5	31415.00
CHOATE	AB	CHIEF ACCT MGR FINRE	83/03/07	1	1	27500.00
CHRISTOPHEL	RT	ASST FB COACH	86/02/01	1	1	17510.00
CHRISTOPHER	RM	ASSOC PROFESSOR	81/07/01	1	1	24442.00
CLAIBORNE	DM	ASST PROFESSOR	85/08/01	1	5	24285.00
CLAIBORNE	KT	COUNSELOR ADMISSIONS	84/07/18	1	1	14100.00
CLARK	AL	PROFESSOR	61/08/01	1	5	31100.00
CLARK	BH	ASST PROFESSOR	87/08/01	1	5	24800.00
CLARK	LB	AGR LAB TECH	79/08/01	1	1	15758.00
CLARK	MA	ASST PROFESSOR	77/08/01	1	1	22588.00
CLARK	PB	ADMIN SECRETARY I	80/06/30	1	1	12414.00
CLARKSON	EW	ASST PROFESSOR	86/08/01	1	5	25500.00
EMENT	PA	COORDINATOR MEDIA	83/08/01	2	2	9236.00
EMENT	RW	ASSOC PROFESSOR	82/08/01	1	5	45921.00
CLOYS	AB	CARPENTER UTILITY A	67/12/01	1	1	18834.00
CLOYS	MA	DEPT SECRETARY II	74/08/23	1	1	12707.00
COBB	DG	BAKER	80/10/23	1	1	9741.00
COCHRAN	CS	DEPT SECRETARY II	67/10/26	1	1	12864.00
COHEN	MM	PROFESSOR	76/08/01	1	5	31267.00
COHOON	JA	CLERK GRAD ADMISSION	69/11/14	1	1	14587.00
COHOON	JE	TRUCK DRIVER GROUNDS	81/09/28	1	1	11275.00
COLE	M	SALAD WORKER	81/01/05	1	1	10795.00
COLE	LA	OPERATOR COPY CENTER	82/07/26	1	1	11222.00
COLEMAN	CJ	ADMIN SECRETARY II	77/08/17	1	1	13452.00
COLLINS	BJ	CLERK TYPIST II	78/05/08	1	1	11202.00
COLLINS	IH	PROFESSOR	76/08/01	1	5	34500.00
COLSON	TL	DISHROOM WORKER	87/09/14	1	1	6691.00
COMEAX	PA	ASSOC PROFESSOR	87/08/01	1	5	27000.00
CONDON	MT	ASSOC PROFESSOR	77/08/01	1	5	28418.00
CONKLIN	RL	ASSOC PROFESSOR	73/08/01	1	5	29387.00
CONLEY	HL	PROFESSOR	68/08/15	1	5	33300.00
CONOVER	ME	ASST PROFESSOR	78/08/01	1	5	26843.00
CONZETT	DC	CURATOR OF COLLECT	82/09/01	1	1	20300.00
COOK	DG	CLERK TYPIST I	85/07/15	1	1	9986.00
COOK	PV	COORDINATOR GRADUATE	67/01/05	1	1	20600.00
COOKSEY	CR	ELECTRICIAN A LWOPAY	72/07/01	1	1	20402.00
COOKSEY	TR	PLUMBER B	84/07/16	1	1	14115.00
COOPER	J	CLERK MATERIALS & SUP	81/06/29	1	1	11572.00
COOPER	BL	LECTURER	79/08/01	1	1	28636.00
COOPER	GL	ASST PROFESSOR	71/08/01	1	5	24650.00
COOPER	JD	OPERATOR A	73/01/08	1	1	20465.00

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ALPHABETICAL LISTING OF EMPLOYEES

AS OF JANUARY 1, 1938

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
COOPER	LA	OPERATOR A	PHYSICAL PLANT	80/11/10	1	1	17832.00
COOPER	RL	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	22768.00
COPE	SR	CLERK RECORDS	ADMISSIONS & RECORDS	86/09/29	1	1	10006.00
CORNELIUS	FH	ASSOC PROFESSOR	ENGLISH	76/08/01	1	5	25548.00
CORNELL	WD	MICRO BIO IV & INST	BREATHITT VET CTR	68/02/16	1	1	33159.00
COSTELLO	S	INSTRUCTOR	ART	85/08/01	1	5	21700.00
COURTER	JL	DEPT SECRETARY I	SPEECH COMM THEATRE	86/10/06	1	4	7585.00
COURTNEY	AR	ASST PROFESSOR	CHEMISTRY	82/08/01	1	5	24930.00
CRAFT	JA	ASST LAB SR	BREATHITT VET CTR	77/05/10	1	1	14000.00
CRAFTON	AD	ASSOC PROFESSOR	OFF OF FIELD SERVICE	66/09/01	1	5	29656.00
CRASS	HD	CUSTODIAN	FOOD SERVICE	82/08/31	1	1	9547.00
CRASS	JD	CUSTODIAN	FOOD SERVICE	84/04/28	1	1	9384.00
CRAWFORD	MA	ADMIN SECRETARY I	FACULTY RESOURCE	86/11/17	1	1	10612.00
CRICK	JL	GROUNDSKEEPER	PHYSICAL PLANT	83/07/30	1	1	10542.00
CRIFASI	SC	VISITING LECTURER	JOURNALISM RADIO/TV	86/08/01	1	5	23156.00
CRITTENDON	BJ	SUPERVISOR	FOOD SERVICE	84/08/18	1	1	13586.00
CRITTENDON	ME	PLUMBER MASTER	PHYSICAL PLANT	69/10/13	1	1	20338.00
CRUM	GL	PROGRAM DIRECTOR	ENERGY CONSORTIUM	87/07/13	2	1	9996.00
CRUM	MD	DEPT SECRETARY II	POL SCI & LEGAL STUD	86/01/13	1	2	10435.00
CRUNK	JA	ADMIN SECRETARY I	BREATHITT VET CTR	80/03/03	1	1	12180.00
CULBERT	BK	ASSOC PROFESSOR	NURSING	68/09/01	1	5	28425.00
CULLIVER	CC	ASST PROFESSOR	POL SCI & LEGAL STUD	87/08/01	1	5	27000.00
CULPEPPER	JC	ASSOC PROFESSOR	LIBRARY	69/02/01	1	1	26414.00
CULVER	JS	STOCKROOM WORKER	FOOD SERVICE	82/08/16	1	1	11671.00
CULVER	RD	ADMIN SECRETARY I	PERSONNEL SERVICES	77/08/22	2	1	6389.00
CUNNINGHAM	AM	OPERATOR COMPOSER	PRINTING SERVICES	68/10/01	1	1	13569.00
CUNNINGHAM	CE	COACH ASST BB	BASKETBALL	86/07/01	1	1	25750.00
CUNNINGHAM	JK	ASST PROFESSOR	MATHEMATICS	87/08/01	1	5	26000.00
CUNNINGHAM	R	SUPERVISOR	FOOD SERVICE	68/02/15	1	1	15422.00
DANDENEAU	TJ	CLERK CENTRAL STORE	PURCHASING & GEN SER	87/03/16	2	1	5263.00
DANIEL	MW	ADMIN SECRETARY I	UNIVERSITY INFO SER	87/03/26	1	1	10769.00
DANIEL	RE	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	5	30400.00
DARNALL	JJ	SERVICEMAN B	PHYSICAL PLANT	86/10/13	1	1	13196.00
DARNALL	LG	CUSTODIAN	PHYSICAL PLANT	84/08/18	1	1	9417.00
DARNELL	BG	CLERK TYPIST I	COLLEGE OF SCIENCE	86/11/17	1	3	8012.00
DARNELL	C	CUSTODIAN	PHYSICAL PLANT	87/06/08	1	1	8520.00
DARNELL	LA	ACCOUNTANT	ACCOUNTING & FINANCE	86/06/09	1	1	16000.00
DAUGHADAY	CH	PROFESSOR	ENGLISH	68/07/01	1	5	30738.00
DAUGHADAY	LL	INSTRUCTOR	SOCIOLOGY & ANTHRO	81/08/01	1	5	21000.00
DAVIS	BA	ASST PROFESSOR LWPAY	NURSING	82/08/01	1	5	24500.00
DAVIS	DC	VISITING LECTURER	ENGLISH	87/08/31	1	5	20500.00
DAVIS	EA	VISITING LECTURER	ECONOMICS & FINANCE	81/08/01	1	5	23712.00
DAVIS	JD	CHAIR ASSOC PROF	AGRICULTURE	84/08/01	1	1	43000.00
DAVIS	JL	DISHROOM WORKER	FOOD SERVICE	84/08/18	1	1	7412.00
DAVIS	RB	DIR/VISIT ASST PROF	ART	87/07/22	1	1	28000.00
DAWSON	GG	ADMIN SECRETARY III	FINE ARTS COMM	78/01/10	1	1	15762.00
DEBOER	JK	DIRECTOR & ASST PROF	COMPUTING & INFO SYS	84/12/01	1	1	43354.00
DECLERK	MD	MECHANICAL ARTIST	PRINTING SERVICES	84/08/22	1	1	14218.00
DEEM	JF	VISITING LECTURER	SPECIAL EDUCATION	86/08/01	1	5	20800.00
DEITZ	KJ	CLERK UNGRD ADMISS	ADMISSIONS & RECORDS	84/07/02	1	1	12374.00
DELANCEY	TH	COUNSELOR ADMISSIONS	ED TALENT SEARCH	87/08/01	1	1	12916.00

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ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DELANEY	SL	BOOKKEEPER II	85/07/29	1	1	12962.00
DERINGTON	WL	LEADER CUSTODIAL CRE	86/09/15	1	1	9417.00
DEVINE	JW	PROFESSOR	63/09/01	1	5	34268.00
DEVOSS	DV	PATROL SERGEANT	79/02/10	1	1	17121.00
DEY	DE	BOOKKEEPER/SECRETARY	73/01/01	1	1	12277.00
DICK	WL	ADMIN SECRETARY III	79/10/03	1	1	12375.00
DILLMAN	MA	ASST PROFESSOR	85/01/01	1	5	29545.00
DILLON	JF	INSTRUCTOR	84/08/01	1	5	23092.00
DILLON	ML	DEL/WAREHOUSE LABOR	87/06/11	1	1	8831.00
DILLS	SA	COACH ASST WOMEN'S BB	87/09/01	2	5	9000.00
DINH	CG	EQUIP RM MANAGER	75/10/20	1	2	9503.00
DOLBERRY	W	CUSTODIAN	86/04/14	1	1	8833.00
DOLSON	DA	ASST PROFESSOR	87/08/01	1	5	24000.00
DOUGHTY	PH	CUSTODIAN	87/07/27	1	1	8519.00
DOUGLAS	CM	ASST PROFESSOR	85/08/01	1	5	23625.00
DOWNNEY	JM	SERVICEMAN A	82/08/25	1	1	16453.00
DOYLE	CJ	SECRETARY	82/11/08	1	1	11670.00
DRENNER	DA	WAIVER OF PREM	79/01/15	1	1	16075.00
DRENNER	JA	CUSTODIAN	87/07/27	1	1	8519.00
DREYER	JL	COORD EMP WAGE ANALY	81/05/26	1	1	21000.00
DRISKILL	CD	ASST PROFESSOR	84/08/01	1	5	28700.00
DRIVER	BA	VISITING LECTURER	83/08/01	1	5	20429.00
DUDLEY	JK	GRANTS & CONT OFF	85/10/14	1	1	30000.00
DUFORD	SA	ASST PROFESSOR	77/08/01	1	5	26920.00
DUGGER	DR	LEADER CUSTODIAN	75/07/07	1	1	10963.00
DUGGER	DW	WINDOW REPAIRMAN	75/07/10	1	1	15514.00
DUNCAN	CR	MECHANIC BOWLING	82/08/02	1	3	12557.00
DUNCAN	DD	ASSOC PROFESSOR	67/09/01	1	5	31100.00
DUNCAN	JK	CASHIER	84/08/18	1	1	8631.00
DUNCAN	PS	DEPT SECRETARY II	78/04/17	1	1	12789.00
DUNCAN	SL	EQUIP RM MANAGER	79/02/15	1	2	9503.00
DUNMAN	SK	INSTRUCTOR	83/08/15	1	1	19698.00
DUNN	BL	FOREMAN OPERATIONS	80/12/16	1	1	12298.00
DUNN	GL	DEL/WAREHOUSE LABOR	86/02/24	1	1	9594.00
DUNN	SJ	DEPT SECRETARY II	78/00/17	1	2	11278.00
DYER	GL	COOK	85/10/30	1	1	9924.00
DYER	JR	DIRECTOR	66/03/15	1	1	34500.00
DYER	PR	EXEC SEC TO PRES	56/07/01	1	1	29000.00
EARNEST	JD	PROFESSOR	76/08/01	1	5	28872.00
EDMONDS	WL	CLERK II LIBRARY	87/07/27	1	1	9340.00
EDWARDS	GD	BUTCHER	84/06/25	1	1	12220.00
EDWARDS	GW	ADMIN SECRETARY III	68/08/16	1	1	13804.00
EDWARDS	LC	ASST PROFESSOR	83/08/01	1	5	30665.00
EDWARDS	SS	ADMIN SECRETARY I	74/02/01	1	1	12727.00
EDWARDS	WF	PROFESSOR LWOP	77/08/01	1	5	0.00
ELAM	JC	SNACK BAR WORKER	86/10/19	1	1	7658.00
ELDER	HL	PROFESSOR	57/02/01	1	5	35675.00
ELDER	ST	HELPER BINDERY	85/08/05	1	1	10299.00
ELDREDGE	DL	PROFESSOR	76/08/01	1	5	49000.00
ELDREDGE	JA	NURSE STAFF	82/04/05	1	4	12245.00
ELGIN	JK	ASSOC PROFESSOR	72/08/01	1	5	28900.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ELKINS	MH	DEPT SECRETARY II	ECONOMICS & FINANCE	74/08/12	1	1	12789.00
ELLIS	CR	EXECUTIVE ASSIST	MARC	77/07/01	1	1	16000.00
ELLIS	G	DEPT SECRETARY II	GEOSCIENCES	87/08/31	1	1	10554.00
ELWELL	FW	ASSOC PROF FAC RES	PRESIDENT'S OFFICE	79/08/01	1	1	31930.00
EMERSON	AF	OPERATOR PRINT PRESS	PRINTING SERVICES	76/10/11	1	1	14568.00
ERICKSON	SL	INSTRUCTOR	MUSIC	85/08/01	1	5	22174.00
ERWIN	ML	CASHIER	FOOD SERVICE	81/08/17	1	1	11261.00
ERWIN	MO	ASSOC PROFESSOR	NURSING	70/09/01	1	5	35475.00
ERWIN	PE	COORD BANQUET	FOOD SERVICE	73/08/27	1	1	12403.00
ESTEP	CL	CUSTODIAN	PHYSICAL PLANT	86/09/02	1	1	8833.00
ETHERTON	RC	CHAIR PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	1	47500.00
EVANS	SL	COACH ASST WOMEN'SBB	WOMEN'S BASKETBALL	87/07/01	1	1	15500.00
EVERSMeyer	HE	PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	5	36300.00
FAIRBANKS	KB	ASSOC PROFESSOR	MATHEMATICS	79/08/01	1	5	31000.00
FARLEY	JW	ASST PROFESSOR	SECONDARY MODERATE	85/08/01	1	1	29085.00
FARLEY	LK	ACCOUNTANT GRANTS	ACCOUNTING & FINANCE	69/08/11	1	1	22550.00
FARRELL	TM	CLERK TYPIST II	STUDENT DEVELOPMENT	78/11/09	2	1	5969.00
FARRIS	TM	CLERK FOOD SERVICES	FOOD SERVICE	70/10/06	1	1	11905.00
FAUGHN	JH	INSTRUCTOR DIR CJP	POL SCI & LEGAL STUD	83/08/01	1	5	28237.00
FAZI	F	MAINTENANCE & FILM	PRINTING SERVICES	65/08/16	2	1	8000.00
FELTS	RK	OPERATOR CLK/CENTREX	TELECOMMUNICATIONS	80/10/20	2	1	7332.00
FERGUSON	JW	PROFESSOR	FOREIGN LANGUAGES	65/09/01	1	5	36926.00
FERGUSON	LH	BOOKKEEPER/SECRETARY	BOY SCOUT MUSEUM	86/05/19	1	1	11714.00
FERGUSON	RD	CARPENTER UTILITY A	PHYSICAL PLANT	80/11/01	1	1	17477.00
FIELDS	SG	VISITING INSTRUCTOR	SOCIOLOGY & ANTHRO	86/08/01	1	5	20450.00
FINLEY	JM	BUYER	PURCHASING & GEN SER	78/02/02	1	1	17910.00
FINNEY	OG	ELECTRICIAN A	PHYSICAL PLANT	65/11/01	1	1	20338.00
FISHER	CH	EDITOR NEWS	UNIVERSITY INFO SER	86/03/10	1	1	17250.00
FITZGIBSON	JR	DIRECTOR	PURCHASING & GEN SER	87/09/14	1	1	32750.00
FITZPATRICK	BJ	VISITING LECTURER	POL SCI & LEGAL STUD	86/08/01	1	5	11330.00
FLEMING	KD	ADMIN SECRETARY I	COOP ED & PLACEMENT	77/10/10	1	2	11593.00
FLETCHER	A	CLERK TYPIST I	MUSIC	85/11/18	2	3	4446.00
FLETCHER	JM	ASST PROFESSOR	PSYCHOLOGY	85/09/01	1	5	26305.00
FLORA	FN	ASST REGISTRAR	ADMISSIONS & RECORDS	66/06/13	1	1	26600.00
FOLSOM	BW	ASSOC PROFESSOR	HISTORY	76/08/01	1	5	27077.00
FOREMAN	TH	CHAIR ASSOC PROF	PHILOSOPHY & REL STU	75/08/01	1	5	33430.00
FORRESTER	KA	PROFESSOR	ENGLISH	71/08/01	1	5	30965.00
FOX	HJ	CLERK BILLING	ACCOUNTING & FINANCE	81/11/03	1	1	12786.00
FOY	CF	CUSTODIAN	PHYSICAL PLANT	69/09/19	1	1	10649.00
FRANCE	NE	ASST PROFESSOR	NURSING	82/11/01	1	5	23250.00
FRANK	JH	PROFESSOR	HEALTH/REC/PE	64/09/01	1	5	36510.00
FRIEBEL	EM	CLERK PAYROLL SR	ACCOUNTING & FINANCE	80/02/18	1	1	14548.00
FRIEND	MA	ASSOC PROFESSOR	SAFETY ENG & HEALTH	87/08/01	1	5	33500.00
FUHRMANN	JT	PROFESSOR	HISTORY	78/08/01	1	5	27332.00
FULLER	MJ	PROFESSOR	BIOLOGICAL SCIENCES	67/09/01	1	5	33200.00
FURCHES	JP	ASST PROFESSOR	NURSING	74/08/01	1	5	27300.00
FURCHES	WH	ASSOC PROFESSOR	ART	63/06/15	1	5	25251.00
FURGERSON	WW	COORD OF PLACE SER	COOP ED & PLACEMENT	56/06/01	1	1	35300.00
FUTRELL	JL	CLERK TYPIST II	ATHLETIC DIRECTOR	87/05/28	1	1	9907.00
GALLOWAY	BD	OPERATOR B	PHYSICAL PLANT	85/06/11	1	1	14470.00
GANTT	VW	PROFESSOR	SPEECH COMM THEATRE	73/08/01	1	5	34641.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
GARDNER	SR	SERVICEMAN B	PHYSICAL PLANT	87/09/08	1	1	12925.00
GARFIELD	GJ	CHAIR ASSOC PROF	POL SCI & LEGAL STUD	70/09/01	1	1	43213.00
GARFIELD	RM	CLINIC ADM & ARNP	HEALTH SERVICES	77/09/06	1	1	24600.00
GARGUS	JA	CLERK FINANCIAL AID	STUDENT FIN AID	87/05/06	1	1	11298.00
GARLAND	CS	ASSISTANT DIRECTOR	ADMISSIONS & RECORDS	80/11/10	1	1	23800.00
GARLAND	GL	MECHANIC HEAD	MSU FOUNDATION GOLF	87/08/07	1	1	13906.00
GARLAND	JC	CLERK APPLICATION	STUDENT FIN AID	79/07/02	1	1	11902.00
GARLAND	JP	CUSTODIAN	PHYSICAL PLANT	84/01/09	1	1	9584.00
GAY	PR	CUSTODIAN	RESIDENCE HALLS	87/10/26	1	1	8519.00
GIBSON	CT	CARETAKER LAB ANIMAL	BREATHITT VET CTR	83/06/20	1	1	9144.00
GIBSON	DB	CUSTODIAN	PHYSICAL PLANT	87/10/19	1	1	8519.00
GIBSON	KA	CUSTODIAN	PHYSICAL PLANT	87/03/16	1	1	8833.00
GILES	HC	PROFESSOR	ECONOMICS & FINANCE	64/09/01	1	5	38373.00
GLOVER	JW	OPERATOR B	PHYSICAL PLANT	86/02/03	1	1	14512.00
GOAD	JT	CHEMIST SENIOR	BREATHITT VET CTR	71/02/16	1	1	24130.00
GOINS	VS	SECRETARY/SM BUS ADV	W KY SM BUS DEV CENT	86/11/10	1	1	10103.00
GOODMAN	JS	EQUIP RM MANAGER	HEALTH/REC/PE	80/02/25	1	2	9311.00
GOODYKE	SL	CLERK II ACCOUNTING	ACCOUNTING & FINANCE	85/04/01	1	1	10965.00
GORDON	JA	ASST DIR STUD EMP	STUDENT FIN AID	70/06/01	1	1	21650.00
GORE	EB	ASSOC PROFESSOR	HEALTH/REC/PE	60/07/01	1	5	30851.00
GRABARCZYK	MK	CUSTODIAN	PHYSICAL PLANT	86/07/14	1	1	8833.00
GRADISHER	MS	INSTRUCTOR	AHES	85/08/16	1	1	23252.00
GRAHAM	JD	AGENT REC INVENTROY	UNIVERSITY BOOKSTORE	70/07/01	1	1	15586.00
GRAHAM	SR	SPECIALIST PRE-AUDIT	PURCHASING & GEN SER	67/07/03	1	1	15507.00
GRAMBIHLER	KE	VISITING LECTURER	POL SCI & LEGAL STUD	87/08/01	1	5	20000.00
GRAY	TE	CHAIR PROFESSOR	GRAPHIC ARTS TECH	75/08/01	1	1	47049.00
GRAY	VM	CASHIER	FOOD SERVICE	77/02/21	1	1	9742.00
GREEN	ER	COORD INVENTORY PROP	PURCHASING & GEN SER	85/10/01	1	1	16431.00
GREEN	JE	ASSOC DIRECTOR	CAMPUS SAFETY	66/03/15	1	1	24205.00
GREENE	TR	ASST PROFESSOR	PSYCHOLOGY	87/01/01	1	5	22660.00
GREENLEE	CA	VISITING INSTRUCTOR	NURSING	87/08/18	1	5	10000.00
GREER	LL	CUSTODIAN	RESIDENCE HALLS	87/01/19	1	1	8833.00
GREER	ME	ASSOC PROFESSOR	ENGINEERING TECH	79/08/01	1	5	33432.00
GREER	SC	MICROBIO I	BREATHITT VET CTR	76/08/16	1	1	19725.00
GREULE	AL	INST DIR TV STUDIO	JOURNALISM RADIO/TV	83/08/01	1	5	22771.00
GRIFFIN	JB	ASST PROFESSOR	LIBRARY	77/07/01	1	1	23628.00
GRIMES	JM	CHAIR ASSOC PROF	FOREIGN LANGUAGES	72/08/01	1	1	40011.00
GROPPEL	CD	WRITER CURRICULUM	OFF TRAINING SERVICE	85/10/01	1	1	26000.00
GROPPEL	SL	ASST PROFESSOR	INDUSTRIAL ED & TECH	82/08/01	1	5	25015.00
GRUBBS	RM	RECEPTIONIST HALL	RESIDENCE HALLS	85/08/19	2	4	5304.00
GUDE	FN	CUSTODIAN	PHYSICAL PLANT	80/10/06	1	1	10210.00
GUIER	ML	DIRECTOR	WRATHER WKY MUSEUM	46/09/01	1	1	33150.00
GUIN	LD	ASSOC PROFESSOR	ECONOMICS & FINANCE	78/08/01	1	5	42632.00
GUPTA	RC	VET TOXICOLOGIST	BREATHITT VET CTR	87/03/23	1	1	35000.00
GUPTON	AM	ANALYST PROGRAMMER	COMPUTING & INFO SYS	82/05/03	1	1	19620.00
GUTHRIE	CK	DIRECTOR	ADULT BASIC ED 310	73/07/01	1	2	34000.00
GUYTON	JW	ASST PROFESSOR	ELEMENTARY & SEC ED	87/08/01	1	5	26500.00
GWALTNEY	WK	ASST PROFESSOR	SPECIAL EDUCATION	84/08/01	1	5	24176.00
HAINSWORTH	JC	PROFESSOR	ELEMENTARY & SEC ED	67/09/01	1	5	35051.00
HALE	BG	DEPT SECRETARY II	SPECIAL EDUCATION	80/07/21	1	2	11619.00
HALE	DM	CUSTODIAN	PHYSICAL PLANT	81/01/05	1	1	9941.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HALE	JA	SALAD WORKER	FOOD SERVICE	80/08/27	1	1	8795.00
HALE	RG	GROUNDSKEEPER	PHYSICAL PLANT	87/07/01	1	1	9960.00
HALEY	JL	CLERK II ACCOUNTING	ACCOUNTING & FINANCE	86/10/06	1	1	10608.00
HALL	JP	INSTRUCTOR	ACCOUNTING	75/08/01	1	5	24788.00
HAMILTON	TA	CUSTODIAN	RESIDENCE HALLS	81/09/08	1	1	9941.00
HAMM	NT	ASSISTANT DIRECTOR	ACCOUNTING & FINANCE	86/03/01	1	1	32500.00
HAMMACK, JR.	JW	PROFESSOR	HISTORY	68/09/01	1	5	34146.00
HAMRA	AJ	ASSISTANT DIRECTOR	PURCHASING & GEN SER	68/09/01	1	1	21195.00
HANEY	RD	ASSOC PROFESSOR	JOURNALISM RADIO/TV	77/08/01	1	5	31773.00
HANNAH	JR	ASST PROFESSOR	ENGLISH	87/08/01	1	5	23000.00
HANSEN	JL	INST/COORD/DEV MATH	LEARNING CENTER	85/07/19	1	5	16300.00
HARCOURT	JV	CHAIR PROFESSOR	OFF SYS & BUS ED	68/09/01	1	1	49904.00
HARDIN	ME	COUNSELOR MIN ADMIN	ADMISSIONS & RECORDS	87/07/20	1	1	14000.00
HARDISON	CR	CUSTODIAN	PHYSICAL PLANT	85/02/04	1	1	9417.00
HARMON	CL	DEAN ASSOC PROFESSOR	LIBRARY	84/07/01	1	1	50960.00
HARMON	JK	CLERK BSEP ADMIN	FT CAMPBELL CENTER	87/08/12	1	1	11591.00
HARPER	WT	ASSOC DIRECTOR	PHYSICAL PLANT	84/09/01	1	1	23690.00
HARRELL	EW	ADMIN SECRETARY III	COLLEGE OF EDUCATION	71/09/01	1	1	15468.00
HARRELL	JG	PAINTER UTILITY A	PHYSICAL PLANT	82/09/13	1	1	13635.00
HARRELL	KE	DEAN & PROFESSOR	HUMANISTIC STUDIES	61/09/01	1	1	55240.00
HARRINGTON	CT	DIRECTOR ASSOC PROF	FAC RESOURCE CENTER	80/08/01	1	1	38564.00
HARRIS	DC	ASST TO VP FOR BUD	FINANCE & ADM SER	81/11/23	1	1	26750.00
HARRIS	ER	DISHROOM WORKER	FOOD SERVICE	86/09/03	1	1	8630.00
HARRIS	GF	SNACK BAR WORKER	FOOD SERVICE	84/08/18	1	1	7790.00
HARRIS	GW	CUSTODIAN	PHYSICAL PLANT	86/06/18	1	1	8833.00
HARRISON	DE	ASST DEAN ASSOC PROF	BUS & PUBLIC AFFAIRS	69/09/01	1	1	44527.00
HART	BS	DEPT SECRETARY II	COMPUTER STUDIES	87/01/14	1	1	10867.00
HART	JP	SPECIALIST/RADIO/TV	UNIVERSITY INFO SER	86/08/11	1	1	20700.00
HARTLINE	LL	COORD PUBLICATIONS	OFF OF PUBLICATIONS	86/01/27	1	1	14781.00
HARVEY	DA	COORD STUD SOR ADV	CO-CURRICULAR ED	84/07/30	2	1	7287.00
HARVEY	YJ	CLERK II LIBRARY	LIBRARY	85/01/02	1	1	10319.00
HASSELL	MD	PROFESSOR	BIOLOGICAL SCIENCES	66/09/01	1	5	34900.00
HATTON	RO	PROFESSOR	HISTORY	66/09/01	1	5	31388.00
HAWORTH	JD	CUSTODIAN	RESIDENCE HALLS	86/10/13	1	1	8833.00
HAWS	GL	PROFESSOR	FOREIGN LANGUAGES	67/09/01	1	5	27989.00
HAY	JJ	ANIMAL HEALTH TECH	ANIMAL HEALTH	86/08/01	1	1	16600.00
HAZLER	RJ	ASSOC PROFESSOR	ED LEAD & COUNSELING	79/08/01	1	5	27399.00
HEAD	RW	PROFESSOR	ART	65/09/01	1	5	35500.00
HEATHCOTT	EE	PROFESSOR	AGRICULTURE ED	68/07/01	1	1	38800.00
HEIM	KM	PROFESSOR	LIBRARY	74/09/01	1	1	34350.00
HELTON	JR	DEPT SECRETARY II	SPEECH COMM THEATRE	82/03/15	1	3	11854.00
HELTON, JR.	RA	ASST PROFESSOR	ENGLISH	67/09/01	1	5	25654.00
HENDERSON	DR	MAINTENANCE WORKER II	EXPO CENTER	86/04/01	1	1	10774.00
HENDERSON	RL	CLERK FOOD SERVICES	FOOD SERVICE	82/08/23	1	1	8582.00
HENDREN	GR	ASSOC PROFESSOR	ED LEAD & COUNSELING	78/01/01	1	5	31367.00
HENDREN	MC	SUPERVISOR LAB	HEALTH SERVICES	79/09/06	2	1	12614.00
HENLEY	MB	ASSOC PROFESSOR	CHEMISTRY	64/09/01	1	5	32350.00
HENN	JM	AIDE LABORATORY	BREATHITT VET CENTER	87/09/15	1	1	8831.00
HENRY	WJ	BAKER	FOOD SERVICE	76/03/01	1	1	12220.00
HENSON	LF	WINDOW REPAIRMAN	PHYSICAL PLANT	77/05/23	1	1	15514.00
HERNDON	OR	DIRECTOR	ALUMNI AFFAIRS	81/07/01	1	1	30591.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HERNDON	EE	CUSTODIAN	CURRIS CENTER OPER	80/12/16	1	1	10169.00
HERNDON	JA	PROFESSOR	ENGLISH	69/09/01	1	5	35119.00
HERNDON	JW	COORD TRANSPORTATION	MOTOR POOL	73/05/28	1	1	23690.00
HERREN	CE	SER VET & ASST PROF	BREATHITT VET CTR	78/07/21	1	1	42580.00
HESTER	B	HELPER MASONRY	PHYSICAL PLANT	72/06/26	1	1	10565.00
HESTER	P	PAINTER A	PHYSICAL PLANT	76/02/23	1	1	15119.00
HEWITT	RT	COACH MEN'S GOLFASTP	MEN'S GOLF	59/06/01	1	1	32245.00
HICKS	C	WRITER CURRICULUM	OFF TRAINING SERVICE	86/07/01	1	1	26000.00
HICKS	ML	WELDER	PHYSICAL PLANT	73/02/01	1	1	20338.00
HICKS	SR	CUSTODIAN	PHYSICAL PLANT	81/08/22	1	1	9984.00
HIGGINS	JA	SERVING LINE WORKER	FOOD SERVICE	86/08/27	1	1	10537.00
HIGGINS	KJ	AGR LAB TECH	BREATHITT VET CTR	77/11/23	1	1	14370.00
HIGGINSON	BS	COORD ASST PROFESSOR	LEARNING CENTER	79/08/01	1	5	22700.00
HILL	IL	COOK	FOOD SERVICE	65/09/01	1	1	11424.00
HILL	RD	MAINTENANCE WORKERII	W KY EXPO CENTER	87/10/05	1	1	10565.00
HODGE	ML	CLERK ADMIN	PHYSICAL PLANT	60/01/18	1	1	14842.00
HOKE	P	CLERK FISCAL	ACCOUNTING & FINANCE	87/02/18	1	1	10769.00
HOLCOMB	TF	PROFESSOR	ED LEAD & COUNSELING	71/08/01	1	5	31746.00
HOLLOWAY	BD	PATROL SERGEANT	CAMPUS SAFETY	77/06/18	1	1	17121.00
HOLT	WJ	DIRECTOR & ASST PROF	EXPO CENTER	60/09/01	1	1	36506.00
HOMRA	CA	PROFESSOR	PSYCHOLOGY	61/09/01	2	5	15581.00
HOOKS	J	ASSOC PROFESSOR	ELEMENTARY & SEC ED	65/06/14	1	5	29761.00
HOOVER	JH	ASST PROFESSOR	SPECIAL EDUCATION	86/01/01	1	5	23197.00
HOPKINS	DJ	INSTRUMENT MAKER	COLLEGE OF SCIENCE	84/08/27	1	1	29200.00
HOPKINS	GL	CASHIER I	UNIVERSITY BOOKSTORE	83/05/23	1	1	10084.00
HOPKINS	IN	GROUNDSKEEPER	PHYSICAL PLANT	82/05/01	1	1	10983.00
HORN	MR	ADMIN SECRETARY III	HUMANISTIC STUDIES	63/09/09	1	1	14667.00
HORNBACK	MC	CLINICAL SUPERVISOR	CLINICAL SERVICES	88/01/01	1	5	10000.00
HORNBuckle	DT	CLERK ORDER	LIBRARY	85/07/15	1	1	9712.00
HORNER-CAIN	LA	CURATOR OF INTERPRET	MSU FOUND BOY SCOUT	86/11/01	1	1	18540.00
HORNSBY	BA	LIBRARY ASSISTANT I	LIBRARY	68/01/16	1	1	13373.00
HORTON	RL	RECEPTIONIST	ADMISSIONS & RECORDS	87/08/03	1	1	9418.00
HORWOOD	SE	ASST PROFESSOR	GRAPHIC ARTS TECH	76/03/01	1	5	27841.00
HOSFORD	JM	FOREMAN ELECTRICIAN	PHYSICAL PLANT	68/09/16	1	1	23010.00
HOSFORD	MS	CUSTODIAN	PHYSICAL PLANT	82/10/01	1	1	10252.00
HOSFORD	PM	ADMIN SECRETARY II	HEALTH SERVICES	78/02/13	1	1	12512.00
HOSFORD	VE	COOK	FOOD SERVICE	82/03/16	1	1	8052.00
HOUGH	AL	ASSOC PROFESSOR	ENGLISH	62/09/01	2	5	12321.00
HOUNSHELL	BL	CLERK II LIBRARY	LIBRARY	87/07/01	1	1	9340.00
HOWELL	DL	CURATOR CHEMISTRY	COLLEGE OF SCIENCE	68/06/10	1	1	27100.00
HOWES	LF	CUSTODIAN	PHYSICAL PLANT	86/10/13	1	1	8833.00
HUDDLESTON	F	COORDINATOR ADMIN	FT CAMPBELL CENTER	86/01/01	1	1	14420.00
HUGHES	VO	VISITING LECTURER	MATHEMATICS	81/08/01	1	5	16500.00
HUIE	CP	MOVER	PHYSICAL PLANT	71/09/07	1	1	11400.00
HULICK	CH	ASST PROFESSOR	ELEMENTARY & SEC ED	76/07/01	1	5	25530.00
HULICK	PJ	DIRECTOR	RESIDENCE HALLS	76/03/09	1	1	30000.00
HULSLANDER	LR	CLERK PRO SHOP	MSU FOUNDATION GOLF	86/03/01	2	3	6504.00
HUMPHREYS	WB	PROFESSOR	ED LEAD & COUNSELING	62/09/01	1	5	38354.00
HUNT	CB	DEAN PROF INTERIM	FINE ARTS COMM	86/08/15	1	1	50510.00
HUNT	MM	PROD CLASSICAL MUSIC	WKMS CFB GRANT	84/07/01	1	1	16040.00
HURT	MF	SERVING LINE WORKER	FOOD SERVICE	73/09/07	1	1	11261.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HUSSUNG	KF	PROFESSOR	CHEMISTRY	57/09/01	1	5	39400.00
HUTSON	DJ	CUSTODIAN	PHYSICAL PLANT	85/05/28	1	1	9480.00
HUTSON	HB	CLERK SHIPPING & REC	LIBRARY	81/09/28	1	1	9790.00
HUTSON	LL	CUSTODIAN	PHYSICAL PLANT	86/02/24	1	1	9271.00
HUTSON	ME	DISHROOM WORKER	FOOD SERVICE	87/08/31	1	1	6691.00
JACHOWICZ	PL	COORD TUTORIAL PROG	LEARNING CENTER	85/08/01	1	5	16500.00
JACKS	LP	PROFESSOR	AGRICULTURE ED	68/07/01	1	1	38200.00
JACKSON	CL	CUSTODIAN	PHYSICAL PLANT	69/07/01	1	1	10815.00
JACKSON	DL	ASSOC PROFESSOR	PHYSICS & ASTRONOMY	87/08/01	1	5	29000.00
JACKSON	DS	VISITING LECTURER	MATHEMATICS	82/08/01	1	5	16500.00
JACKSON	JN	MANAGER OPERATIONS	WKMS-FM RADIO	79/10/01	1	1	18903.00
JACKSON	RD	LEADER CUSTODIAL CRE	RESIDENCE HALLS	86/09/15	1	1	9417.00
JARRETT	GL	RESEARCH ASSOCIATE	CENTER OF EXCELLENCE	87/09/01	1	1	16000.00
JEDAN	D	ASSOC PROFESSOR	FOREIGN LANGUAGES	85/08/01	1	5	28340.00
JEDAN	NJ	VISITING LECTURER	MANAGEMENT & MARKET	87/08/01	1	5	18000.00
JEFFREY	JR	AGENT CENT RECEIVING	PURCHASING & GEN SER	76/06/07	1	1	14450.00
JEFFREY	LC	CASHIER	FOOD SERVICE	86/08/25	1	1	8430.00
JENKINS	JS	RECEPTIONIST TYPIST	BREATHITT VET CTR	86/04/07	1	1	9692.00
JENKINS	KA	DIRECTOR NEW PAFFAIR	WKMS-FM RADIO	85/05/01	1	1	16019.00
JETTON	RU	GROUNDSKEEPER	PHYSICAL PLANT	80/12/01	1	1	11925.00
JEWELL	HR	DIR OPERATIONS CCEN	CURRIS CENTER ADMIN	80/12/01	1	1	22664.00
JOHNSON	DL	ASST PROF & DIR BAND	MUSIC	85/08/01	1	5	27796.00
JOHNSON	MC	CONSULTANT MGT	W KY SM BUS DEV CENT	83/01/03	1	1	27324.00
JOHNSON	ME	ASSOC PROFESSOR	ART	73/08/01	1	5	26450.00
JOHNSON	RB	PHOTOGRAPHER	UNIVERSITY INFO SER	75/01/16	1	1	25200.00
JOHNSON	RL	OPERATOR DATA ENTRY	COMPUTING & INFO SYS	87/08/31	2	1	5283.00
JOHNSON	WN	ASSOC PROFESSOR	ELEMENTARY & SEC ED	77/08/01	1	5	34000.00
JOHNSTON	KL	RESEARCH TECHNICIAN	CENTER OF EXCELLENCE	87/01/15	1	1	16000.00
JOHNSTON	PI	SUPERVISOR CUSTODIAL	FOOD SERVICE	81/08/31	1	1	14545.00
JOHNSTON	TC	ASST PROFESSOR	BIOLOGICAL SCIENCES	86/08/01	1	5	25200.00
JOINER	LS	ADMIN SECRETARY III	BREATHITT VET CTR	80/07/28	1	1	13314.00
JONES	BJ	CLERK TYPIST I	RESIDENCE HALLS	86/03/17	2	4	5468.00
JONES	BL	SERVICEMAN 8	PHYSICAL PLANT	80/05/27	1	1	17186.00
JONES	G	ASST FB COACH	FOOTBALL	87/01/12	1	1	20600.00
JONES	GD	PROFESSOR	MATHEMATICS	69/09/01	1	5	36950.00
JONES	HM	CLERK WORK ORDER	PRINTING SERVICES	71/06/09	1	1	12707.00
JONES	PJ	CLERK TYPIST I	BREATHITT VET CTR	84/07/01	1	1	10260.00
JONES	SH	ASST PROFESSOR	SOCIOLOGY & ANTHRO	77/08/01	1	5	24546.00
JONES	TC	PAINTER UTILITY A	PHYSICAL PLANT	81/05/02	1	1	13907.00
JONES	TE	SNACK BAR WORKER	FOOD SERVICE	86/01/13	1	1	9527.00
JOYCE	SL	DISHROOM WORKER	FOOD SERVICE	79/01/08	1	1	10139.00
JULIAN	CL	DEVELOPMENT COORD	MSU FOUNDATION	84/07/01	1	1	22880.00
JULIAN	FH	VICE PRES ASST PROF	STUDENT DEVELOPMENT	74/07/01	1	1	55000.00
JURY	DJ	SECRETARY	SECONDARY MODERATE	87/08/10	2	3	4700.00
KADEL	WL	DIRECTOR & PROF	BREATHITT VET CTR	67/08/01	1	1	52500.00
KARNAVAS	TL	RECEPTIONIST HALL	RESIDENCE HALLS	87/08/17	2	4	5033.00
KARNES	BC	SALAD WORKER	FOOD SERVICE	81/10/03	1	1	8511.00
KEEL	BS	DIRECTOR	UPWARD BOUND	85/02/11	1	1	30128.00
KEEL	GA	DISHROOM WORKER	FOOD SERVICE	87/10/10	1	1	6691.00
KEELING	SD	COOK	FOOD SERVICE	85/09/11	1	1	9924.00
KEESLAR	SM	ASST PROFESSOR	FOREIGN LANGUAGES	66/09/01	1	5	26117.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
KELLEY	LA	CLERK FISCAL	ACCOUNTING & FINANCE	86/04/28	1	1	10769.00
KELLIE	AC	ASSOC PROFESSOR	ENGINEERING TECH	82/08/01	1	5	30862.00
KELLY	DC	DIRECTOR LWOPAY	MSU FOUNDATION	80/11/15	2	1	0.00
KELSEY	DP	DIRECTOR	BOY SCOUT MUSEUM	82/03/01	1	1	42920.00
KENDALL	LC	TECHNICIAN EMS	PHYSICAL PLANT	85/10/14	1	1	16620.00
KENNEDY	KW	DRAFTSMAN	PHYSICAL PLANT	85/06/24	1	1	16320.00
KENNEY	JR	STATION MANAGER	WKMS-FM RADIO	84/07/16	1	1	29321.00
KENT	PL	INSTRUCTOR	NURSING	80/08/01	1	5	18610.00
KERN	EJ	SUPER UTIL MAINT	BREATHITT VET CTR	83/01/25	1	1	19316.00
KERR	JL	OPERATOR COMPUTER	COMPUTING & INFO SYS	81/04/06	1	1	14665.00
KERR	KB	CLERK TRANSCRIPT EVA	ADMISSIONS & RECORDS	81/06/24	1	1	14000.00
KEY	LE	MANAGER EQUIPMENT	ATHLETIC DIRECTOR	83/07/26	1	1	12927.00
KEY	SR	DIRECTOR	CENTER FOR CONT ED	75/07/01	1	1	30146.00
KIMBRO	EL	UPHOLSTERER	UPHOLSTERY SHOP	85/01/02	1	1	12335.00
KIMBRO	T	CARPENTER A	PHYSICAL PLANT	83/05/02	1	1	14449.00
KIND	JL	COORD WS PROGRAM	COMMONWEALTH WS PROG	84/05/02	2	1	8800.00
KIND	TC	PROFESSOR	GEOSCIENCES	76/08/01	1	5	33300.00
KING	CH	MEDICAL TRANSCRIBER	BREATHITT VET CTR	83/11/28	1	1	10828.00
KING	EF	DEPT SECRETARY II	SOCIOLOGY & ANTHRO	78/08/28	1	1	11961.00
KING	JM	CHAIR PROFESSOR	BIOLOGICAL SCIENCES	78/08/01	1	1	47000.00
KING	KP	DEPT SECRETARY II	MATHEMATICS	82/08/16	1	1	12727.00
KIRK	RV	PROFESSOR	MANAGEMENT & MARKET	88/01/01	2	5	5400.00
KIRKS	BL	CUSTODIAN	RESIDENCE HALLS	87/08/24	1	1	8519.00
KIRKS	MK	SECRETARY	EXPO CENTER	74/06/24	1	1	11944.00
KLINE	GL	GROUNDSKEEPER	PHYSICAL PLANT	85/08/21	1	1	10169.00
KLINE	LM	ASST PROFESSOR	PSYCHOLOGY	85/08/01	1	5	23289.00
KOBRAEI	HR	ASST PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	5	28050.00
KOCH	MS	ASST TO VP & PROF	ACADEMIC AFFAIRS	81/03/01	1	5	21826.00
KOENECKE	AJ	PROFESSOR	HOME ECONOMICS	69/09/01	1	5	34532.00
KONRAD	MS	COUNSELOR ADMISSIONS	ADMISSIONS & RECORDS	85/11/04	1	1	14000.00
KOZAK	DD	ADMIN SECRETARY II	HONORS PROGRAM	83/01/04	1	1	12316.00
KRAEMER	DG	ASST PROFESSOR	SAFETY ENG & HEALTH	86/08/01	1	5	28394.00
KRIZAN	AC	ASSOC PROFESSOR	OFF SYS & BUS ED	78/08/01	1	5	37100.00
KRUGER	JM	CHAIR PROFESSOR	INDUSTRIAL ED & TECH	82/08/01	1	1	43000.00
KURSAVE	RH	PLASTERER	PHYSICAL PLANT	85/10/14	1	1	17206.00
LAKE	MM	INSTRUCTOR	SAFETY ENG & HEALTH	80/08/01	1	5	28392.00
LALICKER	WB	ASST PROFESSOR	ENGLISH	86/08/01	1	5	20550.00
LAMB	P	LEADER CUSTODIAN	PHYSICAL PLANT	69/07/01	1	1	11484.00
LAMB	LG	SUPERVISOR COPY CENT	PRINTING SERVICES	66/08/16	1	1	13549.00
LAMB	RF	BAKER	FOOD SERVICE	80/09/24	1	1	11671.00
LAMORE	RB	PATROL OFFICER	CAMPUS SAFETY	81/09/14	1	1	14783.00
LANCASTER	FA	CHEMIST	BREATHITT VET CENTER	88/01/01	1	1	19200.00
LANDINI	AL	INST MSU NEW ADVISOR	JOURNALISM RADIO/TV	85/08/01	1	5	24370.00
LANE	CA	COORD FIELD/TRAINER	ADULT BASIC ED	75/12/01	1	1	21520.00
LANE	NO	DIRECTOR	GRANTS DEVELOPMENT	61/09/01	1	1	36241.00
LANE	SJ	CLERK TYPIST II	ADMISSIONS & RECORDS	76/08/16	1	1	11902.00
LANGSTON	MA	DISHROOM WORKER	FOOD SERVICE	86/09/23	1	1	6938.00
LARSON	C	COORDINATOR	MINORITY STUD AFFAIR	76/08/01	1	1	22600.00
LARSON	AB	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	71/08/01	1	5	29875.00
LARSON	RH	CLERK COMPLIANCE	STUDENT FIN AID	87/09/01	1	1	10554.00
LARSON	RK	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	28840.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
LASSITER	PA	CUSTODIAN	PHYSICAL PLANT	76/08/01	1	1	10189.00
LATTO	LD	ASSOC PROFESSOR	ED LEAD & COUNSELING	76/08/01	1	5	28088.00
LAWRENCE	DJ	BOOKKEEPER/SECRETARY	ACCOUNTING & FINANCE	87/04/27	1	1	4032.00
LAWSON	AS	PROFESSOR	ENGLISH	70/09/01	1	5	31941.00
LAWSON	HG	ASSOC PROFESSOR	HISTORY	69/09/01	1	5	31391.00
LAX	BC	FOREMAN GROUNDS	PHYSICAL PLANT	77/02/14	1	1	18061.00
LAX	JE	PLUMBER A	PHYSICAL PLANT	68/11/16	1	1	17957.00
LEE	FT	LEADER SAN DISPOSAL	PHYSICAL PLANT	68/07/01	1	1	12695.00
LEE	KW	CUSTODIAN	PHYSICAL PLANT	87/01/26	1	1	8833.00
LEE	LF	DISHROOM WORKER	FOOD SERVICE	87/09/14	1	1	6691.00
LESLIE	RJ	CASHIER II	UNIVERSITY BOOKSTORE	60/09/19	1	1	11865.00
LEYS	DD	ASSOC PROFESSOR	ART	77/08/01	1	5	25650.00
LIDDELL	LF	ASSOC PROFESSOR	OFF SYSTEMS & BUS ED	87/08/01	1	5	33000.00
LIDDELL, SR	L	ASST TO PRES & DIR	MINORITY FACULTY AFF	87/09/21	1	1	42000.00
LITCHFIELD	HE	SR MED TECHNICIAN	BREATHITT VET CTR	69/03/16	1	1	21838.00
LOBERGER	GJ	ASSOC PROFESSOR	ENGLISH	64/09/01	1	5	27567.00
LOCKHART	RC	DEPT SECRETARY II	HEALTH/REC/PE	85/06/03	1	1	11021.00
LONG	EM	SUPERVISOR	FOOD SERVICE	65/09/01	1	1	16329.00
LONG	JT	PROFESSOR	AGRICULTURE	81/07/01	1	5	37300.00
LORRAH	JI	PROFESSOR LWP	ENGLISH	68/09/01	1	5	34229.00
LOVERIDGE	MJ	DEPT SECRETARY II	ENGLISH	77/06/15	1	1	12707.00
LOVERIDGE	TC	CLERK TYPIST II	ENGLISH	81/08/10	1	1	11454.00
LOVETT	DW	CABINET MAKER	BOY SCOUT MUSEUM	80/03/31	1	1	17600.00
LOVETT	JH	ASST PROFESSOR	OFF OF FIELD SERVICE	59/09/01	1	5	24783.00
LOVINS	JH	ASSOC PROFESSOR	SOCIOLOGY & ANTHRO	71/02/01	1	5	29772.00
LOWERY	SB	COOK	FOOD SERVICE	82/10/02	1	1	8681.00
LUSK	HL	LOCKSMITH	PHYSICAL PLANT	72/10/18	1	1	17393.00
LYLE	JR	NURSE STAFF	HEALTH SERVICES	86/02/17	2	4	7348.00
LYLE	WF	CHAIR ASST PROF	COMPUTER STUDIES	82/08/01	1	1	45813.00
LYNCH	EJ	DEPT SECRETARY II	BIOLOGICAL SCIENCES	79/11/05	1	1	12235.00
LYONS	GG	ASST PROFESSOR	HEALTH/REC/PE	84/08/01	1	5	23713.00
LYONS	P	DIRECTOR	OFF TRAINING SERVICE	66/09/01	2	1	13520.00
MACHA	RL	ASSOC PROFESSOR	AGRICULTURE	66/09/01	1	5	31500.00
MADDOX	VL	ADMIN SECRETARY I	FAC RESOURCE CENTER	87/07/07	1	1	10554.00
MADDOX	WE	PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	5	37650.00
MADDOX	RL	SR MED TECHNICIAN	BREATHITT VET CTR	68/03/01	1	1	25550.00
MAGLINGER	CB	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	82/08/09	1	1	14313.00
MAHFOUD	WE	PROFESSOR	MATHEMATICS	68/09/01	1	5	33550.00
MAHONEY	MP	HEAD FB COACH ASSTPRO	FOOTBALL	87/01/12	1	1	41200.00
MALINAUSKAS	BK	COORD ASST TRAINING	SM BUS INCUBATOR PRO	87/07/01	1	1	19000.00
MALINAUSKAS	MJ	PROF & DIR THEATRE	SPEECH COMM THEATRE	78/03/01	1	5	34356.00
MALONE	BG	PROF DIR SCHOOL SERV	COLLEGE OF EDUCATION	70/09/01	1	1	43032.00
MALONE	SE	ANALYST SYSTEMS	COMPUTING & INFO SYS	76/05/10	1	1	24205.00
MANGOLD	WG	ASST PROF LWOP	MANAGEMENT & MARKET	83/08/01	1	5	0.00
MANSFIELD	AR	ADMIN SECRETARY III	LIBRARY	63/04/01	1	1	14018.00
MANSFIELD	BA	DEPT SECRETARY I	ART	78/06/22	1	1	12084.00
MARINE	DF	DEPT SECRETARY II	OFF SYS & BUS ED	82/08/16	1	2	11063.00
MARINE	RJ	SPECIALIST BENEFITS	PERSONNEL SERVICES	71/08/01	1	1	17580.00
MARSHALL	OB	SUPERVISOR REG RECDs	ADMISSIONS & RECORDS	69/09/03	1	1	20000.00
MARSHALL	WR	FOREMAN CARPENTER	PHYSICAL PLANT	78/07/03	1	1	23010.00
MARTIN	CO	DETECTIVE CAPTAIN	CAMPUS SAFETY	85/08/03	1	1	18334.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MARTIN	HE	DISHROOM WORKER	FOOD SERVICE	86/09/02	1	1	6938.00
MARTIN	OL	ASST PROFESSOR	ELEMENTARY & SEC ED	87/08/01	1	5	30000.00
MASTERA	NR	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	64/06/01	1	1	11865.00
MATHIS	GL	CHAIR PROFESSOR	ECONOMICS & FINANCE	67/07/01	1	1	49041.00
MAXWELL	CE	ASSOC PROFESSOR	ECONOMICS & FINANCE	87/12/01	1	5	48000.00
MAYES	JW	CHAIR ASSOC PROF	SPEECH COMM THEATRE	72/09/01	1	1	42200.00
MAYFIELD	LJ	DEPT SECRETARY II	JOURNALISM RADIO/TV	76/08/23	1	1	12766.00
MAYNARD	JD	OPERATOR A	PHYSICAL PLANT	75/05/27	1	1	18416.00
MAYO	RJ	CUSTODIAN	PHYSICAL PLANT	86/09/22	1	1	8833.00
MCCABE	DK	CUSTODIAN	PHYSICAL PLANT	85/08/26	1	1	9357.00
MCCAIN	EL	ASSOC PROFESSOR	MUSIC	64/09/01	1	5	29704.00
MCCANN	DL	ADMIN SECRETARY I	STUDENT DEVELOPMENT	67/09/01	1	1	12707.00
MCCARTY	LG	COOK	FOOD SERVICE	86/08/04	1	1	9924.00
MCCLAIN	SJ	ADMIN SECRETARY I	GRANTS DEVELOPMENT	78/05/01	1	1	12649.00
MCCLURE	SK	CLERK RECEIVING	LIBRARY	82/08/23	1	1	10124.00
MCCOY	JP	ASST PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	5	32496.00
MCCUISTON	LA	PHOTOLITHOGRAPHER	PRINTING SERVICES	68/01/01	1	1	16212.00
MCCUISTON	MA	ADMIN SECRETARY I	CENTER FOR CONT ED	76/08/02	1	1	11748.00
MCCUISTON	RD	ADMIN SECRETARY II	STUDENT FIN AID	78/08/16	1	1	13314.00
MCDANIEL	JF	SUPERVISOR	FOOD SERVICE	83/08/22	1	1	13872.00
MCDANIEL	RM	ELECTRICIAN B	PHYSICAL PLANT	81/02/07	1	1	15514.00
MCDONALD	JW	DIRECTOR	PRINTING SERVICES	79/06/01	1	1	33250.00
MCDUGAL	CO	EXECUTIVE SECRETARY	FINANCE & ADM SER	82/03/24	1	1	15058.00
MCDUGAL	JD	DIRECTOR	STUDENT FIN AID	65/06/14	1	1	34200.00
MCDOWELL	BO	MANAGER	UNIVERSITY BOOKSTORE	62/01/01	1	1	31000.00
MCFADDEN	RM	ASSOC PROFESSOR	LIBRARY	63/09/01	1	1	30277.00
MCGAHA	CJ	ASST LAB SR	BREATHITT VET CTR	78/03/13	1	1	14626.00
MCGAUGHEY	RH	CHAIR PROFESSOR	JOURNALISM RADIO/TV	69/02/01	1	1	43830.00
MCGINNIS	AM	CLERK TYPIST I	LIBRARY	84/06/18	1	1	9907.00
MCGINNIS	MD	COOK	FOOD SERVICE	86/03/17	1	1	8364.00
MCGREGOR	JD	PROFESSOR	COMPUTER STUDIES	83/08/01	1	5	43209.00
MCINTOSH	DF	DIRECTOR & ASST PROF	UNIVERSITY INFO SER	68/03/16	1	1	35970.00
MCKINNEY	RA	PROGRAMMER	COMPUTING & INFO SYS	86/08/18	1	1	15450.00
MCLAREN	CL	CLERK DATA ENTRY	COMPUTING & INFO SYS	80/07/14	1	1	12335.00
MCLAREN	JD	ASST PROFESSOR	ENGINEERING TECH	78/08/01	1	5	28137.00
MCLAUGHLIN	BG	HEAD PATH ASST PROF	BREATHITT VET CTR	83/04/15	1	1	47160.00
MCLAUGHLIN	PS	SR MED TECHNICIAN	BREATHITT VET CTR	79/10/08	1	1	18598.00
MCNAMAMY	MS	SUPERVISOR	FOOD SERVICE	82/10/25	1	1	14542.00
MCNEAL	JA	CLERK PRICE CONTRACT	PURCHASING & GEN SER	87/06/01	1	1	11298.00
MCNEARY	PR	ASSOC PROFESSOR LWOP	INDUSTRIAL ED & TECH	78/03/01	1	5	0.00
MCNEELY	BB	ASST PROFESSOR	MANAGEMENT & MARKET	87/08/01	1	5	35000.00
MCNEELY	MA	BEVERAGE LINE WORKER	FOOD SERVICE	86/10/03	1	1	9046.00
MCNEELY	SE	ASST PROFESSOR	MANAGEMENT & MARKET	87/08/01	1	5	37000.00
MCWHERTER	TD	COORDINATOR	RESIDENCE HALLS	87/08/01	1	1	15245.00
MEACHAM	ME	COORDINATOR PROJECT	GAERF MOTION ANALYST	86/05/10	1	1	16800.00
MELQAN	RB	ADMINISTRATIVE ASST	STUDENT DEVELOPMENT	77/05/16	1	1	21682.00
MIKULCIK	JD	PROFESSOR	AGRICULTURE	63/09/01	1	5	34900.00
MILES	ZD	SEC/ADMIN ASST	W KY SM BUS DEV CENT	84/04/02	1	1	11924.00
MILLER	DC	DEPT SECRETARY II	ACCOUNTING	77/08/17	1	2	11710.00
MILLER	DS	UNIT MANAGER	FOOD SERVICE	68/11/01	1	1	17000.00
MILLER	FL	ASST PROFESSOR	MANAGEMENT & MARKET	84/03/01	1	5	34206.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MILLER	IL	OPERATOR A	PHYSICAL PLANT	81/02/09	1	1	17957.00
MILLER	JD	PLUMBER B	PHYSICAL PLANT	87/05/11	1	1	12925.00
MILLER	JM	FOREMAN HEATING	PHYSICAL PLANT	75/03/03	1	1	23968.00
MILLER	MG	PROFESSOR	ENGLISH	68/09/01	1	5	27662.00
MILLER	ND	SEAMSTRESS	UPHOLSTERY SHOP	83/03/23	1	1	4835.00
MILLER	RT	COORDINATOR TRAINING	W KY SM BUS DEV CENT	82/01/06	1	1	16260.00
MILLER	TA	CLERK TYPIST II	RESIDENCE HALLS	84/08/22	1	1	10103.00
MILLER	TI	CHAIR PROFESSOR	ACCOUNTING	67/09/01	1	1	59038.00
MILLER	VP	CHAIR ASSOC PROF	SPECIAL EDUCATION	76/08/01	1	1	43990.00
MILLS	MD	PROFESSOR	SAFETY-ENG & HEALTH	77/07/01	1	5	36951.00
MILTON	HW	ENGINEER CHIEF	PHYSICAL PLANT	81/07/01	1	1	34441.00
MINNER	SH	ASSOC PROFESSOR	SPECIAL EDUCATION	80/08/01	1	5	27029.00
MINOR	AG	INSTRUCTOR CLINIC	NURSING	82/01/04	1	5	17200.00
MOFIELD	WR	PROFESSOR	JOURNALISM RADIO/TV	64/07/16	1	5	36444.00
MOLLAUN	BE	DEPT SECRETARY I	AGRICULTURE	85/04/09	1	3	8362.00
MOORE	LH	COORD SPECIAL PROG	CENTER FOR CONT ED	75/11/01	1	1	31134.00
MOORE	LJ	ADMIN SECRETARY II	ALUMNI AFFAIRS	83/09/01	1	1	12531.00
MOORE	MW	VISITING LECTURER	SPEECH COMM THEATRE	83/08/01	1	5	19718.00
MORGAN	DG	SUPERVISOR	FOOD SERVICE	83/08/22	1	1	13586.00
MORGAN	GJ	ADMIN SECRETARY I	CURRIS CENTER ADMIN	76/08/26	1	1	12181.00
MORGAN	JA	MANAGER BUS OPER	PHYSICAL PLANT	81/07/20	1	1	24870.00
MORGAN	JM	ASST PROFESSOR	FOREIGN LANGUAGES	86/08/01	1	5	20986.00
MORRIS	EK	COORD OF INTRAMURALS	CO-CURRICULAR ED	83/08/01	1	3	15000.00
MORRIS	JM	FOREMAN CUSTODIAL	PHYSICAL PLANT	69/07/01	1	1	17017.00
MORRIS	KP	INSTRUCTOR ED COORD	BIOLOGICAL SCIENCES	83/07/01	1	1	21300.00
MUEHLEMAN	JT	PROFESSOR	PSYCHOLOGY	71/08/01	1	5	32546.00
MULLINAX	OE	REPAIR FLR & CARPET	PHYSICAL PLANT	76/08/23	1	1	18688.00
MUNSON	BS	CLERK/TYPIST I	NURSING	87/12/01	1	3	7799.00
MURPHY	BA	BUYER CONSTRUCTION	PURCHASING & GEN SER	83/10/03	1	1	17910.00
MURPHY	JR	VISIT INSTRUCTOR MLT	BIOLOGICAL SCIENCES	86/08/01	1	5	20000.00
MURRELL	HM	CLERK TYPIST II	CAMPUS SAFETY	86/10/27	1	1	10103.00
MUSCIO	F	PROGRAMMER I	COMPUTING & INFO SYS	83/06/06	1	1	13543.00
MUSCIO, JR.	QJ	ASSOC PROFESSOR	CHEMISTRY	76/08/01	1	5	30000.00
MYATT	SU	ASST PROFESSOR	NURSING	83/08/01	1	5	23200.00
MYHILL	LJ	ADMIN SECRETARY I	OFF OF DEVELOPMENT	86/04/28	1	1	10869.00
NABEREZNY	PM	COUNSELOR INSTRUCTOR	COUNSELING & TESTING	75/08/01	1	1	25000.00
NANCE	RF	FOREMAN BINDERY	PRINTING SERVICES	80/01/16	1	1	13961.00
NANNY	BJ	CLERK	ADMISSIONS & RECORDS	80/07/07	1	1	12375.00
NAUGLE	BL	ASST PROFESSOR	GEOSCIENCES	81/08/01	1	5	29750.00
NERNEY	GR	ASST PROFESSOR	PHILOSOPHY & REL STU	82/08/01	1	5	22810.00
NESBIT	D	CONSULTANT INST	FAC RESOURCE CENTER	85/08/01	1	3	17541.00
NEWMAN	PA	ASST ATHLETIC TRAIN	ATHLETIC DIRECTOR	86/10/01	1	1	15877.00
NEWPORT	C	CUSTODIAN	PHYSICAL PLANT	71/05/03	1	1	10628.00
NEWSOME	AL	OPERATOR B	PHYSICAL PLANT	81/05/04	1	1	15347.00
NEWSOME	DL	SNACK BAR WORKER	FOOD SERVICE	80/08/11	1	1	10941.00
NEWSOME	HL	FOREMAN ENVIR CONT	PHYSICAL PLANT	73/06/03	1	1	23010.00
NEWSOME	KB	MECHANIC SM ENGINE B	MOTOR POOL	78/11/20	1	1	12904.00
NEWSOME	SJ	CLERK FOREIGN STUD	ADMISSIONS & RECORDS	86/01/23	1	1	10612.00
NEWTON	SJ	HEAD BCOACH ASST PRO	BASKETBALL	78/03/01	1	1	44550.00
NICHOLS	GV	CHAIR PROFESSOR	SAFETY ENG & HEALTH	69/09/01	1	1	43150.00
NICHOLS	MS	ASST LAB TEAC/COORD	ADULT BASIC ED	74/09/25	1	1	11908.00

ALPHABETICAL LISTING OF EMPLOYEES
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EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
NICHOLS	PA	ASSOC PROFESSOR	78/01/01	1	5	31975.00
NIFFENEGGER	JP	VISITING LECTURER	87/08/01	1	5	23000.00
NIFFENEGGER	PB	ASSOC PROFESSOR	75/08/01	1	5	39757.00
NOFFSINGER	HA	PROFESSOR	64/09/01	1	5	39385.00
NOLIN	RR	REPAIR OFFICE MACH	73/05/01	1	1	17193.00
NORSWORTHY	MN	DEPT SECRETARY I	80/01/02	1	2	10131.00
NYGAARD	NL	CHAIR ASST PROF	84/01/01	1	1	45500.00
OAKLEY	JA	MANAGER CEN STORES	73/01/01	1	1	15723.00
OBRIEN	DE	ASST PROFESSOR	78/08/01	1	5	28061.00
OEDING	RL	COOK	80/09/16	1	1	7977.00
OLDHAM	MA	WORKER GLASSROOM	84/02/06	1	1	9046.00
OLIVER	WA	VISITING LECTURER	86/08/01	1	5	19630.00
ORR	EG	COOK	78/01/06	1	1	9199.00
OSBORNE	MB	SALAD WORKER	66/03/01	1	1	8995.00
OSBORNE	MJ	SUPER PROD CONTROL	77/08/25	1	1	15253.00
OUTLAND	CD	DIRECTOR	59/02/01	1	1	40503.00
OUTLAND	ME	EXECUTIVE SECRETARY	68/02/08	1	1	14391.00
OVERBEY	JO	SPECIALIST BID MG	83/10/03	1	1	13275.00
OVERBY	JO	ATTORNEY UNIVERSITY	67/09/01	1	1	46350.00
OWEN	BJ	ADMIN SECRETARY II	70/09/14	1	1	14000.00
OWEN	DA	ASSOC PROFESSOR	78/08/01	1	5	30600.00
OWEN	WR	LABORER FARM	81/03/30	1	1	12528.00
OWENS	LL	ADMIN SECRETARY II	83/10/03	1	1	11748.00
OWENS	MD	CLERK SALES	81/01/05	1	1	10595.00
PACE	GW	GROUNDSKEEPER	78/07/10	1	1	10797.00
PACE	LW	VET PATH ASST PROF	86/07/18	1	1	43500.00
PACE	PE	ASST LAB SR	87/09/24	1	1	12220.00
PADGETT	MS	DEPT SECRETARY I	87/08/10	1	1	9907.00
PALORMO	AM	DIR OF PROM & DEVE	83/12/05	1	1	16953.00
PARADISE	DA	MANAGER POST OFFICE	85/01/14	1	1	20353.00
PARK	HL	COORDINATOR	86/01/06	1	1	18772.00
PARKER	CL	CASHIER HEAD	84/07/01	1	1	13008.00
PARM	JG	CLERK DEGREE	76/02/02	1	1	14537.00
PARRISH	JH	LOCKSMITH	65/05/01	1	1	17393.00
PARTEE	JL	LABORER FARM	78/07/01	1	1	13134.00
PASCHALL	D	SNACK BAR WORKER	85/08/17	1	1	9983.00
PASCHALL	HR	CUSTODIAN	78/05/01	1	1	10461.00
PASCO	KH	COORDINATOR	84/08/20	1	1	18298.00
PASSINO	RW	MAIL CARRIER	87/06/24	1	1	9417.00
PATTERSON	HN	ANALYST SR SYSTEMS	79/06/25	1	1	32445.00
PATTERSON	TH	TRUCK DRIVER WARE	69/07/21	1	1	11356.00
PAYNE	JS	INSTRUCTOR	78/08/01	2	5	19326.00
PAYNE	LM	COUNSELOR MINORITIES	85/09/01	1	1	12916.00
PAYNE	WF	CORD GRD STUD ASSOC	76/08/01	1	1	44759.00
PEARCE	RL	FOREMAN PRESSMAN	69/08/01	1	1	19404.00
PEELER	WR	ASST PROFESSOR	81/08/01	1	5	24848.00
PENMAN	LA	CLERK ATTENDANCE	87/08/17	1	1	10045.00
PENNINGTON	C	CASHIER	81/10/03	1	1	8954.00
PEREZ	KE	CUSTODIAN	87/10/19	1	1	8519.00
PERKINS	LS	OPERATOR WEB PRESS	75/09/09	1	1	15633.00
PERKINS	RM	DEPT SECRETARY II	78/07/26	1	1	12257.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
PERLOW	MB	ASST PROFESSOR	NURSING	84/08/01	1	5	27250.00
PERRIN	DW	VICE PRES PROFESSOR	UNIV RELATIONS & DEV	84/07/01	1	1	55600.00
PERRY	AK	CUSTODIAN	RESIDENCE HALLS	80/09/22	1	1	10148.00
FERRY	KL	COORDINATOR MATERIAL	PHYSICAL PLANT	79/06/18	1	1	17435.00
PERVINE	RH	ASST PROFESSOR	MATHEMATICS	85/08/01	1	5	27300.00
PETRIE	GF	ASSOC PROFESSOR	ED LEAD & COUNSELING	74/08/01	1	5	31266.00
PHILLIPS	ED	GROUNDKEEPER II	MSU FOUNDATION GOLF	86/08/01	1	1	9187.00
PHILLIPS	VM	DEPT SECRETARY II	PSYCHOLOGY	80/03/03	1	1	12440.00
PHILPOT	TA	ASST PROFESSOR	ENGINEERING TECH	86/08/01	1	5	25858.00
PIERCE	CD	DISHROOM WORKER	FOOD SERVICE	79/09/05	1	1	8009.00
PIERCE	JO	CUSTODIAN	CURRIS CENTER OPER	82/10/02	1	1	9771.00
PIERCE	LM	SUPERVISOR GRAPHICS	PRINTING SERVICES	78/06/28	1	1	19578.00
PIERCEALL	RM	LEADER CUSTODIAN	PHYSICAL PLANT	84/06/11	1	1	10231.00
PIERCEALL	SG	ADMIN SECRETARY II	RESIDENCE HALLS	85/10/14	1	1	11533.00
PITMAN	ML	ADMIN SECRETARY II	COOP ED & PLACEMENT	80/06/16	1	1	13055.00
PITMAN	WJ	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	61/09/01	1	5	33000.00
POGUE	EG	MASON	PHYSICAL PLANT	72/08/07	1	1	20316.00
POPLIN	DE	CHAIR PROFESSOR	SOCIOLOGY & ANTHRO	71/08/01	1	1	45214.00
PORTER	SD	WORKER GLASSROOM	BREATHITT VET CENTER	87/10/01	2	1	3794.00
PORTNER	EM	COUNSELOR/ADJ INST	COUNSELING & TESTING	87/08/01	1	5	17280.00
POSEY	MM	CONSUL INSTRUCTIONAL	FAC RESOURCE CENTER	79/09/10	1	3	18950.00
POSEY	TB	CHAIR PROFESSOR	PSYCHOLOGY	69/09/01	1	1	44270.00
POTTS	JG	PAINTER FURN REFIN	PHYSICAL PLANT	87/06/22	1	1	12048.00
POWELL	EC	ASST PROFESSOR LWP F	NURSING	81/08/01	1	5	24800.00
POWELL	KS	SPEC TRANS PROCESS	FT CAMPBELL CENTER	87/07/01	1	1	11631.00
POWELL	LL	DEPT SECRETARY II	SAFETY ENG & HEALTH	82/08/30	1	1	11415.00
POWELL	SS	INTERNAL AUDITOR	FINANCE & ADMIN SER	87/10/15	1	1	23500.00
POYNOR	AM	ACCOUNTANT	ACCOUNTING & FINANCE	81/08/17	1	1	24500.00
PRATER	GA	ASST PROFESSOR	SPECIAL EDUCATION	83/10/24	1	5	23690.00
FRATT	WJ	SUPT FOR CUST SERV	RESIDENCE HALLS	70/07/16	1	1	21372.00
PRESCOTT	JH	CARPENTER UTILITY A	PHYSICAL PLANT	72/09/18	1	1	19230.00
PRICE	KC	NURSE HEAD	HEALTH SERVICES	79/07/30	1	1	16994.00
PRICE, JR	WO	ASST DEAN PROFESSOR	COLLEGE OF EDUCATION	62/09/01	1	1	46416.00
PRINCE	AM	PATROL OFFICER LWOP	CAMPUS SAFETY	86/10/01	1	1	13696.00
PRINCE	JM	GUARD GAL SECURITY	ART	87/06/01	1	1	8122.00
PRITCHARD	CA	LIBRARY ASSISTANT I	LIBRARY	81/01/05	1	1	13373.00
PURCELL	BA	ASST PROF/TEN COACH	HEALTH/REC/PE	63/07/01	1	5	29575.00
PURCELL	JK	ASSOC PROFESSOR	HEALTH/REC/PE	74/08/01	1	5	28405.00
RADKE	PB	DIRECTOR	ADMISSIONS & RECORDS	86/03/20	1	1	30100.00
RADKE	RE	SECRETARY	AMERICAN HUMANICS	86/08/04	2	1	5367.00
RAGLE, SR	NE	ENGINEER CHIEF	WKMS-FM RADIO	86/01/06	1	1	24157.00
RAGSDALE	RV	ANALYST SR PROGRAM	COMPUTING & INFO SYS	82/06/01	1	1	23803.00
RAMSEY	BN	SUGAR CUBE/INFO MGR	CURRIS CENTER ADMIN	75/01/10	1	3	10516.00
RAMSEY	EJ	CLERK II LIBRARY	LIBRARY	78/08/14	1	1	10945.00
RAMSEY	EO	CARPENTER B	PHYSICAL PLANT	82/09/13	1	1	12298.00
RAMSEY	JM	PAINTER A	PHYSICAL PLANT	83/07/01	1	1	12507.00
RAMSEY	KD	SUPER OFF MACH REP	OFF MACHINE REPAIR	77/09/06	1	1	20031.00
RAMSEY	RR	VICE PRES INTERIM	FINANCE & ADM SERVIC	87/09/01	1	1	55000.00
RANEY	JI	DISHROOM WORKER	FOOD SERVICE	77/08/22	1	1	10138.00
RASPBERRY	RG	DEPT SECRETARY I	BIOLOGICAL SCIENCES	84/01/01	1	3	8469.00
RATHKE	NJ	ANNOUNCER/PRODUCER	WKMS CPB GRANT	86/11/03	1	1	14935.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
RAY	DS	CLERK ADMINISTRATIVE	FT CAMPBELL CENTER	86/08/26	1	1	11591.00
READ	WG	PROFESSOR	PHYSICS & ASTRONOMY	49/09/01	1	5	38075.00
REAGAN	C	DEPT SECRETARY II	MANAGEMENT & MARKET	63/06/01	1	2	11710.00
REAGAN	JL	HEAD BASEBALL COACH	BASEBALL	57/09/01	2	1	20000.00
REAMER	SM	ADMIN SECRETARY I	FOOTBALL	79/03/22	1	1	12690.00
REED	MA	HELPER PLASTERER	PHYSICAL PLANT	76/07/06	1	1	10837.00
REED	TF	CUSTODIAN	RESIDENCE HALLS	85/08/21	1	1	9253.00
REICHMUTH	RE	CHAIR ASSOC PROF	MUSIC	70/09/01	1	1	42318.00
RESIG	CM	DEPT SECRETARY II	FOREIGN LANGUAGES	83/08/15	1	4	8511.00
REYNOLDS	SG	TECHNICAL ASSISTANT	ELEM & SECONDARY ED.	87/08/01	2	4	14000.00
RHALY	HC	ASST PROFESSOR	MATHEMATICS	85/08/01	1	5	27700.00
RICE	PL	ASST PROFESSOR	HEALTH/REC/PE	82/08/01	1	5	24410.00
RICE	SM	PROGRAMMER II	COMPUTING & INFO SYS	84/01/30	1	1	16480.00
RICHARD	RL	DIRECTOR	COOP ED & PLACEMENT	81/01/28	1	1	27500.00
RICHARDSON	CM	PROJECT COORDINATOR	SPEC ED MIN RECRUIT	86/08/01	1	1	20800.00
RICHARDSON	SG	ASSOCIATE DIRECTOR	PHYSICAL PLANT	87/05/01	1	1	31261.00
RICHERSON	NJ	CLERK II LIBRARY	LIBRARY	70/04/27	1	1	11222.00
RICHERSON	VL	ASST PROFESSOR	OFF SYS & BUS ED	85/08/01	1	5	30220.00
RICHMOND	WL	ASSOCIATE PROFESSOR	MANAGEMENT & MARKET	88/01/01	1	5	18500.00
RIGSBY	JV	ASST PROFESSOR	ART	77/08/01	1	5	29100.00
RINGELSTEIN	HH	LECTURER	ENGINEERING TECH	81/08/01	1	5	33259.00
ROBERTS	JD	CUSTODIAN	FOOD SERVICE	83/10/07	1	1	9384.00
ROBERTS	ND	CUSTODIAN	CURRIS CENTER OPER	81/07/28	1	1	9983.00
ROBERTSON	HG	PROFESSOR	MATHEMATICS	66/09/01	1	5	33475.00
ROBERTSON	NL	DEPT SECRETARY II	NURSING	74/11/01	1	1	13256.00
ROBERTSON	PL	OPERATOR B	PHYSICAL PLANT	82/09/20	1	1	15472.00
ROBINSON	FE	PROFESSOR	PHILOSOPHY & REL STU	68/09/01	1	5	30004.00
ROBINSON	RL	MECH MAINT SERVICE	PHYSICAL PLANT	72/07/03	1	1	18061.00
RODGERS	WD	ADMIN SECRETARY I	LIBRARY	72/09/01	1	1	11787.00
ROGERS	CS	ASSOC PROFESSOR	MUSIC	61/09/01	1	5	30577.00
ROGERS	LS	RECEPTIONIST HALL	RESIDENCE HALLS	81/08/20	2	4	5875.00
ROGERS	MA	DISHROOM WORKER	FOOD SERVICE	87/10/10	1	1	6691.00
ROGERS	RF	DEPT SECRETARY II	PHYSICS & ASTRONOMY	81/09/08	1	1	12000.00
ROGERS	SM	EXECUTIVE SECRETARY	UNIV RELATIONS & DEV	62/09/01	1	1	16330.00
ROGGMAN, II	TJ	ASST FB COACH & INST	FOOTBALL	87/01/12	1	1	16480.00
ROPER	SE	BOOKKEEPER	ALUMNI AFFAIRS	86/07/01	1	1	11533.00
ROSE	BA	ADMINISTRATIVE ASST	ACADEMIC AFFAIRS	71/08/23	1	1	17568.00
ROSE	JL	ASSOC PROF I/DIR MPA	POL SCI & LEGAL STUD	66/09/01	1	5	30932.00
ROSE	WH	PROFESSOR LWP FALL	POL SCI & LEGAL STUD	79/07/01	1	5	36636.00
ROSS	MF	ADMIN SECRETARY III	COLLEGE OF SCIENCE	78/07/01	1	1	16000.00
ROULSTON	CR	PROFESSOR	ENGLISH	64/09/01	1	5	34573.00
ROULSTON	HH	ASST PROFESSOR	ENGLISH	64/09/15	1	5	24962.00
ROUSE	SA	COACH HEAD	WOMEN'S TENNIS	86/03/31	1	1	9000.00
ROWLAND	BC	SM SYS PLAN&CONT ANA	COMPUTING & INFO SYS	79/11/26	1	1	21033.00
ROYALTY	JL	ASST PROFESSOR	PSYCHOLOGY	85/08/01	1	5	23365.00
RUDOLPH	HS	LECTURER	ACCOUNTING	81/01/12	1	5	25044.00
RUDOLPH	JA	ASSOC PROFESSOR	AGRICULTURE	73/08/01	1	1	37750.00
RUDOLPH	ML	CASHIER II	UNIVERSITY BOOKSTORE	78/12/11	1	1	10671.00
RUSSELL	SE	ADMIN SECRETARY I	HEALTH/REC/PE	80/07/01	1	1	12003.00
RUSSELL	ZB	FOREMAN CONSTRUCTION	PHYSICAL PLANT	71/07/16	1	1	19502.00
SALMON	EA	VISITING INSTRUCTOR	LIBRARY	87/08/24	1	1	16000.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SAMMONS	ES	SECRETARY	OFF TRAINING SERVICE	78/08/22	2	1	6577.00
SANDERS	BJ	SUPERVISOR	FOOD SERVICE	85/03/30	1	1	13586.00
SASSO	PM	ASSOC PROFESSOR	ART	81/08/01	1	5	24600.00
SAWICKI	LJ	SECRETARY	FACULTY SENATE	80/08/01	2	3	5283.00
SCARBOROUGH	RW	FOREMAN PLUMBING	PHYSICAL PLANT	68/09/01	1	1	23010.00
SCARBROUGH	D	EQUIP OPERATOR LIGHT	PHYSICAL PLANT	75/09/29	1	1	12695.00
SCHANBACHER	EM	PROFESSOR LWP FALL	INDUSTRIAL ED & TECH	61/09/01	1	5	36500.00
SCHecter	MW	ELECTRICIAN A	PHYSICAL PLANT	76/11/22	1	1	18166.00
SCHEMP	JI	ASSOC PROFESSOR	SPEECH COMM THEATRE	70/09/01	1	5	28774.00
SCHENIAN	PA	ARCHAEOLOGIST STAFF	ARCHEOLOGY SER CEN	86/02/01	2	1	10800.00
SCHLABACH	CA	ADJUNCT INSTRUCTOR	MUSIC	86/08/01	2	5	3900.00
SCHLABACH	JC	ASST PROFESSOR	MUSIC	83/08/01	1	5	22634.00
SCHNAUTZ	EW	WORKER UTIL MAINT	COLLEGE OF SCIENCE	79/07/02	1	1	16015.00
SCHOENFELDT	RC	ASSOC PROFESSOR	MANAGEMENT & MARKET	68/09/01	1	5	39675.00
SCHROADER	JC	LEADER CUSTODIAN	CURRIS CENTER OPER	81/01/05	1	1	10649.00
SCHROEDER	GG	ASST PROF DIRECTOR	OFF OF FIELD SERVICE	76/02/01	1	1	32439.00
SCHROEDER	OR	MANAGER BUSINESS	BREATHITT VET CTR	87/03/23	1	1	28600.00
SCHULENBURG	US	VISITING LECTURER	HISTORY	87/08/01	1	5	19500.00
SCHULTZ	ML	DEPT SECRETARY I	LEARNING CENTER	85/01/14	2	1	5742.00
SCHUMER	LE	COORDINATOR	RESIDENCE HALLS	87/08/01	1	3	12850.00
SCOTT	CR	SERVING LINE WORKER	FOOD SERVICE	81/01/05	1	1	10404.00
SCOTT	FW	CUSTODIAN	PHYSICAL PLANT	79/11/26	1	1	10252.00
SCOTT	JW	GROUNDSKEEPER I	MSU FOUNDATION GOLF	86/08/01	1	1	8728.00
SCOTT	RJ	ASSOC PROFESSOR	MUSIC	83/08/01	1	5	25620.00
SCOTT	SM	SNACK BAR WORKER	FOOD SERVICE	85/03/30	1	1	9587.00
SEAFORD	MA	DEPT SECRETARY II	MUSIC	81/08/31	1	1	12179.00
SEALE	WB	CHAIR PROFESSOR	MANAGEMENT & MARKET	65/09/01	1	1	53848.00
SEEVERS	MJ	SECRETARY LEGAL	LEGAL SERVICES	80/01/17	1	1	15860.00
SEAY	RA	ASST PROFESSOR	ACCOUNTING	85/08/01	1	5	39403.00
SEGOVIA, JR	O	COACH HEAD	WOMEN'S VOLLEYBALL	87/07/01	1	1	15500.00
SELIM	MI	ASST PROF/DIRCHESELA	CHEMISTRY	84/08/01	1	5	25250.00
SHAHAN	PW	ASST DEAN PROFESSOR	FINE ARTS COMM	57/09/01	1	1	40293.00
SHEEKS	RW	PROFESSOR	PHILOSOPHY & REL STU	65/09/01	1	5	32645.00
SHELBY	VL	VISITING INSTRUCTOR	GEOSCIENCES	85/01/01	1	5	16750.00
SHELLEY	JD	AGENT ASST RECEIVING	PURCHASING & GEN SER	86/08/18	1	1	12375.00
SHELTON	FA	GROUNDSKEEPER	PHYSICAL PLANT	80/04/28	1	1	11484.00
SHELTON	RM	SECRETARY	OFF TRAINING SERVICE	87/01/05	1	1	11493.00
SHEPPARD	FW	PROFESSOR	ART	63/09/01	1	5	35001.00
SHERIDAN	TL	CLERK MASS MAIL	POSTAL SERVICES	87/02/02	1	1	10103.00
SHIPLEY	GL	DEPT SECRETARY I	INDUSTRY & TECH	87/08/10	1	3	8273.00
SHOFFNER	JS	LEADER CUSTODIAN	CURRIS CENTER OPER	81/01/12	1	1	11213.00
SHOOP	WL	ASST PROFESSOR LWP	BIOLOGICAL SCIENCES	84/08/01	1	5	26000.00
SHOUSE	CL	SECRETARY	ED TALENT SEARCH	85/09/01	1	1	10612.00
SHUPE	RO	LABORER UTILITY	PHYSICAL PLANT	86/08/01	1	1	9271.00
SICKEL	JB	ASSOC PROFESSOR LWP	BIOLOGICAL SCIENCES	75/08/01	1	5	13650.00
SIEBOLD	BA	ASST PROFESSOR	INDUSTRIAL ED & TECH	82/08/01	1	5	25465.00
SIMMONS	BO	FARM MANAGER	AGRICULTURE	84/09/10	1	1	20600.00
SIMMONS	MP	ASST PROF/TRK COACH	HEALTH/REC/PE	76/08/01	1	5	27307.00
SIMMONS	TE	ASST PROF/ATH TRAIN	HEALTH/REC/PE	65/09/01	1	5	26721.00
SIMPSON	MH	SUPER MEDIA SUP	BREATHITT VET CTR	68/08/19	1	1	14470.00
SIMS	AM	CUSTODIAN	PHYSICAL PLANT	79/05/21	1	1	10356.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SIMS	FD	CUSTODIAN	PHYSICAL PLANT	77/07/11	1	1	10356.00
SKINNER	CJ	SNACK BAR WORKER	FOOD SERVICE	82/08/28	1	1	8512.00
SKINNER	KL	SUPERVISOR	FOOD SERVICE	74/08/20	1	1	13120.00
SLIMMER	VM	CHAIR PROFESSOR	HOME ECONOMICS	82/08/01	1	1	40900.00
SMITH	CG	PROFESSOR	BIOLOGICAL SCIENCES	69/09/01	1	5	36150.00
SMITH	DW	SUPER AUDIO VISUAL	MSU FOUND BOY SCOUT	86/11/01	1	1	16480.00
SMITH	HW	CUSTODIAN	FOOD SERVICE	83/11/14	1	1	9384.00
SMITH	LW	ASST LAB SR	BREATHITT VET CTR	83/12/01	1	1	13921.00
SMITH	ME	COORD ADM SYSTEMS	ADMISSIONS & RECORDS	71/07/19	1	1	20600.00
SMITH	RL	TECH ELECTRONICS	COLLEGE OF SCIENCE	85/01/02	1	1	26750.00
SMITH	WF	PROFESSOR	COMPUTER STUDIES	76/01/01	1	5	38350.00
SNEAD	CG	INSTRUCTOR	MUSIC	84/08/01	1	5	22680.00
SNELL	SJ	CLINIC AUDIOLOGIST	SPECIAL EDUCATION	83/07/01	1	1	23317.00
SNYDER	CG	NECROPSY PROSECTOR	BREATHITT VET CTR	74/08/05	1	1	12903.00
SNYDER	ML	CUSTODIAN	PHYSICAL PLANT	81/01/27	1	1	9963.00
SOLMON	C	ADM ASST TO DIRECTOR	STUDENT SUPPORT SERV	79/02/01	1	1	14548.00
SPANN	BA	CASHIER SENIOR	ACCOUNTING & FINANCE	68/10/28	1	1	14842.00
SPANN	JL	SPECIALIST VIDEO	GAERF MOTION ANALYSI	86/08/25	1	1	15750.00
SPEIGHT	JB	ASSOC PROFESSOR	ART	75/08/01	1	5	25650.00
SPINDLEMAN	DA	CUSTODIAN	RESIDENCE HALLS	86/09/23	1	1	8833.00
STACY	H	OPERATOR CLK/CENTREX	TELECOMMUNICATIONS	87/06/01	2	1	4980.00
STAMBAUGH	CT	ASSOC PROFESSOR	ACCOUNTING	86/08/01	1	5	51720.00
STARKS	C	DISHROOM WORKER	FOOD SERVICE	87/11/01	1	1	6691.00
STEELE	RT	EQUIP OPERATOR HVY	PHYSICAL PLANT	81/10/31	1	1	14658.00
TEELY	LW	BEEF/SWINE WORKER	FARM	87/07/20	1	1	10565.00
STEFFEN	CG	ASSOC PROFESSOR	HISTORY	77/08/01	1	5	26036.00
STEIGER	R	ASSOC PROFESSOR	ENGLISH	76/08/01	1	5	25378.00
STEPTO	EK	DEPT SECRETARY II	HOME ECONOMICS	78/09/18	1	1	12668.00
STEPURA	EM	CUSTODIAN	PHYSICAL PLANT	87/10/19	1	1	8519.00
STEVENS	LL	GROUNDKEEPER	PHYSICAL PLANT	83/01/03	1	1	11254.00
STEWART	CL	CHAIR PROFESSOR	HEALTH/REC/PE	62/06/20	1	1	48105.00
STEWART	ME	VISITING LECTURER	MATHEMATICS	84/08/07	1	5	17500.00
STOCKTON	GL	DIRECTOR & ASST PROF	PERSONNEL SERVICES	65/09/01	1	1	32337.00
STONE	CR	TECH INSTRUMENT	MUSIC	70/01/05	1	1	26945.00
STONE	RL	TRUCK DRIVER SANT	PHYSICAL PLANT	78/08/28	1	1	11714.00
STORY	DL	ASSOC PROFESSOR	MUSIC	67/08/01	1	5	29097.00
STORY	PJ	BOOKKEEPER	LIBRARY	85/09/16	1	1	11533.00
STRICKLAND	MD	DIRECTOR & ASST PROF	ATHLETICS	87/09/01	1	1	49500.00
STRIETER	TW	ASSOC PROFESSOR	HISTORY	77/08/01	1	5	27273.00
STRODE	RA	CUSTODIAN	RESIDENCE HALLS	86/02/03	1	1	9270.00
STROUD	MC	CLERK PAYROLL JR	ACCOUNTING & FINANCE	87/02/09	1	1	10769.00
STROUP	KM	PRESIDENT & PROF	PRESIDENT'S OFFICE	83/07/01	1	1	78500.00
STUART	BK	NURSE STAFF	HEALTH SERVICES	79/08/20	1	4	12510.00
STUART	JG	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	77/08/01	1	5	27200.00
STUART	LA	SR MED TECHNICIAN	BREATHITT VET CTR	68/02/01	1	1	23544.00
SUITER	TG	ADMIN SECRETARY I	ALUMNI AFFAIRS	86/09/02	1	1	10554.00
SUMMERS	MK	ASSOC PROFESSOR	COMPUTER STUDIES	87/08/01	1	5	46000.00
SUMMERVILLE	CJ	SYSTEMS PROGRAM SR	COMPUTING & INFO SYS	81/07/15	1	1	40685.00
STRICK	KH	ASST PROFESSOR	COMPUTER STUDIES	84/08/01	1	5	34250.00
SWAN	RR	ASST PROFESSOR	ENGINEERING TECH	80/08/01	1	1	33944.00
SWAN	WJ	ASSOC PROFESSOR	ENGLISH	67/09/01	1	5	29761.00

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EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SWIFT	DC	LABORER	PHYSICAL PLANT	76/08/30	1	1	9856.00
SWIFT	DL	CLERK CONTRACT	PURCHASING & GEN SER	86/03/27	1	1	10769.00
TALIAFERRO	DH	ASST PROFESSOR	NURSING	85/09/16	1	5	22750.00
TANNER	SM	COOK	FOOD SERVICE	85/03/30	1	1	8446.00
TARVIN	JT	ASSOC PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	5	32700.00
TARVIN	SE	ADMIN SECRETARY II	COMPUTING & INFO SYS	85/08/19	1	1	11533.00
TAYLOR	JA	MOVER	PHYSICAL PLANT	80/05/24	1	1	10670.00
TAYLOR	JG	PROFESSOR	ELEMENTARY & SEC ED	68/09/01	1	5	35600.00
TAYLOR	KF	CUSTODIAN	PHYSICAL PLANT	86/09/02	1	1	8833.00
TAYLOR	MA	CLERK TYPIST II	WKMS-FM RADIO	85/10/07	2	1	5658.00
TAYLOR	MH	ASSOC PROFESSOR	MUSIC	69/09/01	1	5	29006.00
TAYLOR	PJ	BOOKKEEPER/SECRETARY	ACCOUNTING & FINANCE	87/09/14	1	1	10554.00
TEAGUE	FE	TECH MICROCOM REPAIR	COMPUTING & INFO SYS	83/09/19	1	1	19776.00
THOMAS	CL	DEPT SECRETARY II	ELEMENTARY & SEC ED	84/08/22	1	1	11494.00
THOMAS	SL	RECEPTIONIST HALL	RESIDENCE HALLS	79/08/16	2	4	6007.00
THOMPSON	JA	DEAN & PROFESSOR	BUS & PUBLIC AFFAIRS	66/09/01	1	1	59823.00
THOMPSON	JC	ASST PROFESSOR	MUSIC	82/08/01	1	5	22541.00
THOMPSON	JF	PROFESSOR	ECONOMICS & FINANCE	67/09/01	1	5	43630.00
THOMPSON	S	PATROL OFFICER	CAMPUS SAFETY	87/08/01	1	1	13425.00
THURMAN	LH	ASST TO PRES & DIR	PRESIDENT'S OFFICE	66/08/22	1	1	40100.00
THWEATT	KH	CLERK TYPIST I	UNIVERSITY BOOKSTORE	81/12/10	1	1	10847.00
THWEATT	RS	CUSTODIAN	PHYSICAL PLANT	86/06/23	1	1	8833.00
THWEATT	TR	CUSTODIAN	PHYSICAL PLANT	86/10/27	1	1	8833.00
TIBBETTS, JR	GW	ASSOC PROFESSOR	AGRICULTURE	87/08/01	1	5	31500.00
TIBBS	P	PROFESSOR	ACCOUNTING	60/09/01	1	5	34993.00
TIMMERMAN	MJ	ASST PROFESSOR	ART	70/09/01	1	5	26350.00
TIMMONS	KH	INSTRUCTOR	HOME ECONOMICS	83/08/01	2	5	10349.00
TIMMONS	TJ	ASST PROFESSOR	BIOLOGICAL SCIENCES	82/08/01	1	5	26800.00
TOBEY	WJ	CASHIER	FOOD SERVICE	74/09/03	1	1	9727.00
TORIAN	O	COORDINATOR	GOV MIN COL PREP	87/10/01	2	1	17333.00
TOTH	BJ	PATROL OFFICER	CAMPUS SAFETY	82/11/06	1	1	14720.00
TOUCHTON	ME	REPAIRMAN ELECTRONIC	OFF MACHINE REPAIR	78/01/23	1	1	19619.00
TRAVIS	EF	CLERK TYPIST I	UNIVERSITY BOOKSTORE	77/08/15	1	1	11493.00
TUCKER	KP	PROFESSOR	ENGLISH	70/09/01	1	5	30710.00
TURNER	MJ	SNACK BAR WORKER	FOOD SERVICE	86/02/03	1	1	7642.00
TURSKA	TJ	DEPT SECRETARY I	ELEMENTARY & SEC ED	87/03/23	1	1	9790.00
TUTT	BD	DEPT SECRETARY II	AGRICULTURE	61/06/12	1	1	13920.00
TYLER	JK	CASHIER I	UNIVERSITY BOOKSTORE	77/04/25	1	1	10655.00
TYLER	TD	TRUCK DRIVER SANT	PHYSICAL PLANT	74/03/25	1	1	11946.00
TYNES	LM	UPHOLSTERER	UPHOLSTERY SHOP	86/02/03	1	1	12080.00
TYRA	BS	CUSTODIAN	PHYSICAL PLANT	85/01/14	1	1	9417.00
UMAR	DA	CLERK INQUIRY	ADMISSIONS & RECORDS	79/04/24	1	1	12472.00
UMAR	FF	PROFESSOR	POL SCI & LEGAL STUD	70/09/01	1	5	37011.00
UNDERHILL	AM	LEADER CUSTODIAN TEAM	RESIDENCE HALLS	82/08/13	1	1	10252.00
USDANSKY	SL	ASSOC PROFESSOR	GEOSCIENCES	85/07/01	1	5	29750.00
USHER	RH	PROFESSOR	ELEMENTARY & SEC ED	77/08/01	1	5	37101.00
USREY	JD	CARPENTER UTILITY B	PHYSICAL PLANT	72/07/17	1	1	16704.00
ANARSDOL	TR	ASST PROFESSOR	MUSIC	77/08/01	1	5	25078.00
ANCE	JM	STOCKROOM WORKER	FOOD SERVICE	82/11/01	1	1	9099.00
VANDEGRIFT	V	CHAIR PROFESSOR	CHEMISTRY	76/01/01	1	1	45750.00
VANDERMOLLEN	JE	JTPA TEACHER	ADULT BASIC ED	87/08/24	1	3	10925.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1988

EMPLOYEE NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
VAUGHN	EL ADMIN SECRETARY III	BUS & PUBLIC AFFAIRS	66/09/01	1	1	15233.00
VAUGHN	JL ASST MANAGER	UNIVERSITY BOOKSTORE	68/07/01	1	1	23590.00
VAUGHN	LF ASST PROFESSOR	HOME ECONOMICS	86/01/01	1	5	22449.00
VIDMER	MF SECRETARY	FT CAMPBELL CENTER	80/08/18	2	1	4966.00
VINSON	AS EXECUTIVE SECRETARY	STUDENT DEVELOPMENT	70/01/05	1	1	15915.00
VINSON	CB ASST DIR LOAN&GRTPRG	STUDENT FIN AID	71/10/01	1	1	21950.00
VINSON	GJ BOOKKEEPER	CURRIS CENTER ADMIN	80/01/05	1	1	12512.00
VOLP	RF ASST PROFESSOR	CHEMISTRY	83/08/01	1	5	26450.00
VOLPINTESTA	AV ASSOC DIRECTOR	PHYSICAL PLANT	79/01/08	1	1	31861.00
WAAG	CM ASST PROFESSOR	FOREIGN LANGUAGES	86/08/01	1	5	21737.00
WADDELL	CJ ASST MANAGER	POSTAL SERVICES	79/07/01	1	1	14105.00
WAGNER	LD CLERK MEDIA RESOURCE	FAC RESOURCE CENTER	77/06/13	1	4	8561.00
WAGNER	TL ASSOC PROFESSOR	ED LEAD & COUNSELING	76/08/01	1	5	31787.00
WAGONER	BR SUPER GOLF COURSE	MSU FOUNDATION GOLF	86/08/01	1	1	20600.00
WAGONER	DS ACCOUNTANT PAYROLL	ACCOUNTING & FINANCE	87/04/01	1	1	18500.00
WAHLIG	GM SECRETARY	SECONDARY MODERATE	87/10/12	1	1	9907.00
WALKER	W COOK	FOOD SERVICE	80/08/05	1	1	9172.00
WALKER	BG MECH MAINT SERVICE	PHYSICAL PLANT	82/03/01	1	1	16140.00
WALKER	FD ELECTRICIAN B	PHYSICAL PLANT	84/11/26	1	1	14115.00
WALL	CJ ASSOC PROFESSOR	LIBRARY	80/08/01	1	1	24466.00
WALLACE	BJ CUSTODIAN	PHYSICAL PLANT	85/06/03	1	1	9271.00
WALLACE	JG DEPT SECRETARY I	SPECIAL EDUCATION	82/08/09	1	1	11356.00
WALTERS	RS CLERK II LIBRARY	LIBRARY	87/07/13	1	1	9340.00
RD	CW DIRECTOR	OFF OF DEVELOPMENT	87/10/05	1	1	46000.00
RD	JD DIRECTOR PROGRAM	OFF OF DEVELOPMENT	76/05/03	1	1	32250.00
RD	ME EDITOR PUBLICATIONS	OFF OF PUBLICATIONS	86/07/01	1	1	15450.00
WASHER	SS DEPT SECRETARY II	PHILOSOPHY & REL STU	72/01/19	2	4	4915.00
WATKINS	AM OPERATOR COMPOSER	PRINTING SERVICES	77/09/13	1	1	12747.00
WATKINS	SK COORD COMMUNITY ED	COMMUNITY EDUCATION	87/02/10	1	1	18025.00
WATKINS	YL PROFESSOR	SPECIAL EDUCATION	66/09/01	1	5	35793.00
WATSON	LA ASST PROFESSOR	NURSING	86/01/01	1	5	25125.00
WATSON	PA PATROL OFFICER	CAMPUS SAFETY	80/08/09	1	1	15472.00
WATTIER	MJ ASSOC PROFESSOR	POL SCI & LEGAL STUD	80/08/01	1	5	28576.00
WEATHERLY	JG ASSOC PROFESSOR	ENGINEERING TECH	75/06/01	1	5	34175.00
WEAVER	JF DEAN & PROFESSOR	COLLEGE OF EDUCATION	85/07/01	1	1	57230.00
WEAVER	LW TECH COLLECTIONS	WICKLIFFE MOUNDS	85/11/15	1	1	13000.00
WEBB	GT ASST PROFESSOR	ENGINEERING TECH	87/08/01	1	5	25000.00
WEBER	J MULTI-AGE PRE-SCHOOL	CLINICAL SER SPEC ED	87/08/01	2	3	7200.00
WEBER	NV CHAIR PROFESSOR	GEOSCIENCES	80/01/01	1	1	46000.00
WEIDNER	WJ ASST FB COACH & INST	FOOTBALL	86/07/01	1	1	19570.00
WEILER	MM CHAIR ASSOC PROF	ART	75/03/01	1	1	41000.00
WELLS	JF DIRECTOR ASSOC PROF	OWENSBORO MBA	80/07/01	1	1	40710.00
WELLS	JM PATROL OFFICER	CAMPUS SAFETY	87/08/01	1	1	13426.00
WELTER	MJ CLERK STUD EMPLOY	STUDENT FIN AID	76/06/22	1	1	13570.00
WESLER	KW DIRECTOR & ASST PROF	SOCIOLOGY & ANTHRO	83/07/01	1	1	25149.00
WEST	DJ RECEPTIONIST HALL	RESIDENCE HALLS	86/08/18	2	4	5221.00
WEST	EE DIRECTOR	PHYSICAL PLANT	82/09/01	1	1	41100.00
WEST	SK MEDICAL TRANSCRIBER	BREATHITT VET CTR	85/04/08	1	1	10710.00
WEST	SL ASSOC PROFESSOR	POL SCI & LEGAL STUD	75/08/01	1	5	31268.00
FALL	CA TRANS MANAGE SPEC	FT CAMPBELL CENTER	87/02/02	1	1	14489.00
WHALEY	PW PROFESSOR	GEOSCIENCES	68/08/15	1	5	35000.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF JANUARY 1, 1988

EMPLOYEE NAME		POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WHAYNE	HU	PHYSICIAN	HEALTH SERVICES	81/07/01	1	3	45100.00
WHITAKER	CA	ADMIN SECRETARY I	BASKETBALL	85/09/11	1	1	11298.00
WHITAKER	HK	MICROBIO IV&ASSTPROF	BREATHITT VET CTR	73/10/15	1	1	33206.00
WHITAKER	WJ	ASSOC PROFESSOR	ENGINEERING TECH	75/08/01	1	5	33153.00
WHITE	SB	ASST PROFESSOR	BIOLOGICAL SCIENCES	81/03/01	1	5	25550.00
WHITFIELD	TD	CHAIR ASSOC PROF	ELEMENTARY & SEC ED	77/08/01	1	1	43831.00
WHITMIRE	DR	DIRECTOR	ACCOUNTING & FINANCE	85/08/01	1	1	46785.00
WHITTAKER	NC	ACCOUNTANT	ACCOUNTING & FINANCE	86/01/02	1	1	21600.00
WILDER	CO	ASSOC PROFESSOR	BIOLOGICAL SCIENCES	69/09/01	1	5	28800.00
WILFORD	JE	CUSTODIAN	BREATHITT VET CTR	87/07/01	1	1	7989.00
WILKERSON	PA	SERVING LINE WORKER	FOOD SERVICE	78/10/31	1	1	9004.00
WILKINS	TH	SPECIALIST ACAD SYS	COMPUTING & INFO SYS	66/09/01	1	1	25935.00
WILLIAMS	AL	GROUNDSKEEPER	PHYSICAL PLANT	84/05/29	1	1	10648.00
WILLIAMS	EL	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	1	9375.00
WILLIAMS	JW	CUSTODIAN	PHYSICAL PLANT	79/11/26	1	1	10189.00
WILLIS	JW	CHAIR ASSOC PROF	ED LEAD & COUNSELING	77/08/01	1	1	43831.00
WILLOUGHBY	HB	DISHROOM WORKER	FOOD SERVICE	81/01/05	1	1	8025.00
WILSON	JD	ASSOC PROFESSOR	MATHEMATICS	59/09/01	1	5	32125.00
WILSON	JQ	FOREMAN UPHOLSTERY	UPHOLSTERY SHOP	81/01/26	1	1	15641.00
WILSON	LL	COOK	FOOD SERVICE	85/10/26	1	1	8362.00
WILSON	MA	CLERK CERTIFICATION	ADMISSIONS & RECORDS	76/09/20	1	1	14587.00
WILSON	RD	COORDINATOR	UPWARD BOUND	79/10/01	1	1	21115.00
WILSON	RI	CLERK II LIBRARY	LIBRARY	68/01/16	1	1	11202.00
WILSON	SH	CASE INITIATOR	BREATHITT VET CTR	78/03/13	1	1	16329.00
WILSON	TL	INSTRUCTOR LWOP	ELEMENTARY & SEC ED	78/07/01	1	1	29475.00
WILSON	VJ	COUNSELOR	STUDENT SUPPORT SERV	85/09/01	1	1	15000.00
WINCHESTER	LC	MOVER LEAD	PHYSICAL PLANT	73/06/19	1	1	12298.00
WINDSOR	MN	SALAD WORKER	FOOD SERVICE	81/08/17	1	1	8645.00
WINSTEAD	DK	ADMIN SECRETARY I	COOPER ED PLACEMENT	84/08/06	1	1	12159.00
WINTERS	KW	DEAN & PROFESSOR	INDUSTRY & TECH	65/09/01	1	1	55420.00
WISEHART	DJ	CLERK STUDENT LOAN	STUDENT FIN AID	81/02/16	1	1	12414.00
WOLF	KH	ASSOC PROFESSOR	HISTORY	69/09/01	1	5	30528.00
WOODS	MB	DEPT SECRETARY II	CHEMISTRY	77/12/01	1	1	13256.00
WOODS	PE	MECHANIC AUTO A	MOTOR POOL	82/11/08	1	1	17393.00
WRIGHT	JA	ASST PROF/ASSTDIRBAN	MUSIC	87/07/01	1	5	24000.00
WRIGHT	TJ	MECHANIC AUTO B	MOTOR POOL	82/04/12	1	1	12131.00
WRIGHT	WG	SPECIALIST ACCT COLL	ACCOUNTING & FINANCE	81/03/02	1	1	13843.00
WURTH	JL	COACH ASST BASEBALL	BASEBALL	83/07/01	1	1	17000.00
WYATT	CS	CUSTODIAN	RESIDENCE HALLS	82/01/04	1	1	9941.00
WYATT	JE	STOCKROOM WORKER	FOOD SERVICE	82/08/16	1	1	10526.00
WYATT	RJ	ADMIN SECRETARY II	PRESIDENT'S OFFICE	86/10/28	1	1	11317.00
WYLDER	DE	PROFESSOR	ENGLISH	77/07/01	1	5	38926.00
YATES	CA	ADMIN SECRETARY I	COUNSELING & TESTING	77/04/25	1	1	11961.00
YATES	JM	DIRECTOR	FT CAMPBELL CENTER	77/05/09	1	1	34375.00
YOO	YE	PROFESSOR	LIBRARY	69/07/01	1	1	32832.00
YOUNG	KR	ADMIN SECRETARY II	PURCHASING & GEN SER	80/08/04	1	1	12727.00
YOUNG	ME	COORD STUDENT ACT	CO-CURRICULAR ED	85/07/01	1	1	16000.00
YUILL	ME	MGR LOAN ACCOUNTING	ACCOUNTING & FINANCE	80/01/02	1	1	23000.00
ZAMBELLA	LJ	ADMIN SECRETARY I	UNIVERSITY INFO SER	82/12/06	1	1	12081.00

BOARD OF REGENTS: 2/17/88

AGENDA ITEMS: 8 F

RECOMMENDATION:

That the Board of Regents grant the following requests for a leave of absence without pay for the periods indicated:

<u>Name</u>	<u>Department</u>	<u>Effective</u>
JOHN DILLON Attend Southern Illinois Univ. to complete coursework for doctorate and to begin work on dissertation.	JOURNALISM & RADIO/TV	8/1/88--5/31/89
MILTON GRIMES Serve as Guest Director of Regensburg, Germany program sponsored by Vanderbilt University.	FOREIGN LANGUAGES	9/1/88--7/31/89
DANIEL CLAIBORNE Attend University of Missouri to begin coursework toward doctorate.	INDUSTRIAL ED. and TECHNOLOGY	8/1/88--5/31/89
PAUL McNEARY Requesting continuation of LWOP to continue assisting U.S. Dept. of Labor with VOTRAKON project in Saudi Arabia.	INDUSTRIAL ED. and TECHNOLOGY	8/1/88--5/31/89
B. KATHRYN CULBERT Update & perfect clinical nursing skills in psychiatric-mental health nursing, complete publications.	NURSING	8/1/88--5/31/89

BACKGROUND:

The foregoing faculty have been recommended for leaves of absence without pay by the appropriate chair, dean, Promotion and Leave Committee, and the Vice President for Academic Affairs. I am pleased to concur in these recommendations for leaves without pay.

RECOMMEND APPROVAL:

Kala M. Stroup, President

Submitted on _____ to the Board of Regents _____ Committee

COMMITTEE ACTION: Approved ___ Disapproved ___ Postponed ___ Amended ___

BOARD ACTION ON 2/12/88: Approved ☒ Disapproved ___ Postponed ___
BOR/1258AL

BOARD OF REGENTS: 2/17/88

AGENDA ITEMS: 8 G

RECOMMENDATION:

That the Board of Regents grant the following requests for sabbatical leaves for the periods indicated:

<u>Name</u>	<u>Department</u>	<u>Effective</u>	<u>Salary</u>
PAUL SASSO Construct body of work for a solo exhibition, be an Artist in Residence at Swain School of Design.	ART	1/1/89--5/31/89	full salary/1 semester
JOSEPH CARTWRIGHT Complete research for book-length study of Tennessee during Reconstruction.	HISTORY	8/1/88--5/31/89	1/2 salary for 10 months
JOSEPH FUHRMANN Prepare a critical edition of the letters and telegrams which Nicholas II and Alexandra Fedorovna exchanged.	HISTORY	1/1/89--5/31/89	full salary/1 semester
JAMES RUDOLPH Promote professional growth in Equine industry and increase effectiveness in teaching and research.	AGRICULTURE	7/1/88--6/30/89	1/2 salary for 12 months
VAUGHN VANDEGRIFT Analyze data collected from NSF workshops, prepare articles for publication, re-establish research lab.	CHEMISTRY	1/1/89--5/31/89	full salary/1 semester
CELIA WALL Enroll at Southern Illinois University to begin work on doctorate in journalism.	LIBRARY	8/15/88--8/14/89	1/2 salary for 12 months

BACKGROUND:

The foregoing faculty have been recommended for sabbatical leaves by the appropriate chair, dean, Promotion and Leave Committee, and the Vice President for Academic Affairs. I am pleased to concur in these recommendations for sabbatical leave.

RECOMMEND APPROVAL:

Kala M. Stroup, President

Submitted on _____ to the Board of Regents _____ Committee

COMMITTEE ACTION: Approved ___ Disapproved ___ Postponed ___ Amended ___

BOARD ACTION ON 2/17/88: Approved ___ Disapproved ___ Postponed ___
BOR/1268AS

Leave of Absence - Staff

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Susan E. Tarvin	Administrative Secretary II Computing and Information Systems	11/17/87 - 12/9/87
David A. Drenner	Computer Operator II Computing and Information Systems	10/22/87 - 10/22/88
Antonio Prince	Patrol Officer Campus Safety	1/28/88 -
John S. Goodman	Equipment Room Manager Department of Health, Physical Education and Recreation	3/14/88 - 5/2/88
Terri M. Benton	Unit Manager Food Services	11/9/87 - 1/3/88

Final



Murray State University

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

February 16, 1988

Board of Regents
Murray State University
Murray, KY 42071

Dear Board Members:

Attached is a list of those who completed requirements and received degrees as indicated on December 16, 1987.

Sincerely,

Phil Bryan

Phil Bryan, Dean
Admissions and Records

Enc.

ASSOCIATE OF ARTS

Glenda Faye Riley

Rhonda L. Smith

ASSOCIATE OF SCIENCE

Laura J. Barton
James T. Boggess
Michael T. Curtis

John C. Farris
David E. Garrett
John H. Oehlschlaeger IV

Jerry L. Powell

ASSOCIATE OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Charles E. Barnett Sr.

John M. Marks

BACHELOR OF ARTS

Lili A. Anderson
Terry E. Crutcher
Bruceann Deshazor
Deanna G. Duncan

Karen L. McKay
Scott A. Ralls
Lisa J. Winfrey
Kathleen A. Wysong

BACHELOR OF FINE ARTS

Kirsten A. Berry
Judith E. Gray
Linda G. McKeel

Kimberly G. Pierce
Robert E. Reed
Teresa D. Sheham

BACHELOR OF INDEPENDENT STUDIES

Patsy A. Watson

BACHELOR OF MUSIC

Terri Lynn Taylor Vancil

BACHELOR OF SCIENCE

Janet R. Adams
Tonya K. Alexander
Mary C. Anderson
John E. Barnett
Mary J. Beeler
Tracy S. Bell
Vencent B. Bell
Robert H. Billington Jr.
LuAnn Boaz
Stephen C. Boaz
Alan Boeschel
Elizabeth A. Bogan

Wendell B. Booth
Melody K. Bowles
Gusta K. Bradshaw
Frank J. Brandstetter
Cyrus R. Britt
Robin L. Bruce
Russell M. Buchanan
Connie S. Burkeen
Paula F. Butler
Phillip G. Cagle
Trudy A. Caraway
Stephen B. Clark

BACHELOR OF SCIENCE (continued)

Cathy L. Cole
Robin C. Conover
Carol Ann Conte
Kenneth Eugene Cooper
Sandy L. Copeland
Jack H. Cothran
Gerald W. Cox
Ricky M. Crabtree
Virginia S. Craig
Lisa M. Crawford
Catherine A. Croft
Timothy R. Crook
Marion A. Curtis Jr.
Sherrie D. Dailey
Paul A. Davis
Thomas H. Dawson
Steven L. Doughty
Tamikia L. Dumas
Kerry M. Dycus
Tia J. Edwards
Donald W. Eichert
Patricia L. Elliott
Mark M. Evans
Kevin W. Extine
Robin D. Ford
Timothy S. Gaines
Shannon R. Gamble
Joseph R. Gamblin
Guy E. Garrison
Jeffrey C. Garrott
Amy L. Gibson
Jeffrey D. Goodson
Binkie K. Graham
Barry E. Griffith
Kimberly J. Grimes
Christopher H. Guhy
Roger M. Hagan
Cynthia L. Hale
David B. Haley
Stephanie S. Harmon
Karen L. Harris
Jennifer L. Hawthorne
Robert L. Henry
Cynthia L. Hoskins
Craig S. Huebner
Robin R. Hunt
Mark A. Hutson
Elizabeth M. Ice
Brian D. Johns
James S. Johnson
Jill D. Johnson
Sherry L. Johnson
Dana G. Jones
Ethel K. Jones
Laura A. Jones

James E. Kauffeld Jr.
Tammie R. Lanham Kelley
Bradley S. King
Teresa D. King
Kolley A. Kingins
Roland Kirby
Kevin L. Klausmeier
Beth A. Kniepkamp
Richard A. Koch
Janet J. Kriesky
James R. Lambert
Mariann Lankton
Donna S. Lazzaro
Michael R. Leveronne
Anna M. Lewis
Roy D. Lewis
Christopher Lindsay
Patricia N. Littlepage
LuAnn C. Loberger
Daniel A. Loudy
Brian K. Lowrance
Lori L. Maddox
Joseph D. Mahoney
Davis P. Mangold
James R. McClure
John E. McCord
Andrea J. McCormick
Stacey C. McCuiston
Terry S. McCuiston
Barry R. McDonald
Thana J. McGary
Bruce E. Meadows
Megan H. Mehaffey
James T. Merrick
Daniel B. Milam
Kristin A. Miller
John J. Mize
Robert K. Montgomery
Stephen K. Moore
Synthia S. Moore
Lance Morris
Kemberly K. Nace
James J. Nethercott
Robert N. Okerson
George L. Panagos III
Kelly G. Park
Ronald M. Pasquini
Michael A. Phillips
Kenneth D. Ridley
William C. Roberts II
Carol T. Robinson
Nedra F. Rodgers
Darlene K. Rooney
Anthony H. Roushdi
Rose M. Schafer

BACHELOR OF SCIENCE (continued)

Barbara J. Scheer
 Shannon M. Scheidegger
 Karen C. Seibert
 Lisa C. Sensing
 Maria R. Smith
 Gregory A. Spees
 Christopher K. Spurgeon
 Eric S. Story
 Christopher H. Stovall
 Kenneth Suber
 Mark A. Sullivan
 Pamela L. Sullivan
 Suzanne Swift
 Natalie Tabor-Peek
 James R. Taffer
 Timothy J. Tanner
 Tim Jason Tapp
 Stacey Taylor

Traci E. Thompson
 Daniel J. Tockstein
 Gina A. Todd
 Jay A. Townsley
 Cheryl A. Upton
 David G. Wade
 William L. Ward
 Barton A. Washer
 Lori B. Weaver
 Lucretia D. Whitis
 F. Vance Wilham
 Dusti D. Willett
 Rebekah A. Willey
 Stephen Williams
 William L. Workman
 Stuart M. Wyatt
 Tracey S. York
 Jimmilyn R. Young

BACHELOR OF SCIENCE IN AGRICULTURE

Edward C. Bacon
 Melissia A. Britt
 Alan D. Brown
 Mark F. Carrico
 Steven D. Hodges
 Christopher L. Holbrook
 James F. Hughes
 Michael K. Keller

Barry L. Kinsall
 Jeffrey S. Lantz
 Karen J. Owens
 Jeffrey A. Paschall
 Martin A. Priggel Jr.
 Dwight D. Reynolds
 Ginger R. Robinson
 Jenifer L. Rodgers

Mitchell W. Thurston

BACHELOR OF SCIENCE IN BUSINESS

Kathleen E. Ansley
 Mary V. Bagby
 Benita F. Beck
 Sharon M. Black
 Rick D. Brockett
 Craig A. Butler
 Kathy D. Butler
 Stevie D. Butts
 Pamela S. Canter
 Robert L. Cash
 Claudia H. Chan
 Doris L. Clark
 Michael L. Cooper
 Carol D. Crossland
 Georgia Crouch
 John A. Davis
 Lisa M. Dublin
 Carole L. Eli
 Anna M. Erwin
 Toni L. Parks

Kerry M. Garner
 Savona D. Gilbert
 David S. Hancock
 Paul R. Harris
 Scott A. Heidorn
 Cathy D. Henderson
 Ronnie C. Hensley II
 Julie K. Janowiak
 Julia A. Jones
 Laura D. Jones
 Timothy L. Jones
 Sandra K. Ladd
 Tommy D. Lemonds
 Charles D. Lindley
 Janice L. Lockett
 Gloria D. Motton
 Larry L. O'Brien
 Robert A. Odum
 James E. Osborne
 Christopher O. Statton

BACHELOR OF SCIENCE IN BUSINESS (continued)

Angela C. Puckett
 Robin L. Pursley
 Dale L. Ray
 Julie A. Reed
 Kyla A. Roper
 Pamela J. Adams Shay
 Patrick L. Shepherd
 Lisa A. Shetler
 Michael L. Slocombe
 Greta L. Smallwood
 Sharon A. Sons

Nancy A. Swain Todd
 Roberta J. Vaughan
 Brett T. Walker
 Ronald Wiggins
 David G. Wilcox
 Steven E. Williams
 Lisa G. Wilson
 Matthew S. Wright
 Wanda L. Yates
 Jay E. Young
 Dennis R. Zachary

BACHELOR OF SCIENCE IN HOME ECONOMICS

Kimberly D. Holt
 Kathleen J. Martin
 Mitzi L. McCallon
 Tonya L. McCammon
 Kimberley McCoart

Denise A. Pollock
 Jamie L. Pullen
 Kristin B. Sickling
 Teresa L. Slaton
 Julia A. Wilford

BACHELOR OF SCIENCE IN NURSING

Timothy N. Curry
 Rose A. Howard

Linda F. Logeman
 Rhonna C. Medlin

Andrea K. Wilder

BACHELOR OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION

Clement E. Brewer

MASTER OF ARTS

Nancy J. Brien
 Prentess A. Henry

William H. Koenig
 Dale E. Leever

David K. Menser

MASTER OF ARTS IN EDUCATION

Jane D. Bauernfeind
 Martha B. Black
 Steven M. Buchanan
 Carla M. Cartwright
 Mary B. Causey
 James E. Lyles

Pamela A. Collins
 Diane A. Extine
 Mickey J. Fowler
 Teresa G. Hudson
 Charles D. Little
 Linda D. Shults

MASTER OF ARTS IN EDUCATION (continued)

Lisa L. Martin
 Twyla M. Merrell
 Dan C. Pope
 Judy H. Rodgers
 Dorothy L. Rogers
 Juliette R. Scott

Malinda R. Spencer
 Deidre L. Stinson
 Sandra K. Swann
 Patricia A. Vincent
 Stephanie K. Whitaker
 Janine W. Williams

James E. Wilson Jr.

MASTER OF BUSINESS ADMINISTRATION

Robert C. Ambler
 Allen S. Behbehani
 Michael K. Bryant
 Carla K. Draffen
 Gary E. Farmer
 Tony L. Gholson
 C. William Kinzeler II
 Anthony Kiob
 Timo Tapani Kukkonen
 Karen M. Mangold
 Lydia C. May

Jan O. McKeel
 William J. Mulligan
 Rohaizat Mohd Noor
 Panayiotis A. Panayi
 Carla J. Gentry Perry
 James F. Ravellette
 Thomas L. Shepherd
 Russell M. Sloan
 Somchai Supaongprapa
 Donald B. Thornton
 Ricky G. Turner

Robert L. Wade

MASTER OF PUBLIC ADMINISTRATION

Dowell K. Ryan

MASTER OF SCIENCE

Amir Mohsen Assadi-Rad
 Connie J. Boltz
 Bradford M. Caldwell
 Danny G. Cleaver
 Rebecca A. Cole
 David L. Craft
 Deborah K. Davis
 Sara Fineman
 Kevin L. Hallenbeck
 Jill K. Hartley
 Anthony J. Jones
 James K. Lovett
 William C. McGuyer
 Joan F. Miller

Mark A. Miller
 Michael J. Nash
 Rick T. Owen
 Allan B. Redenour
 Stephanie L. Smith
 Joseph R. Strubinger III
 Janet C. Stewart
 Randall R. Swann
 Douglas R. Tutt
 Jacob C. Varghese
 Betty R. Veatch
 Shellee D. Wall
 Penny C. Watson
 Alan B. Worster

Patricia J. Zeigenhorn

SPECIALIST IN EDUCATION

Janice K. Davie

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Possible Earnings Tax in the City of Murray

For the past several months the Mayor and City Council of Murray have been discussing possible ways of offsetting the loss of Federal Revenue Sharing Funds. According to the City's present financial estimates, new revenues must be found to cover projected deficits of \$255,540 in fiscal 1989; \$425,948 in fiscal 1990; \$538,486 in fiscal 1991; \$621,854 in fiscal 1992; and \$753,917 in fiscal 1993.

Last fall, Mayor Holmes Ellis appointed a 24-member Blue Ribbon Committee to study the City's need for additional revenue. In addition to myself, the following members of the University community are serving on the Committee:

Frank Adelman - Associate Professor, Industrial Education and
Technology
Bob Etherton - Chair, Department of Physics and Astronomy
Ken Harrell - Dean, College of Humanistic Studies
Bob Ramsey - Interim Vice President, Finance and Administrative
Services
George Stockton - Director, Personnel Services

To date, the Blue Ribbon Committee has met twice. At these meetings the Mayor and other officials have presented information about the City's budget outlook for 1988-93, showing a revenue shortfall beginning in 1989; the operating cost of city government; meeting the budget shortfall from present revenue tax sources; revenue funds held in reserve by utilities; and potential new revenue sources.

On October 8 of last year, Mayor Ellis, in a formal statement to the City Council, encouraged it to "commence its study of the need for an earnings tax." As reported in the Murray Ledger and Times for the following day, the Mayor went on to explain that a one percent earnings tax would yield the City additional revenue of approximately \$500,000 to \$600,000 a year. The Mayor noted that every city surrounding Murray has such a tax, and he has also stated that Murray is the only University community in the state without an earnings tax. According to our information, Highland Heights, home of Northern Kentucky University, also has no earnings tax. Current taxes (percent) on payroll earnings of those who work in other University communities are: Bowling Green (students exempted), 1.5; Frankfort, 1.0; Lexington, 2.0 (city-county merged); Louisville, 1.8; Morehead (students exempted), 1.25; and Richmond (students exempted), 2.0.

Before the City Council last October, Mayor Ellis observed that "the City, for all practical purposes, has exhausted all other available forms of revenue in the form of business license, franchise tax, insurance premium tax, and city auto stickers." In the Blue Ribbon Committee's two meetings to date, however, several of its members have questioned this conclusion and have requested specific information about the potential for increasing dollars from present sources (through rate increases and improved collections), as well as possible revenues from new sources other than an earnings tax.

An earnings tax can be imposed by vote of the City Council. While the Mayor has not yet proposed a specific ordinance on this matter, some Council members (and several members of the Blue Ribbon Committee) have already expressed concern about the equity of provisions (such as the following) that might be part of any such ordinance:

1. Persons who live outside of Murray but work in the City would have their payroll earnings taxed.
2. Persons who live in Murray but work outside the City (e.g., employees of Fisher Price, Vanderbilt Chemical, etc.) would not have their payroll earnings taxed.
3. Payroll earnings at all levels would be taxed at the same rate.
4. The earnings of Murray State students who work part-time to help defray college costs would be taxed at the same rate as all others who work in the City.
5. Most non-payroll income of individuals who live in Murray would not be taxed.

In addition to members of the Blue Ribbon Committee from the University, several others from the campus, particularly representatives of the Staff Congress, have been active in generating interest in this issue and in suggesting various alternative sources for the needed revenues.

NCAA LEGISLATION

The NCAA meeting in Nashville in January was not as eventful as the previous two, but some legislation was passed which will impact on Murray State. Some of the major legislation that is important to Murray State is outlined here:

1. Junior College Transfers. Effective August 1, 1988, Junior College transfers must have a grade point average of 2.00 to transfer.
2. Pell Grants. Effective August 1, 1988, student-athletes on full athletic scholarship will be entitled to \$1,400. The current limit is \$900. While helping the individual student, this has the potential to mean a loss of \$12,000-\$14,000 in income for the university.
3. Maximum Awards - I-AA Football. Effective August 1, 1988, the number of initial athletic grants that can be awarded by a I-AA school has been increased from 25 to 30. The total number of grants remains at 70 (65 for the OVC).
4. Charitable Appearances. Effective immediately, student-athletes are allowed to be involved in promotional activities for charity when their activity will be a direct benefit to the charity.
5. Off Season Drug Testing. Effectively immediately, there is a voluntary off-season testing program for anabolic steroids in the sport of football (cost borne by the NCAA).
6. I-AAA Football. A resolution was passed allowing for the development of legislation for 1989 to establish a I-AAA football division. Ideas discussed include need-based aid, reduction of coaching staff and elimination of spring practice. This is of concern to I-AA leagues like the OVC because of the proliferation of divisions and the potential loss of I-AA members.
7. Restricted Membership. Effective immediately, failure to meet NCAA Division I sponsorship (participants or events) requirements will result in an institution being placed in a "restricted" membership category. Translated, this means that an institution would become ineligible for all NCAA postseason competition for one year if it falls below the 6 men's, 6 women's sports sponsorship requirements.
8. Olympic Waiver. Effective immediately, to permit the academic requirements related to satisfactory progress to be waived for any participant in the Olympic Games who, because of such participation, may lose eligibility for practice and intercollegiate participation. This, of course, is good for Murray State in the event we have a member of the Rifle Team on the Olympic Team.

There was other legislation passed, much of it technical in nature related to recruiting periods, staff size, seasons of competition and enforcement regulations. As stated above, the NCAA took stock this year and stayed away from major changes in order to give the changes of the past two years time to be evaluated.

OHIO VALLEY CONFERENCE

The Ohio Valley Conference has made the following changes in either the By-Laws or the Athletic Directors Administrative Agreements during the November and January meetings. One should note that there are four new Athletic Directors out of seven.

(1) Point Distribution for All Sports Trophy. Beginning with the 1988-89 school year, the point distribution will be structured to reflect a more equal distribution of points for all sports rather than the weighted scale for certain sports that currently exists. This should work to the advantage of a well rounded program and should be an asset for Murray State.

(2) Ineligible Player in Conference Tournament. A change in the By-Laws now allows for the disqualification of a team from a team championship for using an ineligible player even though individual athletes may still compete for individual championships.

(3) Change in Conference Shared Distribution. The league has adopted a new distribution formula for NCAA money that will allow each member school to receive more income from the Conference share. This will help Murray State whether we are in the tournament or not. This is in effect this season.

(4) NCAA Grant. The Conference, like all others, will be eligible for a grant of \$120,000 from the NCAA to use in the areas of officiating, rules compliance, and drug education. A committee appointed by Dr. Stroup, as President of the OVC, is preparing a report now for the Conference Presidents' consideration.

Tentative Proposal

A.	Computerize - as a result, link all Conference institutions, Conference office, and NCAA for compliance, officiating, eligibility and other purposes.	\$ 50,000
B.	Mandate 2-day meeting of all coaches in OVC (June 2-3, 1988) for purpose of rules and compliance (per diem paid).	15,000
C.	Mini grant program to institutions to promote drug awareness and education.	7,000
D.	Summer officiating camps for men's and women's officials (video tape camera, tapes and cassettes and per diem).	15,000
E.	Drug awareness promotional items to student-athletes participating in OVC Championships.	13,000
F.	Intern to aid in basketball officiating camps, administration of compliance program and drug awareness programs, as well as other duties.	10,000
G.	Clerical help.	5,000
H.	Miscellaneous.	5,000
		<hr/>
		\$120,000

A REPORT ON INTERCOLLEGIATE
ATHLETIC EXPENDITURES
MURRAY STATE UNIVERSITY

January 27, 1988

Introduction

The "Report of the Board of Regents Commission on Intercollegiate Athletics at Murray State University" was accepted by the Board at its meeting on November 5, 1985. One of the charges to the Commission was to "suggest a level and source(s) of financing a total athletic program consistent with the statement of role and scope of athletics at Murray State University and the mission of the University." In response to that charge, the recommendations of the Commission included three guidelines which established levels of funding for intercollegiate athletic expenditures. These guidelines (actually short restatements of the recommendations) are:

1. Personnel costs should be in accordance with University budget guidelines and personnel policies (Recommendation No. 7).
2. State-appropriated expenditures for grants-in-aid may be increased only by increases in charges for tuition, room, board and books (Recommendation No. 10).
3. Beginning in 1985-86, operating expenditures are limited to a base rate established by averaging such expenditures for the 1983-84 and 1984-85 fiscal years (Recommendation No. 11).
Note: This recommendation specifically excluded from the expenditure limitations funds 1) received from guarantees paid to MSU by other institutions, and 2) expended from the Athletic Endowment (MSU Account #4-15002).

Observance of Funding Guidelines

In accepting the Commission report, the Board of Regents set general guidelines designed to contain athletic expenditures with specific action based on the Report to go back to the Board for implementation. Data relative to the observance of the funding guidelines are summarized in the table below and a discussion and explanation is presented in the next section of this report. More detailed financial reports are attached for the fiscal years 1984-85, 1985-86 and 1986-87. Additional detail is available from the Office of the Vice President for University Relations and Development.

Comparison of Funding Guidelines
and Athletic Expenditures at MSU

Category	Fiscal Year			
	1983-84	1984-85	1985-86	1986-87
Personnel				
Actual	--	\$653,516	\$695,337	\$774,741
Guideline	--	--	690,761 ^a	770,477 ^b
Under(over) Guideline	--	--	(4,576)	(4,264)
Grants-in-Aid				
Actual	--	564,732	574,019	652,588
Guideline	--	--	603,642 ^c	659,933 ^d
Under(over) Guideline	--	--	29,623	7,345
Operating				
Actual	650,589 ^e	615,905 ^e	653,865	807,226
Guideline			678,280 ^f	745,705 ^g
Under(over) Guideline			24,415	(61,521)
Total				
Actual		1,834,153	1,923,221	2,234,555
Guideline			1,972,683	2,176,115
Under(over) Guideline			49,462	(58,440)

¹Letters in the body of the table relate to calculations presented below under the heading "Discussion and Explanation of Expenditures."

Discussion and Explanation of Expenditures

MSU athletic expenditures have increased since the Commission Report was accepted by the Board of Regents. However, over the two-year period, total expenditures are within \$8,978 (.4%) of the guidelines derived from the recommendations in the Report. An explanation of how the guidelines were calculated follows.

- a) Additional salary funds of 3% were provided throughout the University for 1985-86. The 1985-86 budget which was approved by the Board prior to acceptance of the Report included increases of \$14,400 to hire a volleyball coach and to pay a summer stipend (\$2,700) and associated fringe benefits (\$540) to the faculty athletic representative. $1.03 (\$653,516) + \$14,400 + \$2,700 + \$540 = \$690,761$.
- b) Additional salary funds of 4% were provided throughout the University for 1986-87. An assistant athletic director was hired for one year with funding (\$46,902, salary and benefits) from the Athletic Endowment. On retiring from the U.S. Army, Mr. Elvis Green was employed part-time to coach the rifle team (\$5,184). These hirings were approved by the Regents as part of the 1986-87 budget, and thus, are included in the guideline. $1.04 (\$690,761) + \$46,902 + \$5,184 = \$770,477$.
- c) Tuition, room and board increased by approximately 6.89% for 1985-86. $1.0689 (\$564,732) = \$603,642$.
- d) Tuition, room and board increased by approximately 6.47% for 1986-87. A charge-back system was initiated for student-athletes housed during the preseason and vacations. In essence, this was an offsetting revenue and expenditure of \$17,235 to the University. The expenditure appeared in athletic grants-in-aid. $1.0647 (\$603,642) + \$17,235 = \$659,933$.
- e) Expenditures as reported by Office of Accounting and Financial Services plus current athletic revenues to the MSU Foundation. Reports on athletic expenditures did not include private funds during these years. This calculation assumes that all private donations were spent.
- f) Average of operating expenditures for 1983-84 and 1984-85 (base rate) plus increase in guarantees earned (\$45,033) which is excluded from expenditure limitation. $(\$650,589 + \$615,905)/2 + \$45,033 = \$678,280$.
- g) Base rate (\$633,247) minus decrease in guarantees earned (\$14,582), plus implementation of University charge-back system for postage (\$11,119) and price increase for on-campus printing (\$6,867), transfer of rifle team from ROTC (\$5,800), purchase of OVC championship rings (\$21,854), additional football team travel to University of Central Florida, funded by guarantees, and Division I-AA playoff game, reimbursed by NCAA (total of \$31,400), and funding from Board of Regents to maintain men's track and meet Title IX guidelines (\$50,000).

Athletic Revenues & Expenditures
Murray State University Accounts
July 1, 1984--June 30, 1985

Revenues to University Accounts

Athletic Ticket Sales	\$ 191,176
Athletic Concessions	36,665
Student Activity Fee	166,683
Guarantees Received	42,842
Extraordinary Athletic Receipts	13,443
KTRS Matched by Commonwealth of Kentucky	41,703
College Workstudy--Federal Share	11,934
Central Agency Revenues	13,547
Pell Grant Reimbursement	<u>14,377</u>

Total Revenues to University Accounts \$ 532,370

Athletic Expenditures by Account

Athletic Director	649,825
Sports Information Director	10,332
Athletic Grants-in-Aid	564,732
Cheerleaders	12,588
Football	115,470
Men's Basketball	62,440
Baseball	38,192
Men's Track	22,549
Men's Tennis	19,309
Men's Golf	6,539
Women's Track	18,497
Women's Basketball	38,156
Women's Tennis	6,890
Undistributed Athletics	57,600
Women's Volleyball	7,708
OVC Track Championship	32
Athletic Medical Expenses--Nonaccidental	5,086
Athletic Concessions	31,035
Athletic Guarantees	<u>2,420</u>

Total Expenditures \$1,669,400

Expenditures in Excess of Revenues \$1,137,030

MSU Foundation
Summary of Athletic Accounts

1984-85

<u>Account Name</u>	<u>Balance (7/1/84)</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance (6/30/85)</u>
✓Athletic Clearing	\$ 1,249.84	\$ 21,265.70	\$ 16,821.99	\$ 5,693.55
Athletic Endowment	2,045.27	400.00	-0-	2,445.27
✓Athletic Promotions	1,771.04	3,420.00	5,085.47	105.57
✓Athletic Trainer	802.29	1,350.00	726.90	1,425.39
Baseball	3,725.31	5,785.00	7,061.15	2,449.16
Baseball Hawaii	100.00	20,243.88	20,343.88	-0-
Basketball Donor	6,096.86	55,772.47	52,750.63	9,118.70
✓Cheerleader	225.95	50.00	270.50	5.45
Football Donor	748.56	41,041.33	41,631.44	158.45
Golf	1,636.36	4,706.00	1,548.63	4,793.73
Tennis	3,609.78	5,910.00	8,507.86	1,011.92
Track	1,084.92	5,036.26	4,077.14	2,044.04
Women's Basketball	148.88	3,829.50	3,862.76	115.62
Women's Tennis	1,899.13	10.00	-0-	1,909.13
Women's Track	1,264.38	3,667.35	2,064.59	2,867.14
All Other Athletic Accounts	5,068.15	403.15	-0-	5,471.30
TOTALS	\$31,476.72	\$172,890.64	\$164,752.94	\$39,614.42

MURRAY STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS DEPARTMENT
YEAR ENDED JUNE 30, 1986
(Unaudited)

Operating Revenues:

	Football	Basketball	Other Sports	Non-Program Specific	Total
Ticket Sales	\$ 74,597	\$ 77,243	\$ 6,470	\$ -	\$ 158,310
Concessions	-	-	-	45,475	45,475
Student Activity Fees	-	-	-	108,128	108,128
Gifts-Restricted	40,789	47,804	15,070	30,891	134,554
Investment Income	-	-	-	-	-
-Unrestricted	-	-	-	11,929	11,929
Guaranties	45,000	42,125	750	-	87,875
NCAA Tournament	-	9,708	-	-	9,708
Miscellaneous Athletic Revenue	-	-	-	26,066	26,066
Total Current Revenue	\$ 160,386	\$ 176,880	\$ 22,290	\$ 222,489	\$ 582,045

Operating Expenses:

Salaries and Benefits	\$ 217,157	\$ 128,850	\$ 119,855	\$ 229,475	\$ 695,337
Films, Books and Subscriptions	945	2,299	96	208	3,548
Travel:					
Recruiting	12,773	10,451	7,246	100	30,570
Team	45,642	59,566	79,485	8,548	193,241
Other	3,471	8,089	1,217	5,638	18,415
Financial Aid	292,537	73,126	208,356	-	574,019
Athletic Subsistence	17,329	11,229	3,379	-	31,937
Maintenance and Administration	2,242	2	1,100	13,074	16,418
Equipment Purchases	28,458	20,713	39,035	3,041	91,247
Athletic Medical Expense	-	-	-	48,886	48,886
Athletic Officials	-	-	-	22,323	22,323
Athletic Guarantees	-	-	-	49,150	49,150
Miscellaneous Expense	10,653	25,432	3,188	14,106	53,379
Association Dues	-	-	30	-	30
Entertainment	716	2,270	1,685	9,539	14,210
Publicity	-	-	20	10,639	10,659
Car Leases	4,703	750	-	1,650	7,103
Awards and Trophies	-	-	134	-	134
Insurance	3,397	1,546	-	10,437	15,380
Office Equipment and Supplies	4,803	7,122	5,027	8,341	25,293
Concession Food Resale	-	-	-	21,942	21,942
Total Current Expenditures	\$ 644,826	\$ 351,445	\$ 469,853	\$ 457,097	\$ 1,923,221
Excess (Deficiency) of Revenues over Expenditures	\$(484,440)	\$(174,565)	\$(447,563)	\$(234,608)	\$(1,341,176)

MURRAY STATE UNIVERSITY ATHLETICS
STATEMENT OF CURRENT REVENUES AND EXPENDITURES
For the Year Ended June 30, 1987

Operating Revenues:	Football	Basketball	Other Sports	Non-Program Specific	Total
Ticket Sales	\$ 70,331	\$ 69,196	-	-	\$ 139,527
Concessions	-	-	-	32,293	32,293
Student Activity Fees	-	-	-	103,114	103,114
Support Provided by the Murray State University Foundation	41,488	50,500	21,750	55,132	168,870
Investment Income	-	-	-	-	-
-Unrestricted	-	-	-	7,637	7,637
Endowment Income	-	-	-	-	-
-Restricted	-	-	-	-	-
Guaranties	25,000	47,230	63	1,000	72,293
NCAA Tournament	-	-	-	-	-
Miscellaneous Athletic Revenue	(64)	-	295	97	328
Total Current Revenue	\$ 136,755	\$ 166,926	\$ 22,108	\$ 199,273	\$ 525,062
Operating Expenses:					
Salaries and Benefits	\$ 256,190	\$ 136,451	\$ 161,139	\$ 220,961	\$ 774,741
Films, Books and Subscriptions	40	3,019	187	1,076	4,322
Travel:					
Recruiting	10,934	12,111	16,245	-	39,340
Team	77,271	52,502	93,882	14,434	238,129
Other	8,131	7,208	1,934	4,407	21,680
Financial Aid	303,222	62,332	287,034	-	652,588
Athletic Subsistence	12,148	8,453	3,230	-	23,831
Maintenance and Administration	14,382	9,747	10,234	13,006	47,369
Equipment Purchases	39,678	13,682	51,438	10,737	115,535
Athletic Medical Expense	-	-	-	43,511	43,511
Athletic Officials	-	-	-	27,089	27,089
Athletic Guarantees	-	18,500	5,550	7,500	31,550
Miscellaneous Expense	19,083	21,842	17,655	51,322	109,902
Moving expenses	7,509	-	700	-	8,209
Association Dues	-	-	-	50	50
Entertainment	2,254	420	44	154	2,872
Publicity	-	-	25	5,705	5,730
Car Leases	4,050	2,065	-	2,910	9,025
Awards and Trophies	-	-	201	21,787	21,988
Insurance	4,274	6,459	98	19,686	30,617
Office Equipment and Supplies	1,413	1,341	608	2,743	6,105
Concession Food Resale	-	-	-	20,362	20,362
Total Current Expenditures	\$ 760,729	\$ 356,132	\$ 650,204	\$ 467,490	\$ 2,234,555
Excess (Deficiency) of Revenues over Expenditures	\$ (623,973)	\$ (189,206)	\$ (628,096)	\$ (268,217)	\$ (1,709,493)

ARTHUR
ANDERSEN
& CO.

MURRAY STATE UNIVERSITY
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FINANCIAL STATEMENTS
AS OF
JUNE 30, 1987

TOGETHER WITH
AUDITORS' REPORT

ARTHUR ANDERSEN & Co.

LOUISVILLE, KENTUCKY

To the Board of Regents
of Murray State University:

We have examined the balance sheet of Murray State University as of June 30, 1987 and the related statements of changes in fund balances and current funds revenues, expenditures and other changes for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. We have previously examined the financial statements for the preceding year and our report thereon, dated December 10, 1986, was unqualified with respect to the balance sheet but disclaimed an opinion on the changes in fund balances and current funds revenues, expenditures and other changes.

In our opinion, the financial statements referred to above present fairly the financial position of Murray State University as of June 30, 1987 and the changes in its fund balances and current funds revenues, expenditures and other changes for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Our examination was made for the purpose of forming an opinion on the financial statements referred to above. The data contained in pages subsequent to page 17 of this report are presented for purposes of additional analysis and are not a required part of the basic financial statements. This information has been subjected to the auditing procedures applied in our examination 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.

Arthur Andersen & Co.

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January 22, 1988

MURRAY STATE UNIVERSITY
Members of the Board of Regents

William E. Beasley, Chairman
Paducah, Kentucky

Robert C. Carter
Hopkinsville, Kentucky

James W. Hammack, Jr.
Faculty Representative
Murray, Kentucky

Billy G. Hurt
Frankfort, Kentucky

Willie R. Kendrick
Hopkinsville, Kentucky

Irma G. LaFollette
Murray, Kentucky

Chris McNeill
Student Representative
Murray, Kentucky

Frank Nichols
Benton, Kentucky

Virginia Strohecker
Horse Cave, Kentucky

C. Waitman Taylor, Jr.
Owensboro, Kentucky

MURRAY STATE UNIVERSITY
BALANCE SHEETS
As of June 30, 1987
With Comparative Figures as of June 30, 1986

	-----Current Funds-----			Plant Funds	Agency Funds	-----Totals-----	
	Unrestricted	Restricted	Loan Funds			1987	1986
ASSETS-							
Cash (Note 2)	\$ 2,716,477	\$ 239,985	\$ 380,694	\$ 860,959	\$ 28,081	\$ 4,226,196	\$ 5,959,990
Investments (Note 2)	6,351,922	-	-	4,067,727	-	10,419,649	9,180,615
Investments in Foundation Bookstore (Note 9)	486,159	-	-	-	-	486,159	486,159
Inventories and prepaid expense (Note 6)	671,780	-	-	-	-	671,780	356,644
Accounts and Loans Receivable, net (Note 3)	636,067	431,211	3,846,324	-	-	4,913,602	5,056,484
Interest receivable	123,934	-	-	77,756	-	201,690	108,837
Due from other funds	456,797	-	-	-	-	456,797	1,498,287
Property, plant and equipment (Note 12)	-	-	-	\$113,141,905	-	113,141,905	111,319,839
Total assets	<u>\$ 11,443,136</u>	<u>\$ 671,196</u>	<u>\$4,227,018</u>	<u>\$118,148,347</u>	<u>\$ 28,081</u>	<u>\$134,517,778</u>	<u>\$133,966,855</u>

The accompanying notes to financial statements are an integral part of these financial statements.

MURRAY STATE UNIVERSITY
BALANCE SHEETS (cont.)
As of June 30, 1987
With Comparative Figures as of June 30, 1986

	-----Current Funds-----			Plant	Agency	-----Totals-----	
	Unrestricted	Restricted	Loan Funds	Funds	Funds	1987	1986
LIABILITIES AND FUND BALANCE-							
Liabilities:							
Accounts payable	\$ 524,688	\$ 17,114	\$ -	\$ 34,427	\$ -	\$ 576,229	\$ 714,887
Accrued expenses	1,379,823	56,497	-	-	-	1,436,320	902,636
Accrued compensated absences	809,465	-	-	-	-	809,465	768,460
Other current liabilities	325,256	-	-	65,685	-	390,941	233,824
Deposits	168,781	-	-	-	28,081	196,862	185,106
Deferred revenues	298,984	-	-	-	-	298,984	350,828
Due to other funds	-	403,834	35,908	17,055	-	456,797	1,498,287
Bonds payable (Note 5)	-	-	-	24,985,000	-	24,985,000	26,275,000
Obligation under capital lease	-	-	-	1,458,202	-	1,458,202	1,692,474
Total liabilities	\$ 3,506,997	\$ 477,445	\$ 35,908	\$ 26,560,369	\$ 28,081	\$ 30,608,800	\$ 32,621,502
Fund balance:							
Current unrestricted funds (Note 4)	\$ 7,936,139	\$ -	\$ -	\$ -	\$ -	\$ 7,936,139	\$ 8,090,860
Current restricted funds	-	193,751	-	-	-	193,751	215,792
Loan funds - restricted	-	-	4,191,110	-	-	4,191,110	4,361,464
Plant funds:							
Unexpended	-	-	-	(134,277)	-	(134,277)	199,077
Reserve for encumbrances	-	-	-	510,799	-	510,799	795,193
Renewal and replacement	-	-	-	1,857,342	-	1,857,342	1,691,031
Retirement of indebtedness	-	-	-	2,721,096	-	2,721,096	2,720,290
Net investment in plant	-	-	-	86,633,018	-	86,633,018	83,271,646
Total fund balance	\$ 7,936,139	\$ 193,751	\$ 4,191,110	\$ 91,587,978	\$ -	\$ 103,908,978	\$ 101,345,353
Total liabilities and fund balance	\$ 11,443,136	\$ 671,196	\$ 4,227,018	\$ 118,148,347	\$ 28,081	\$ 134,517,778	\$ 133,966,855

The accompanying notes to financial statements are an integral part of these financial statements.

MURRAY STATE UNIVERSITY
STATEMENT OF CHANGES IN FUND BALANCES
For the Year Ended June 30, 1987

	-----Current Funds-----			-----Plant Funds-----		
	Unrestricted	Restricted	Loan Funds	Unexpended	Renewals and Replacements	Retirement of Indebtedness Investment In Plant
REVENUES AND OTHER ADDITIONS-						
Current funds revenues	\$ 50,339,596	\$ 5,546,213	\$ -	\$ -	\$ -	\$ -
Excess of restricted funds receipts over transfers to revenues	-	5	-	-	-	-
Expenditures for plant facilities	-	-	-	-	-	3,114,978
Retirement of indebtedness	-	-	-	-	-	1,290,000
Investment earnings	-	-	96,319	-	108,870	153,633
Federal and state contributions	-	-	69,593	3,950	-	-
Reduction in lease obligations	-	-	-	-	-	234,272
Reduction in installment purchase obligations	-	-	-	-	-	26,744
Other additions	-	5,340	1,459	135,727	-	-
Total revenues and other additions	\$ 50,339,596	\$ 5,551,558	\$ 167,371	\$ 139,677	\$ 108,870	\$ 4,665,994
EXPENDITURES AND OTHER DEDUCTIONS-						
Current funds expenditures	\$ 47,672,943	\$ 5,546,213	\$ -	\$ -	\$ -	\$ -
Loan cancellations and write-offs	-	-	177,010	-	-	-
Increase in allowance for doubtful loans	-	-	80,129	-	-	-
Administration, collection, litigation costs	-	-	83,063	-	-	-
Expended for plant facilities	-	-	-	862,508	-	-
Retirement of indebtedness	-	-	-	-	-	1,290,000
Interest on indebtedness	-	-	-	-	-	1,150,035
Installment purchase obligation	-	-	-	-	-	11,710
Deletions and disposals	-	-	-	-	-	1,292,912
Other deductions	288,846	85,259	690	21,756	-	-
Total expenditures and other deductions	\$ 47,961,789	\$ 5,631,472	\$ 340,892	\$ 884,264	\$ -	\$ 2,440,035
						\$ 1,304,622

The accompanying notes to financial statements are an integral part of these financial statements.

MURRAY STATE UNIVERSITY
STATEMENT OF CHANGES IN FUND BALANCES (cont.)
For the Year Ended June 30, 1987

	-----Current Funds-----			-----Plant Funds-----			
	Unrestricted	Restricted	Loan Funds	Unexpended	Renewals and Replacements	Retirement of Indebtedness	Investment in Plant
TRANSFERS AMONG FUNDS - ADDITIONS/(DEDUCTIONS)-							
Mandatory:							
NDSL match	\$ (3,167)	\$ -	\$ 3,167	\$ -	\$ -	\$ -	\$ -
Principal and interest	(2,287,208)	-	-	-	-	2,287,208	-
Nonmandatory:							
Transfer from unrestricted current funds to unexpended plant funds	(126,839)	-	-	126,839	-	-	-
Transfer from unrestricted current funds to renewals and replacements plant funds	(57,441)	-	-	-	57,441	-	-
Transfer from unrestricted to restricted current funds	(57,873)	57,873	-	-	-	-	-
Total transfers	\$ (2,532,528)	\$ 57,873	\$ 3,167	\$ 126,839	\$ 57,441	\$ 2,287,208	\$ -
Net increase/(decrease) for the year	\$ (154,721)	\$ (22,041)	\$ (170,354)	\$ (617,748)	\$ 166,311	\$ 806	\$ 3,361,372
Fund balance at beginning of year	\$ 8,090,860	\$ 215,792	\$ 4,361,464	\$ 994,270	\$ 1,691,031	\$ 2,720,290	\$83,271,646
Fund balance at end of year	\$ 7,936,139	\$ 193,751	\$ 4,191,110	\$ 376,522	\$ 1,857,342	\$ 2,721,096	\$86,633,018

MURRAY STATE UNIVERSITY
STATEMENT OF CURRENT FUNDS REVENUES, EXPENDITURES, AND OTHER CHANGES
For the Year Ended June 30, 1987
With Comparative Figures for the Year Ended June 30, 1986

	-----1987-----			1986
	Unrestricted	Restricted	Total	
	-----	-----	-----	-----
REVENUES-				
Educational and general:				
Tuition and fees	\$ 10,091,422	\$ -	\$10,091,422	\$10,140,201
State appropriations	29,840,799	-	29,840,799	28,719,745
Government grants and contracts	-	5,488,796	5,488,796	6,439,313
Indirect and administrative cost recoveries	226,399	-	226,399	265,597
Sales and services of educational activities	873,034	-	873,034	322,137
Other sources	2,619,662	-	2,619,662	1,825,408
	-----	-----	-----	-----
Total educational and general	\$ 43,651,316	\$ 5,488,796	\$49,140,112	\$47,712,401
	-----	-----	-----	-----
Auxiliary enterprises	\$ 6,688,280	\$ 57,417	\$ 6,745,697	\$ 7,000,155
	-----	-----	-----	-----
Total revenues	\$ 50,339,596	\$ 5,546,213	\$55,885,809	\$54,712,556
	-----	-----	-----	-----
EXPENDITURES AND MANDATORY TRANSFERS-				
Educational and general:				
Instruction	\$ 17,633,379	\$ 1,012,439	\$18,645,818	\$17,540,331
Research	150,110	297,412	447,522	543,963
Public service	2,171,304	441,335	2,612,639	2,563,607
Libraries	1,546,284	38,330	1,584,614	1,529,863
Academic support	2,666,034	386,780	3,052,814	2,376,029
Student services	4,314,960	245,622	4,560,582	4,178,673
Institutional support	5,140,655	50,427	5,191,082	5,089,880
Operation and maintenance of plant	5,614,774	4,021	5,618,795	5,316,262
Student financial aid	2,319,141	3,012,430	5,331,571	5,741,646
	-----	-----	-----	-----
Educational and general expenditures	\$ 41,556,641	\$ 5,488,796	\$47,045,437	\$44,880,254
	-----	-----	-----	-----
Mandatory transfers for:				
Principal and interest	\$ 1,661,416	\$ -	\$ 1,661,416	\$ 1,614,922
Loan fund matching grant	3,167	-	3,167	388
	-----	-----	-----	-----
Total mandatory transfers	\$ 1,664,583	\$ -	\$ 1,664,583	\$ 1,615,310
	-----	-----	-----	-----
Total educational and general	\$ 43,221,224	\$ 5,488,796	\$48,710,020	\$46,495,564
	-----	-----	-----	-----

The accompanying notes to financial statements are an integral part of these financial statements.

MURRAY STATE UNIVERSITY
STATEMENT OF CURRENT FUNDS REVENUES, EXPENDITURES, AND OTHER CHANGES (cont.)
For the Year Ended June 30, 1987
With Comparative Figures for the Year Ended June 30, 1986

	-----1987-----			1986
	Unrestricted	Restricted	Total	
EXPENDITURES AND MANDATORY TRANSFERS (cont.)				
Auxiliary enterprises:				
Expenditures	\$ 6,116,302	\$ 57,417	\$ 6,173,719	\$ 5,779,094
Mandatory transfers for:				
Principal and interest	625,792	-	625,792	582,898
Total auxiliary enterprises	\$ 6,742,094	\$ 57,417	\$ 6,799,511	\$ 6,361,992
Total expenditures and mandatory transfers	\$ 49,963,318	\$ 5,546,213	\$ 55,509,531	\$ 52,857,556
Excess of revenues over expenditures and mandatory transfers	\$ 376,278	\$ -	\$ 376,278	\$ 1,855,000
OTHER TRANSFERS AND ADDITIONS/(DEDUCTIONS)-				
Excess of restricted receipts over transfers to revenues	\$ -	\$ 5	\$ 5	\$ 77,809
Nonmandatory transfers and other changes:				
Transfer within current funds	\$ (57,873)	\$ 57,873	\$ -	\$ -
Transfer to plant funds	(554,932)		(554,932)	(830,805)
Transfer from plant funds	370,652	-	370,652	911,975
Other changes	(288,846)	(79,919)	(368,765)	1,051,931
Total nonmandatory transfers and other changes	\$ (530,999)	\$ (22,041)	\$ (553,040)	\$ 1,133,101
Net increase (decrease) in fund balance	\$ (154,721)	\$ (22,041)	\$ (176,762)	\$ 3,065,910

The accompanying notes to financial statements are an integral part of these financial statements.

MURRAY STATE UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 1987

Note 1. Summary of Significant Accounting Policies

Accrual basis

The financial statements of Murray State University have been prepared on the accrual basis of accounting except for depreciation on physical plant and equipment. The statement of current funds revenues, expenditures, and other changes is a statement of financial activities of current funds related to the current reporting period. It does not purport to present the results of operations or the net income or loss for the period as would a statement of income or a statement of revenues and expenses.

To the extent that current funds are used to finance plant assets, the amounts so provided are accounted for as (1) expenditures, in the case of normal replacement of movable equipment and library books; (2) mandatory transfers, in the case of required provisions for debt amortization and interest and equipment renewal and replacement; and (3) transfers of a nonmandatory nature for all other cases.

Revenues of Summer School academic terms are reported in the fiscal year in which the programs predominantly fall. Therefore, deferred tuition revenue is recorded for terms which have not begun at fiscal year end.

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. Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined and reported as four balanced fund groups: current funds, loan funds, plant funds and agency funds. Accordingly, all financial transactions have been recorded and reported by fund group.

Within each group, fund balances restricted by outside sources are so indicated and are distinguished from unrestricted funds allocated to specific purposes by action of the University's Board of Regents. Externally restricted funds may be utilized only in accordance with the purposes established by the source of such funds and are in contrast with unrestricted funds over which the University retains control to use in achieving its institutional purposes.

Note 1. Summary of Significant Accounting Policies (Cont.)

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; e.g., instruction, research, operation and maintenance of plant, student financial aid and auxiliary activities. Restricted gifts, grants, appropriations, and other restricted resources are accounted for in the appropriate restricted funds. Restricted current funds are reported as revenues and expenditures when expended for current operating expenses.

Loan funds, primarily financed by the Federal government, are used to account for loan programs available to students.

Plant funds are used to account for the transactions relating to investment in University property. They include (1) unexpended plant, (2) renewals and replacements, (3) retirement of indebtedness, and (4) investment in plant subgroups. The unexpended plant subgroup consists of funds to be used for the acquisition and/or construction of physical properties for institutional purposes but unexpended at the reporting date. The renewals and replacements subgroup consists of funds to be expended for renewals and replacements of plant fund assets, including some renewals and replacements of a type not ordinarily capitalized in the investment in plant subgroup. The retirement of indebtedness subgroup consists of funds set aside for debt service reserves and charges, and for retirement of indebtedness on institutional properties. The investment in plant subgroup consists of funds expended for and thus invested in institutional properties and the bond indebtedness incurred to finance plant acquisitions and construction. Physical plant and equipment are stated at cost at the date of acquisition or at fair market value at the date of donation for gifts. In accordance with generally accepted college and university accounting practices, depreciation on physical plant and equipment is not recorded.

Agency funds are used to account for assets held by the University as custodian or fiscal agent for others and used for certain organized activities.

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.

Other significant accounting policies

An appropriation for the Murray State University's portion of the contributions for teachers' retirement is made directly to the Kentucky Teachers' Retirement System by the state; however, to reflect the total resources of the University, \$1,630,799 and \$1,554,145, respectively for June 30, 1987 and June 30, 1986, have been included as both revenue and expenditures in the accompanying financial statements.

Note 1. Summary of Significant Accounting Policies (Cont.)

Note 11 to these financial statements includes a summary of certain financial information of the Murray State University Foundation, Inc., a not-for-profit corporation affiliated with the University but not consolidated in the accompanying financial statements.

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. Investments as of June 30, 1987, for the University are summarized below. The investments of the University are classified as to credit risk by the three categories described below:

Category 1: Insured or registered, or securities held by the University or by an agent in the University's name.

Category 2: Uninsured and unregistered, with securities held by the counterparty's trust department or agent in the University's name.

Category 3: Uninsured and unregistered, with securities held by the counterparty, or by its trust department or agent, but not in the University's name.

	Category 1	Category 2	Category 3	Carrying Amount (At Cost)	Market Value
U. S. Government Securities	\$ 7,469,649	\$ -	\$ -	\$ 7,469,649	\$ 7,381,474
Repurchase Agreements	<u>2,950,000</u>	<u>-</u>	<u>-</u>	<u>2,950,000</u>	<u>2,950,000</u>
TOTAL:	<u>\$10,419,649</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$10,419,649</u>	<u>\$10,331,474</u>

Note 3. Accounts and Loans Receivable

A summary of accounts and loans receivable at June 30 follows:

	<u>1987</u>	<u>1986</u>
Current unrestricted funds -		
Accounts receivable:		
Student receivables less allowance for doubtful accounts of \$142,708 and \$177,089 for 1986 and 1987 respectively	\$ 315,312	\$ 216,389
Employee receivables	-	44,334
Travel advances	20,601	17,053
Computer loans	175,681	-
Outside Sales		
Murray State University Foundation, Inc.	120,233	107,773
State agencies	1,894	7,832
Other receivables	<u>2,346</u>	<u>53,554</u>
Total	<u>\$ 636,067</u>	<u>\$ 446,935</u>
Current restricted funds -		
Accounts receivable:		
Grants and contracts		
Billed	\$ 157,242	\$ 170,777
Unbilled	<u>273,969</u>	<u>423,325</u>
Total	<u>\$ 431,211</u>	<u>\$ 594,102</u>
Loan funds -		
Advances to students less allowance for doubtful accounts of \$394,829 and \$314,700 for 1987 and 1986 respectively	<u>\$3,846,324</u>	<u>\$4,015,447</u>

Note 4. Current Unrestricted Fund Balance

Internal allocations applicable to the current unrestricted fund balances at June 30 follows:

	<u>1987</u>	<u>1986</u>
Allocated:		
Allocation for working capital	2,439,831	1,888,117
Encumbrances	406,545	376,104
Prior year budget carryovers	3,366,222	3,108,858
Operating budget of subsequent years	600,000	650,000
Reserve for self insurance contingency	<u>900,000</u>	<u>-</u>
Total allocated	\$7,712,598	6,023,079
Unallocated	<u>223,541</u>	<u>2,067,781</u>
Total	<u>\$7,936,139</u>	<u>\$8,090,860</u>

Note 5. Bonds Payable

The Consolidated Educational Buildings Revenue Bonds, Series A through E and F Refunding, were sold to construct or renovate certain academic and service buildings on campus. Series A matured May, 1986; Series B, C, D, E, and F Refunding bonds mature in varying amounts through May 1, 2000, with interest payable at rates ranging from 3.0% to 5.875%. Student registration fees are pledged for debt service on these bonds. Note 13 provides information on Consolidated Educational Building Revenue Bonds Series G issued subsequent to June 30, 1987.

Housing and Dining System Revenue Bonds, Series A through L, were sold to construct or renovate certain housing and dining facilities on campus. The bonds mature in varying amounts through September 1, 2008, with interest payable at rates ranging from 2.75% to 3.75%. Revenues from student housing and dining facilities and other auxiliary services as well as student fees are pledged for the retirement of the bonds.

A schedule of the mandatory principal payments for the next five fiscal years and thereafter is presented below:

Year Ending June 30	Consolidated Educational Building Revenue Bonds	Housing and Dining System Revenue Bonds	Total
1988	\$ 960,000	\$ 380,000	\$ 1,340,000
1989	1,005,000	395,000	1,400,000
1990	1,055,000	405,000	1,460,000
1991	1,100,000	420,000	1,520,000
1992	1,155,000	435,000	1,590,000
Thereafter	10,568,000	7,107,000	17,675,000
Total	\$15,843,000 =====	\$ 9,142,000 =====	\$24,985,000 =====

The required minimum reserves of \$1,812,478 and \$679,823 for the Consolidated Educational Sinking Fund and the Housing and Dining Sinking Fund, respectively, are on deposit with the trustee and are included in the "cash" and "investments" amounts in the Retirement of Indebtedness fund in the accompanying balance sheets.

Note 6. Inventories

Inventories are stated at the lower of cost, using first-in-first-out valuation, or market. Inventories at June 30 consisted of:

	1987	1986
Central stores - supplies	\$ 123,227	\$ 127,041
Central stores - furniture and equipment	61,691	72,453
Food and food service supplies	169,596	143,747
Total	\$ 354,514 =====	\$ 343,241 =====

Note 7. Employee Benefits

Substantially all employees of the University are covered under one of two defined contribution pension plans:

- A. Kentucky Teachers' Retirement System - Under KTRS the employee's contribution is 5.905% of gross salary and the State contributes 10.335%. The State's contribution is paid directly to the system by the State, and as explained in Note 1, this contribution is included in the accompanying financial statements.
- B. Kentucky Employees' Retirement System - Full-time service personnel are covered under KERS. The employee's contribution is 5% of gross salary and the State's contribution is 7.45%. The State's contribution is funded from the budget of the University and is included in the accompanying financial statements.

The University maintains a self-insurance program for employees' health and accident insurance. The University funds the entire plan for all permanent full-time employees and their families. The estimated amounts of claims incurred but not paid are \$246,270 and \$150,000 as of June 30, 1987 and June 30, 1986 respectively. These amounts are reflected in the "Other Liabilities" amounts in the current unrestricted funds in the accompanying balance sheets.

Expenditures for all employee benefits are included as expenditures within the appropriate functional area.

Note 8. Litigation

The University is a defendant in various lawsuits. The University attorney has advised that at this stage in the various proceedings, the probable outcomes are uncertain. Although collectively claims for damages are significant, management believes individual lawsuits are without merit, and ultimate damages, if any, assessed against the University will be insignificant.

Note 9. Investment in Foundation Bookstore

In September, 1979, the University transferred operation and control of the University Bookstore to Murray State University Foundation, Inc. The University made available to the Foundation at the time of transfer inventories, cash funds, and receivables, net of liabilities in the amount of \$486,159. The University reflects this amount as "Investment in Foundation Bookstore" in the accompanying balance sheets at June 30, 1987, and June 30, 1986.

Since the operation of the bookstore is, by transfer, a function of the Foundation, the bookstore's results of operations and assets, liabilities, and fund balance are excluded from the accompanying financial statements.

As further explained in Note 11, the Murray State University Foundation, Inc. University Bookstore, operates as an autonomous entity and issues its own financial statements.

Note 10. Leases

The University leases a telephone system and various items of machinery and equipment. Most leases are written for one year with an annual renewal. The majority of leases are considered to have terms of three to ten years, as it is the intent of the University to renew annually most leases written for one year terms.

At June 30, 1987, assets acquired under capital leases totaled \$2,340,254. The following is a schedule of future minimum lease payments under capital leases together with the present value of the net minimum lease payments:

Year ending June 30,	Amount
1988	\$ 393,691
1989	388,570
1990	371,871
1991	362,802
1992	355,816
Thereafter	<u>-0-</u>
Total minimum lease payments	\$1,872,750
Less: Amount representing interest	<u>414,550</u>
Present value of minimum lease payments	<u>\$1,458,202</u> <u>=====</u>

Approximate annual rentals required under operating leases in effect at June 30, 1987 are:

Year ending June 30,	Amount
1988	\$ 96,350
1989	75,482
1990	56,006
1991	53,128
1992	16,759
Thereafter	<u>18,773</u>
	<u>\$ 316,498</u> <u>=====</u>

Note 11. 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 operates the University Bookstore and the Miller Memorial Golf Course and manages certain endowments and investments on behalf of the University. The Foundation has a Board of Trustees separate from that of the University, however, the President of the University is also the President of the Foundation. Certain officers of the University are also officers of the Foundation.

Note 11. Murray State University Foundation, Inc. (Cont.)

The University provides office space and pays certain operating expenses of the Foundation at no charge to the Foundation. The Foundation prepares and issues its own financial statements.

A summary of significant financial information of the Foundation as of and for the year ended June 30, 1987, not consolidated in the accompanying financial statements, is presented below.

	Unrestricted Funds	Restricted Funds	Endowment Funds	Plant Funds
Assets -				
Current	\$ 2,327,760	\$ 837,066	\$ 1,677,543	\$ -0-
Fixed	-0-	-0-	-0-	4,918,596
Total assets	<u>\$ 2,327,760</u>	<u>\$ 837,066</u>	<u>\$ 1,677,543</u>	<u>\$4,918,596</u>
Liabilities and Fund Balance -				
Liabilities	\$ 442,919	\$ 257,627	\$ -0-	\$ -0-
Fund Balance	<u>1,884,841</u>	<u>579,439</u>	<u>1,677,543</u>	<u>4,918,596</u>
Total liabilities and fund balance	<u>\$ 2,327,760</u>	<u>\$ 837,066</u>	<u>\$ 1,677,543</u>	<u>\$4,918,596</u>
Revenue and Support	\$ 2,377,483	\$ 457,618	\$ 199,674	\$ 13,054
Expenditures	<u>2,147,203</u>	<u>457,618</u>	<u>-0-</u>	<u>98,211</u>
Excess (Deficit) of revenue and support over expenditures	\$ 230,280	\$ -0-	\$ 199,674	\$ (85,157)
Other changes -				
Excess of restricted receipts over transfers to revenues	\$ -0-	\$ 364,570	\$ -0-	\$ -0-
Transfers to plant funds	(20,929)	(507,018)	-0-	527,947
Transfers to Murray State University	<u>-0-</u>	<u>(42,070)</u>	<u>-0-</u>	<u>-0-</u>
Net change in fund balance	\$ 209,351	\$ (184,518)	\$ 199,674	\$ 442,790
Beginning fund balance	<u>1,675,490</u>	<u>763,957</u>	<u>1,477,869</u>	<u>4,475,806</u>
Ending fund balance	<u>\$ 1,884,841</u>	<u>\$ 579,439</u>	<u>\$ 1,677,543</u>	<u>\$4,918,596</u>

Note 12. Property, Plant and Equipment

A summary of property, plant, and equipment at June 30 follows:

	<u>1987</u>	<u>1986</u>
Land	\$ 2,187,732	\$ 2,187,732
Building	77,223,845	77,134,993
Improvements other than Building	5,877,310	5,496,902
Equipment	13,714,132	12,426,168
Library holdings	10,563,002	9,994,791
Construction in Progress	1,235,630	1,714,145
Assets acquired under capital leases	<u>2,340,254</u>	<u>2,365,108</u>
Total	\$113,141,905 =====	\$111,319,839 =====

Note 13. Subsequent Events

The University issued \$14,785,000 in revenue bonds dated December 1, 1987, with stated interest rates ranging from 5.75% to 8.00% due serially from 1989 to 2007. 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 established and created by the Board of Regents on April 20, 1961.

Note 14. Reclassifications

Certain reclassifications were made to the June 30, 1986 financial statements to conform with the June 30, 1987 presentation. The changes had no effect on the previously reported total fund balances.

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS REVENUES
For the Year Ended June 30, 1987

EDUCATIONAL AND GENERAL

	Unrestricted	Restricted	Total
Tuition and fees:			
Fall 1986	\$ 4,207,507	\$ -	\$ 4,207,507
Spring 1987	4,089,734	-	4,089,734
Summer II 1986	371,281	-	371,281
Summer I 1987	599,242	-	599,242
Miscellaneous tuition	198,993	-	198,993
Student activity fees	309,341	-	309,341
Other course fees	315,324	-	315,324
	-----	-----	-----
Total tuition and fees	\$ 10,091,422	\$ -	\$ 10,091,422
	-----	-----	-----
State appropriations:			
Regular appropriation	\$ 26,940,031	\$ -	\$ 26,940,031
Diagnostic lab - Breathitt Veterinary Center	1,269,969	-	1,269,969
Kentucky Teachers Retirement System	1,630,799	-	1,630,799
	-----	-----	-----
Total state appropriations	\$ 29,840,799	\$ -	\$ 29,840,799
	-----	-----	-----
Government grants and contracts:			
College work study	\$ -	\$ 365,008	\$ 365,008
PELL	-	2,408,341	2,408,341
SEOG	-	230,634	230,634
Grants and contracts - Federal	-	1,112,763	1,112,763
Grants and contracts - State	-	1,145,749	1,145,749
Grants and contracts - Other	-	226,301	226,301
	-----	-----	-----
Total grants and contracts	\$ -	\$ 5,488,796	\$ 5,488,796
	-----	-----	-----
Indirect costs recovered:			
Federal/state grant cost	\$ 111,022	\$ -	\$ 111,022
Other indirect cost reimbursements	1,238	-	1,238
Commonwealth workstudy overhead	11,481	-	11,481
Pell administrative overhead	9,065	-	9,065
NDSL collection reimbursement	29,305	-	29,305
NDSL administrative overhead	26,355	-	26,355
SEOG administrative overhead	11,532	-	11,532
Workstudy administration	26,401	-	26,401
	-----	-----	-----
Total indirect costs recovered	\$ 226,399	\$ -	\$ 226,399
	-----	-----	-----

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS REVENUES
For the Year Ended June 30, 1987 (cont.)

EDUCATIONAL AND GENERAL (cont.)

	Unrestricted	Restricted	Total
Sales and services - Educational			
Departments:			
Animal Health Technology income	\$ 1,563	\$ -	\$ 1,563
Art cash sales	10,319	-	10,319
Art workshops	1,808	-	1,808
Carr Health users fees	3,475	-	3,475
Chemical services	12,284	-	12,284
Clinical Services	28,019	-	28,019
Environmental Education Preservice workshop	125	-	125
Farm	279,060	-	279,060
General Education Development	104	-	104
High school journalism workshop	940	-	940
Jesse Stuart collection	8	-	8
KIES Consortium	324,883	-	324,883
KIES Summer 87	63,046	-	63,046
Miscellaneous income	231	-	231
Murray State News advertising	62,738	-	62,738
Office of Training Services	11,850	-	11,850
Recording studio	280	-	280
Safety Engineering and Health workshop	3,169	-	3,169
SAT Activities	2,626	-	2,626
School service office	3,400	-	3,400
Travel study tours	2,798	-	2,798
TV studio	3,541	-	3,541
University Theatre	16,102	-	16,102
Waterfield Business and Government Center	40,665	-	40,665
Total sales and services	\$ 873,034	\$ -	\$ 873,034
Other sources:			
Alumni income	\$ 40	\$ -	\$ 40
Alumni placement fee	1,211	-	1,211
Archeology service center	22,677	-	22,677
Art gallery	167	-	167
Athletic concessions	36,759	-	36,759
Athletic guarantees	73,293	-	73,293
Athletic receipts	359	-	359
Band uniforms/equipment	735	-	735
Boy Scout Museum	118,687	-	118,687
Boys Regional High School Tournament	47,800	-	47,800
Breathitt Veterinary Center	129,265	-	129,265
Community education	7,267	-	7,267
Conferences and workshops	14,512	-	14,512
Contract residuals	44,931	-	44,931
Cooperative Education/Placement income	2,281	-	2,281

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS REVENUES
For the Year Ended June 30, 1987 (cont.)

EDUCATIONAL AND GENERAL (cont.)

	Unrestricted	Restricted	Total
Other sources: (cont.)			
Counseling and testing	\$ 7,290	\$ -	\$ 7,290
Duplicate identification cards	1,474	-	1,474
Extraordinary athletic receipts	55,313	-	55,313
Facility rental	5,435	-	5,435
Faculty Resource Center	5,704	-	5,704
Festival of Champions	7,408	-	7,408
Foreign language service	552	-	552
Foreign languages competition	2,099	-	2,099
Forensics Team income	2,339	-	2,339
Fort Campbell	570,152	-	570,152
Girls Regional High School Tournament	24,035	-	24,035
Insurance reimbursement	1,133	-	1,133
Interest income	572,433	-	572,433
Interlibrary loan	857	-	857
Library copy service	30,078	-	30,078
Library fines	49,099	-	49,099
Library census microfilm	1,916	-	1,916
Livestock and Exposition Center	59,151	-	59,151
Locker rental	4,830	-	4,830
Long distance telephone	1,502	-	1,502
Miscellaneous athletic revenue	139,560	-	139,560
Miscellaneous reimbursement	23,387	-	23,387
MSU X-ray lab	1,350	-	1,350
National student exchange	1,015	-	1,015
Nursing continuing education	764	-	764
Ohio Valley history conference	1,488	-	1,488
Other income	41,189	-	41,189
Parking fines and permits	25,793	-	25,793
Piano replacement	320	-	320
Post Office box rent	3,890	-	3,890
Post Office contract	6,000	-	6,000
Pre-school reimbursement	3,250	-	3,250
Private fundraising	3,105	-	3,105
Private funds	4,498	-	4,498
Quad State	15,609	-	15,609
Residence hall activity fee	13,899	-	13,899
Residence Halls miscellaneous income	617	-	617
Returned check charges	1,800	-	1,800
Rodeo income	7,052	-	7,052
Sale of surplus property	7,568	-	7,568
Student Government Association	60,173	-	60,173
Student Government Association radio station	190	-	190
Summer Challenge	10,305	-	10,305
Summer Orientation	48,265	-	48,265

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS REVENUES
For the Year Ended June 30, 1987 (cont.)

EDUCATIONAL AND GENERAL (cont.)

	Unrestricted	Restricted	Total
Other sources: (cont.)			
Summer Youth	\$ 242,830	\$ -	\$ 242,830
Super Saturdays	23,419	-	23,419
Thesis binding	958	-	958
West Kentucky Environmental Ed consortium	983	-	983
WKMS radio income	491	-	491
Wickliffe Mounds gift shop	4,866	-	4,866
Wickliffe Mounds research center	22,244	-	22,244
	-----	-----	-----
Total other sources	\$ 2,619,662	\$ -	\$ 2,619,662
	-----	-----	-----
Total educational and general	\$ 43,651,316	\$ 5,488,796	\$ 49,140,112
	-----	-----	-----

AUXILIARY ENTERPRISES

Food services	\$ 3,351,401	\$ -	\$ 3,351,401
Housing services	2,927,762	-	2,927,762
Curris Center	120,435	-	120,435
Miscellaneous auxiliary revenue	(377)	-	(377)
College workstudy student wages		57,417	57,417
Vending revenue	115,712	-	115,712
Rental property	64,823	-	64,823
Interest income - Auxiliary enterprises	108,524	-	108,524
	-----	-----	-----
Total auxiliary enterprises	\$ 6,688,280	\$ 57,417	\$ 6,745,697
	-----	-----	-----
Total current funds revenues	\$ 50,339,596	\$ 5,546,213	\$ 55,885,809
	=====	=====	=====

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES -			
Instruction:			
General academic instruction:			
College of Business and Public Affairs:			
Accounting and Finance	\$ 431,584	\$ 3,519	\$ 435,103
Computer Studies	512,396	2,782	515,178
Economics and Finance	436,391	2,817	439,208
Management and Marketing	536,605	3,434	540,039
Office Administration and Business Education	261,345	2,400	263,745
Political Science and Legal Studies	368,534	1,975	370,509
Off Campus MBA	5,988	-	5,988
Owensboro MBA	52,589	-	52,589
	<hr/>		
Total College of Business and Public Affairs	\$ 2,605,432	\$ 16,927	\$ 2,622,359
	<hr/>		
College of Fine Arts and Communication:			
Art	\$ 600,991	\$ 9,089	\$ 610,080
Art cash sales	4,562	-	4,562
Art workshops	1,050	-	1,050
Journalism, Radio and Television	394,177	1,419	395,596
High school journalism and broadcasting workshop	425	-	425
Music	755,307	7,909	763,216
Speech Communication and Theatre	374,194	6,156	380,350
Television Studios	17,560	3,583	21,143
	<hr/>		
Total College of Fine Arts and Communication	\$ 2,148,266	\$ 28,156	\$ 2,176,422
	<hr/>		
College of Science:			
Nursing	\$ 605,556	\$ 2,801	\$ 608,357
Nursing - Continuing Education	687	-	687
Diagnostic Services	3,514	-	3,514
Biological Sciences	692,621	5,083	697,704
Biological Station	9,679	-	9,679
Chemistry	507,757	6,051	513,808
Geosciences	357,257	3,022	360,279
Mathematics	610,379	3,026	613,405
Physics and Astronomy	456,948	4,670	461,618
	<hr/>		
Total College of Science	\$ 3,244,398	\$ 24,653	\$ 3,269,051
	<hr/>		

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Instruction (cont.):			
General academic instruction (cont.):			
College of Education:			
Elementary and Secondary Education	\$ 581,099	\$ 8,531	\$ 589,630
Environmental Education Center	2,288	-	2,288
Environmental Education Preservice	113	-	113
West Kentucky Environmental Education Consortium	299	-	299
Educational Leadership and Counseling	485,648	1,870	487,518
American Humanities	29,332	921	30,253
Psychology	305,806	4,435	310,241
Area Health Education System	39,323	-	39,323
Health, Physical Education and Recreation	531,902	7,359	539,261
Special Education	453,279	3,834	457,113
Office of Field Services	173,191	3,571	176,762
	<hr/>		
Total College of Education	\$ 2,602,280	\$ 30,521	\$ 2,632,801
	<hr/>		
College of Humanistic Studies:			
English	\$ 970,910	\$ 7,958	\$ 978,868
Foreign Languages	251,638	3,158	254,796
Foreign Languages competition	127	-	127
History	493,629	7,938	501,567
History conference	1,224	-	1,224
Philosophy and Religious Studies	150,603	1,750	152,353
Sociology and Anthropology	341,694	3,488	345,182
Summer writing workshops	3,945	-	3,945
Kentucky Institute for European Studies	226,771	-	226,771
Humanistic Studies copy account	(1,893)	-	(1,893)
	<hr/>		
Total College of Humanistic Studies	\$ 2,438,648	\$ 24,292	\$ 2,462,940
	<hr/>		
College of Industry and Technology:			
Engineering Technology	\$ 564,717	\$ 2,340	\$ 567,057
Graphic Arts Technology	150,049	3,449	153,498
Industrial Education and Technology	327,620	4,711	332,331
Safety Engineering and Health	248,369	2,308	250,677
Safety Engineering and Health workshops	552	-	552
Military Science	15,345	4,223	19,568
Agriculture	480,119	4,756	484,875
Agriculture Education	92,136	-	92,136
Animal Health Technology	36,007	327	36,334
Rodeo	18,378	-	18,378
Horses	83,768	1,455	85,223
Home Economics	336,901	6,456	343,357
	<hr/>		
Total College of Industry and Technology	\$ 2,353,961	\$ 30,025	\$ 2,383,986
	<hr/>		

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Instruction (cont.):			
General academic instruction (cont.):			
Other instruction:			
Computer for instruction and research	\$ 250,000	\$ -	\$ 250,000
Fort Campbell	481,963	-	481,963
Center for Economic Education	1,210	-	1,210
Correspondence Study	2,751	-	2,751
Extended Campus programs	260,847	-	260,847
Center for International Programs	42,726	1,683	44,409
Academic tournament	348	-	348
Academic enhancement	24,066	-	24,066
Bachelor of Independent Study degree	10,825	-	10,825
Travel study tours	5,665	-	5,665
SAT activities	582	-	582
Summer leaves and salaries	687,179	-	687,179
Matching grants and contracts	67	849,753	849,820
Unallotted academic programs	145,665	-	145,665
Instruction accrued compensation expense	27,093	-	27,093
Total other instruction	\$ 1,940,987	\$ 851,436	\$ 2,792,423
Total general academic instruction	\$ 17,333,972	\$ 1,006,010	\$ 18,339,982
Community education:			
Center for Continuing Education	\$ 177,084	\$ 4,389	\$ 181,473
Total community education	\$ 177,084	\$ 4,389	\$ 181,473
Preparatory/remedial instruction:			
Learning Center	\$ 122,323	\$ 2,040	\$ 124,363
Total preparatory/remedial instruction	\$ 122,323	\$ 2,040	\$ 124,363
Total instruction	\$ 17,633,379	\$ 1,012,439	\$ 18,645,818
Research:			
Institutional sponsored research	\$ 42,533	\$ -	\$ 42,533
Institutional sponsored research undistributed	20,799	-	20,799
Mid-America Remote Sensing Center	89,611	2,626	92,237
Farm - Research	800	-	800
Matching grants and contracts	-	294,786	294,786
Research accrued compensation expense	(3,633)	-	(3,633)
Total research	\$ 150,110	\$ 297,412	\$ 447,522

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Public service:			
Community service:			
Office of Training Services	\$ 34,502	\$ -	\$ 34,502
Public Service	17,887	-	17,887
Rural Development Institute	1,179	-	1,179
School Services office	3,462	-	3,462
Super Saturdays	23,260	-	23,260
Summer Challenge	28,230	-	28,230
Festival of Champions	7,550	-	7,550
Quad State Festivals	14,801	-	14,801
Chemical services	9,473	-	9,473
Summer Youth 1985	84,453	-	84,453
Summer Youth 1986	133,454	-	133,454
Conferences and workshops	35,683	1,199	36,882
Breathitt Veterinary Center:			
Administrative services	397,369	-	397,369
Serology	118,979	-	118,979
Virology	137,439	-	137,439
Microbiology	167,646	-	167,646
Pathology	453,100	-	453,100
Therapy and Field services	93,157	-	93,157
Diagnostic and research capital	22,626	-	22,626
Waterfield Center	26,024	504	26,528
Livestock and Exposition Center	116,001	3,402	119,403
MSU X-Ray lab	1,654	-	1,654
Small Business Development Center	50,783	-	50,783
Clinical services	25,437	-	25,437
Matching grants and contracts	1,555	432,922	434,477
<hr/>			
Total community service	\$ 2,005,704	\$ 438,027	\$ 2,443,731
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Public broadcasting services:			
WKMS - radio station	\$ 167,578	\$ 3,308	\$ 170,886
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Total public broadcasting services	\$ 167,578	\$ 3,308	\$ 170,886
<hr/>			
Other public service:			
Public service accrued compensation expense	\$ (1,978)	\$ -	\$ (1,978)
<hr/>			
Total other public service	\$ (1,978)	\$ -	\$ (1,978)
<hr/>			
Total public service	\$ 2,171,304	\$ 441,335	\$ 2,612,639
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MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Libraries:			
Library	\$ 1,514,033	\$ 37,456	\$ 1,551,489
Census microfilm program	2,608	-	2,608
Library copy service	27,206	-	27,206
Interlibrary loan	949	-	949
Library accrued compensation expense	1,488	-	1,488
Matching grants and contracts		874	874
	<hr/>		
Total libraries	\$ 1,546,284	\$ 38,330	\$ 1,584,614
<hr/>			
Academic support:			
Museums, galleries, and theatre:			
Clara Eagle Art Gallery	\$ 20,241	\$ -	\$ 20,241
National Boy Scout Museum	202,887	1,856	204,743
Wrather West Kentucky Museum	60,263	1,047	61,310
Wickliffe Mounds	52,682	-	52,682
Wickliffe gift shop	4,029	-	4,029
	<hr/>		
Total museums, galleries, and theatre	\$ 340,102	\$ 2,903	\$ 343,005
<hr/>			
Educational media services:			
Faculty Resource Center	\$ 184,228	\$ 3,487	\$ 187,715
Recording studio	97	-	97
	<hr/>		
Total educational media services	\$ 184,325	\$ 3,487	\$ 187,812
<hr/>			
Ancillary support:			
Academic Council	\$ 1,926	\$ -	\$ 1,926
Farms	340,133	3,531	343,664
Faculty Senate	2,678	-	2,678
Facility rental	342	-	342
Archeology Service Center	18,427	-	18,427
	<hr/>		
Total ancillary support	\$ 363,506	\$ 3,531	\$ 367,037
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Academic administration:			
Dean - Business and Public Affairs	\$ 248,783	\$ 3,310	\$ 252,093
Dean - Fine Arts and Communication	215,905	1,988	217,893
Dean - Science	421,454	3,215	424,669
Dean - Education	273,390	4,220	277,610
Dean - Humanistic Studies	138,211	2,801	141,012
Dean - Industry and Technology	196,614	-	196,614
Office of Grants Development	58,986	2,332	61,318
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Total academic administration	\$ 1,553,343	\$ 17,866	\$ 1,571,209
<hr/>			

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Academic support (cont.):			
Academic personnel development:			
Faculty recruitment and travel	\$ 48,519	\$ -	\$ 48,519
Minority faculty recruitment	45,283	-	45,283
	<hr/>		
Total academic personnel development	\$ 93,802	\$ -	\$ 93,802
	<hr/>		
Course and curriculum development:			
Accreditations	\$ 26,898	\$ -	\$ 26,898
Curriculum development	13,612	-	13,612
Unit plan and program development	12,033	-	12,033
Matching grants and contracts	49,281	358,993	408,274
	<hr/>		
Total course and curriculum development	\$ 101,824	\$ 358,993	\$ 460,817
	<hr/>		
Other academic support:			
Special programs	\$ 3,371	\$ -	\$ 3,371
Belize campus	13,272	-	13,272
Piano replacement	1,865	-	1,865
Academic support accrued compensation expense	10,624	-	10,624
	<hr/>		
Total other academic support	\$ 29,132	\$ -	\$ 29,132
	<hr/>		
Total academic support	\$ 2,666,034	\$ 386,780	\$ 3,052,814
	<hr/>		
Student services:			
Student service administration:			
Student Development	\$ 718	\$ -	\$ 718
Student Government Association	175,543	-	175,543
Curris Center administration	127,728	-	127,728
	<hr/>		
Total student service administration	\$ 303,989	\$ -	\$ 303,989
	<hr/>		
Social and cultural development:			
The Shield	\$ 67,632	\$ 3,798	\$ 71,430
Murray State University News	107,335	744	108,079
Summer Theatre	15,033	-	15,033
University Theatre	9,068	-	9,068
	<hr/>		
Total social and cultural development	\$ 199,068	\$ 4,542	\$ 203,610
	<hr/>		
Counseling and career guidance:			
Counseling and Testing Center	\$ 158,850	\$ 3,898	\$ 162,748
Cooperative Education and Placement	140,891	1,588	142,479
Catalogs and bulletins	21,616	-	21,616
	<hr/>		
Total counseling and career guidance	\$ 321,357	\$ 5,486	\$ 326,843
	<hr/>		

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Student services (cont.):			
Student financial aid administration:			
Student Financial Aid Office	\$ 206,576	\$ 5,776	\$ 212,352
Total student financial aid administration	\$ 206,576	\$ 5,776	\$ 212,352
Student health services:			
Health Services	\$ 190,583	\$ 1,726	\$ 192,309
Total student health services	\$ 190,583	\$ 1,726	\$ 192,309
Intercollegiate athletics:			
Athletic director	\$ 324,745	\$ 941	\$ 325,686
Sports information director	17,693	1,648	19,341
Football	396,731	3,479	400,210
Men's basketball	248,278	1,560	249,838
Baseball	74,545	1,420	75,965
Men's track	21,433	1,005	22,438
Men's tennis	19,846	289	20,135
Men's golf	26,418	-	26,418
Women's track	22,770	992	23,762
Women's basketball	107,834	1,776	109,610
Women's tennis	18,322	-	18,322
Women's volleyball	29,659	-	29,659
Rifle team	12,662	-	12,662
Athletic grants in aid	652,472	-	652,472
Athletic concessions	26,153	-	26,153
Athletic endowment	29,259	-	29,259
Cheerleaders	15,430	-	15,430
Total intercollegiate athletics	\$ 2,044,250	\$ 13,110	\$ 2,057,360
Student admissions and records:			
Admissions and records	\$ 678,188	\$ 11,917	\$ 690,105
Recruitment and retention	14,392	-	14,392
Commencement expense	4,563	-	4,563
Total student admissions and records	\$ 697,143	\$ 11,917	\$ 709,060
Other student services:			
Campus recreation	\$ 85,600	\$ 6,498	\$ 92,098
Minority student services	54,622	2,275	56,897
Regional Basket Tournament - Boys	46,529	-	46,529
Regional Basket Tournament - Girls	26,210	-	26,210
Residence Hall Association	6,172	-	6,172
Residence halls	10,526	-	10,526

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Student services (cont.):			
Other student services (cont.):			
Summer Orientation	\$ 36,263	\$ -	\$ 36,263
Workshops	44,513	-	44,513
University center programming	2,482	-	2,482
Bike locker and furniture rent	12,942	-	12,942
Band uniforms and equipment	930	-	930
Foreign student advisor	4,264	-	4,264
National student exchange	3,232	-	3,232
Senior breakfast	996	-	996
Forensic team	2,953	-	2,953
Student services accrued compensation expense	3,568	-	3,568
Matching grants and contracts	10,192	194,292	204,484
	<hr/>		
Total other student services	\$ 351,994	\$ 203,065	\$ 555,059
	<hr/>		
Total student services	\$ 4,314,960	\$ 245,622	\$ 4,560,582
	<hr/>		
Institutional support:			
Executive management:			
Board of Regents	\$ 8,191	\$ -	\$ 8,191
President's Office	333,637	338	333,975
Vice President for Academic Affairs	245,719	3,152	248,871
Vice President for Student Development	186,921	3,334	190,255
Vice President for University			
Relations and Development	115,576	-	115,576
Vice President for Finance			
and Administrative Services	129,760	-	129,760
Legal Services	79,344	516	79,860
Undistributed	23,361	-	23,361
	<hr/>		
Total executive management	\$ 1,122,509	\$ 7,340	\$ 1,129,849
	<hr/>		
Fiscal operations:			
Accounting and Financial Services	\$ 586,616	\$ 3,644	\$ 590,260
	<hr/>		
Total fiscal operations	\$ 586,616	\$ 3,644	\$ 590,260
	<hr/>		
General administration and logistical services:			
Purchasing and General Services	\$ 372,352	\$ 5,229	\$ 377,581
Central stores revolving fund	(1,641)	-	(1,641)
Personnel Services	120,711	1,177	121,888
Printing Services	131,366	4,708	136,074
Communications	112,685	7,457	120,142
Campus Safety	334,976	3,240	338,216
University Services	715	-	715
Office Machine Repair	69,668	-	69,668
Upholstery Shop	49,321	-	49,321

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Institutional support (cont.):			
General administration and logistical services (cont.):			
Workers compensation	\$ 214,759	\$ -	\$ 214,759
Unemployment compensation	13,458	-	13,458
Microcomputer repair	2,842	-	2,842
Undistributed	328,309	-	328,309
Public address system	5,276	962	6,238
Grant equipment - revolving	1,911	-	1,911
Telecommunications Support	561,040	-	561,040
Motor Pool	145,406	1,418	146,824
	<hr/>		
Total general administration and logistical services	\$ 2,463,154	\$ 24,191	\$ 2,487,345
	<hr/>		
Public relations and development:			
Office of Development	\$ 117,770	\$ 2,952	\$ 120,722
University Information Services	209,866	2,774	212,640
Office of Publications	69,180	949	70,129
Alumni Affairs	109,819	2,422	112,241
Alumni publications	16,535	-	16,535
University photographer	5,049	-	5,049
Radio and TV specialist	3,243	-	3,243
University wide events	19,306	-	19,306
	<hr/>		
Total public relations and development	\$ 550,768	\$ 9,097	\$ 559,865
	<hr/>		
Administrative computing support:			
Computing and Information Systems	\$ 595,017	\$ 6,155	\$ 601,172
	<hr/>		
Total administrative computing support	\$ 595,017	\$ 6,155	\$ 601,172
	<hr/>		
Other institutional support:			
Records management committee	\$ 1,400	\$ -	\$ 1,400
Other	3,714	-	3,714
MSU Staff Congress	6,536	-	6,536
Employee scholarship	35,909	-	35,909
Unappropriated surplus	12,442	-	12,442
Institutional support allocation to auxiliary	(234,271)	-	(234,271)
Institutional support accrued compensation expense	(3,139)	-	(3,139)
	<hr/>		
Total other institutional support	\$ (177,409)	\$ -	\$ (177,409)
	<hr/>		
Total institutional support	\$ 5,140,655	\$ 50,427	\$ 5,191,082
	<hr/>		

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
EDUCATIONAL AND GENERAL EXPENDITURES (cont.)			
Operation and maintenance of plant:			
Physical plant administration:			
Administration	\$ 221,375	\$ -	\$ 221,375
Engineering and Architectural Services	101,487	1,040	102,527
Seasonal labor	29,951	-	29,951
Total physical plant administration	\$ 352,813	\$ 1,040	\$ 353,853
Building maintenance:			
Building and Equipment Maintenance	\$ 1,347,361	\$ -	\$ 1,347,361
Grounds Maintenance	387,139	1,132	388,271
Property insurance	148,068	-	148,068
Total building maintenance	\$ 1,882,568	\$ 1,132	\$ 1,883,700
Other operation and maintenance of plant:			
Custodial Maintenance	\$ 802,681	\$ 1,849	\$ 804,530
Utilities	1,932,217	-	1,932,217
Warehouse inventory	28,215	-	28,215
Major repairs and renovation	609,714	-	609,714
Operation and maintenance of plant accrued compensation expense	6,566	-	6,566
Total other operation and maintenance of plant	\$ 3,379,393	\$ 1,849	\$ 3,381,242
Total operation and maintenance of plant	\$ 5,614,774	\$ 4,021	\$ 5,618,795
Student financial aid:			
Scholarships and fellowships	\$ 2,319,141	\$ 6,205	\$ 2,325,346
Pell, SEOG and KHEAA grant awards	-	3,006,225	3,006,225
Total student financial aid	\$ 2,319,141	\$ 3,012,430	\$ 5,331,571
Total educational and general expenditures	\$ 41,556,641	\$ 5,488,796	\$ 47,045,437
EDUCATIONAL AND GENERAL MANDATORY TRANSFERS-			
Mandatory transfers:			
Debt service	\$ 1,661,416	\$ -	\$ 1,661,416
NDSL matching	3,167	-	3,167
Total mandatory transfers	\$ 1,664,583	\$ -	\$ 1,664,583
Total educational and general expenditures and mandatory transfers	\$ 43,221,224	\$ 5,488,796	\$ 48,710,020

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT FUNDS EXPENDITURES
 AND MANDATORY TRANSFERS (cont.)
 For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
<hr/>			
AUXILIARY ENTERPRISES EXPENDITURES-			
Food Service	\$ 3,198,979	\$ 3,841	\$ 3,202,820
Housing	2,151,883	48,515	2,200,398
Curris Center	413,856	5,061	418,917
Other auxiliary services	8,806	-	8,806
Vending	53,254	-	53,254
Renovation and maintenance	276,038	-	276,038
Scholarships	13,310	-	13,310
Auxiliary enterprises accrued compensation expense	177	-	177
<hr/>			
Total auxiliary enterprises expenditures	\$ 6,116,302	\$ 57,417	\$ 6,173,719
<hr/>			
AUXILIARY MANDATORY TRANSFERS-			
Mandatory transfers:			
Debt service	\$ 625,792	\$ -	\$ 625,792
<hr/>			
Total mandatory transfers	\$ 625,792	\$ -	\$ 625,792
<hr/>			
Total auxiliary expenditures and mandatory transfers	\$ 6,742,094	\$ 57,417	\$ 6,799,511
<hr/>			
Total current funds expenditures and mandatory transfers	\$ 49,963,318	\$ 5,546,213	\$ 55,509,531
<hr/>			

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS BY MAJOR OBJECT
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
EDUCATIONAL AND GENERAL- Expenditures			
Instruction:			
Personnel services	\$ 16,057,852	\$ 716,362	\$16,774,214
Current operating expenses	1,303,540	270,412	1,573,952
Capital outlay	271,987	25,665	297,652
Total	\$ 17,633,379	\$ 1,012,439	\$18,645,818
Research:			
Personnel services	\$ 77,833	\$ 147,580	\$ 225,413
Current operating expenses	66,347	131,202	197,549
Capital outlay	5,930	18,630	24,560
Total	\$ 150,110	\$ 297,412	\$ 447,522
Public service:			
Personnel services	\$ 1,413,779	\$ 326,523	\$ 1,740,302
Current operating expenses	713,406	112,992	826,398
Capital outlay	44,119	1,820	45,939
Total	\$ 2,171,304	\$ 441,335	\$ 2,612,639
Libraries:			
Personnel services	\$ 820,499	\$ 37,456	\$ 857,955
Current operating expenses	688,248	874	689,122
Capital outlay	37,537	-	37,537
Total	\$ 1,546,284	\$ 38,330	\$ 1,584,614
Academic support:			
Personnel services	\$ 1,613,894	\$ 228,724	\$ 1,842,618
Current operating expenses	769,435	117,824	887,259
Capital outlay	282,705	40,232	322,937
Total	\$ 2,666,034	\$ 386,780	\$ 3,052,814
Student services:			
Personnel services	\$ 2,231,832	\$ 163,372	\$ 2,395,204
Current operating expenses	2,016,915	82,250	2,099,165
Capital outlay	66,213	-	66,213
Total	\$ 4,314,960	\$ 245,622	\$ 4,560,582

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS BY MAJOR OBJECT (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
	-----	-----	-----
EDUCATIONAL AND GENERAL (cont.)			
Expenditures (cont.)			
Institutional support:			
Personnel services	\$ 4,181,430	\$ 50,427	\$ 4,231,857
Current operating expenses	218,255	-	218,255
Capital outlay	740,970	-	740,970
	-----	-----	-----
Total	\$ 5,140,655	\$ 50,427	\$ 5,191,082
	-----	-----	-----
Operation and maintenance of plant:			
Personnel services	\$ 2,589,636	\$ 4,021	\$ 2,593,657
Current operating expenses	2,917,506	-	2,917,506
Capital outlay	107,631	-	107,631
	-----	-----	-----
Total	\$ 5,614,774	\$ 4,021	\$ 5,618,795
	-----	-----	-----
Student financial aid:			
Personnel services	-	-	-
Current operating expenses	\$ 2,319,141	\$ 3,012,430	\$ 5,331,571
Capital outlay	-	-	-
	-----	-----	-----
Total	\$ 2,319,141	\$ 3,012,430	\$ 5,331,571
	-----	-----	-----
Mandatory transfers:			
Loan fund matching grant	\$ 3,167	\$ -	\$ 3,167
Principal and interest	1,661,416	-	1,661,416
	-----	-----	-----
Total	\$ 1,664,583	\$ -	\$ 1,664,583
	-----	-----	-----
AUXILIARY ENTERPRISES-			
Expenditures:			
Personnel services	\$ 2,371,852	\$ 57,417	\$ 2,429,269
Current operating expenses	3,569,298	-	3,569,298
Capital outlay	175,152	-	175,152
	-----	-----	-----
Total	\$ 6,116,302	\$ 57,417	\$ 6,173,719
	-----	-----	-----

MURRAY STATE UNIVERSITY
SCHEDULE OF CURRENT FUNDS EXPENDITURES
AND MANDATORY TRANSFERS BY MAJOR OBJECT (cont.)
For the Year Ended June 30, 1987

	Unrestricted	Restricted	Total
	-----	-----	-----
AUXILIARY ENTERPRISES (cont.)			
Mandatory transfers:			
Principal and interest	\$ 625,792	\$ -	\$ 625,792
	-----	-----	-----
 TOTAL CURRENT FUNDS EXPENDITURES AND MANDATORY TRANSFERS-	 \$ 49,963,318	 \$ 5,546,213	 \$55,509,531
	=====	=====	=====
 SUMMARY BY MAJOR OBJECT-			
Expenditures:			
Personnel services	\$ 31,358,607	\$ 1,731,882	\$33,090,490
Current operating expenses	14,582,092	3,727,984	18,310,076
Capital outlay	1,732,244	86,347	1,818,591
	-----	-----	-----
Total	\$ 47,672,943	\$ 5,546,213	\$53,219,156
	-----	-----	-----
Mandatory transfers:			
Loan fund matching grant	\$ 3,167	\$ -	\$ 3,167
Principal and interest	2,287,208	-	2,287,208
	-----	-----	-----
Total current funds expenditures and mandatory transfers	\$ 49,963,318	\$ 5,546,213	\$55,509,531
	=====	=====	=====

MURRAY STATE UNIVERSITY
SCHEDULE OF CHANGES IN FUND BALANCES
LOAN FUNDS
For the Year Ended June 30, 1987

	Student Emergency Loans	Student Nurse Loan Program Fund	N.D.S.L. Student Loan Fund	Norris Loan Program Fund	Total
	-----	-----	-----	-----	-----
Fund balance June 30, 1986	\$ -	\$ 175,563	\$4,165,663	\$ 20,238	\$4,361,464
	-----	-----	-----	-----	-----
Additions:					
Interest	\$ -	\$ 6,353	\$ 88,914	\$ 1,052	\$ 96,319
Federal contributions	-	-	69,593	-	69,593
Other contributions	1,409	-	-	50	1,459
Decrease in allowance for doubtful loans	-	30,347	-	4,350	34,697
Mandatory transfer - NDSL match	-	-	3,167	-	3,167
	-----	-----	-----	-----	-----
Total additions	\$ 1,409	\$ 36,700	\$ 161,674	\$ 5,452	\$ 205,235
	-----	-----	-----	-----	-----
Deductions:					
Cancellations - Death	\$ -	\$ -	\$ 7,990	\$ -	\$ 7,990
Cancellations - Teaching	-	1,687	23,633	-	25,320
Cancellations - Disability	-	-	900	-	900
Cancellations - Bankrupt	-	187	19,083	-	19,270
Legal expense	-	859	15,601	60	16,520
Collection costs	-	28	66,410	105	66,543
Default cancellations	-	9,829	113,851	(150)	123,530
Increase in allowance for doubtful loans	-	-	114,826	-	114,826
Other costs or losses	-	-	563	127	690
	-----	-----	-----	-----	-----
Total deductions	\$ -	\$ 12,590	\$ 362,857	\$ 142	\$ 375,589
	-----	-----	-----	-----	-----
Fund balance June 30, 1987	\$ 1,409	\$ 199,673	\$3,964,480	\$ 25,548	\$4,191,110
	=====	=====	=====	=====	=====

MURRAY STATE UNIVERSITY
 SCHEDULE OF CHANGES IN FUND BALANCES
 UNEXPENDED PLANT FUNDS
 For the Year Ended June 30, 1987

Fund balance June 30, 1986	\$ 994,270

Additions:	
Increase in allotments:	
Current funds	\$ 143,991
State funds/advances	3,950
Other	135,727

Total Additions	\$ 283,668

Deductions:	
Current expenditures	\$ 862,508
Account balances for completed or cancelled	
projects returned to funding source:	
Murray State University current funds	17,152
Commonwealth of Kentucky funds	21,756

Total Deductions	\$ 901,416

Fund balance June 30, 1987	\$ 376,522
	=====

MURRAY STATE UNIVERSITY
SCHEDULE OF PROJECT ALLOTMENTS
UNEXPENDED PLANT FUNDS
For the Year Ended June 30, 1987

		State Appropriation	Trust and Agency Fund	Investment Income	Other State Funds	Revenue Bond Proceeds	Other	Total
100	Clearing account	\$ 343	\$ -	\$ -	\$ -	\$ 60,853	\$ -	\$ 61,196
101	Storage for chemicals - Blackburn	-	-	-	38,000	-	-	38,000
131	Land acquisitions	-	287,713	356,267	-	-	-	643,980
154	Stewart Stadium waterline	-	13,495	-	-	-	-	13,495
159	BSA Lab School renovations	-	300,000	-	-	-	730,050	1,030,050
189	Student Activities Building	7,681,758	263,305	-	300,000	-	-	8,245,063
210	House at biology station	-	30,800	-	-	-	-	30,800
220	Tuckpointing Various buildings	118,717	-	-	-	-	-	118,717
221	Wickliffe Mounds enhancement	-	25,000	75,000	-	-	-	100,000
222	Updating campus master plan	-	24,450	-	-	-	-	24,450
223	Replace steps - Pogue Library	-	16,240	-	46,950	-	-	63,190
224	Replace roof - Lovett Auditorium	-	-	-	42,311	-	-	42,311
225	Hart Hall roof replacement	-	94,513	-	-	-	-	94,513
226	White Hall roof replacement	-	60,680	-	-	-	-	60,680
227	Wilson Hall Delta 5100	-	32,000	-	-	-	-	32,000
228	White Hall ceiling - light - paint	-	140,500	-	-	-	-	140,500
229	Drainage tunnel repairs	-	9,821	-	-	-	-	9,821
230	Class laboratory - Breathitt Veterinary Center	-	50,000	-	-	-	-	50,000
231	Renovate ventilation system - Breathitt Veterinary Center	-	8,834	-	-	-	-	8,834

MURRAY STATE UNIVERSITY
SCHEDULE OF PROJECT ALLOTMENTS
UNEXPENDED PLANT FUNDS (cont.)
For the Year Ended June 30, 1987

		State Appropriation	Trust and Agency Fund	Investment Income	Other State Funds	Revenue Bond Proceeds	Other	Total
		-----	-----	-----	-----	-----	-----	-----
250	Arena feasibility study	\$ -	\$ -	\$ -	\$ 75,000	\$ -	\$ -	\$ 75,000
251	Industry and Technology building	-	-	-	835,700	-	-	835,700
276	Repair steam and condensation lines	-	317	-	-	-	-	317
277	Wilson - Pogue - Carr roof repairs	-	-	-	-	-	135,727	135,727
278	Hester Hall exterior repairs	-	8,200	-	-	-	-	8,200
279	Steam lines repairs	-	20,900	-	-	-	-	20,900
280	Elizabeth Hall exterior repairs	-	25,000	-	-	-	-	25,000
281	Accounting office renovations	-	-	56	-	1,429	24,535	26,020
300	CEBRB anticipation Notes E and F	-	-	173,805	-	815,911	-	989,716
750	Handicapped access projects	-	14,500	-	301,529	-	-	316,029
751	Fire Safety projects	-	-	-	2,643	-	-	2,643
754	Improvements for physically handicapped	-	-	-	39,900	-	-	39,900
762	Upgrade fire alarm systems	-	-	-	17,357	-	-	17,357
763	Automatic lighting controls	-	-	-	10,509	-	-	10,509
764	Renovate paint spray facilities	-	-	-	32,000	-	-	32,000
766	Toxic substance ID and control	-	-	-	11,098	-	-	11,098
767	Renovate restrooms for handicapped	-	-	-	26,071	-	-	26,071
		-----	-----	-----	-----	-----	-----	-----
	Total	\$ 7,800,818	\$ 1,426,268	\$ 605,128	\$ 1,779,068	\$ 878,193	\$ 890,312	\$ 13,379,787

MURRAY STATE UNIVERSITY
SCHEDULE OF PROJECT ACCOUNTS
UNEXPENDED PLANT FUNDS
For the Year Ended June 30, 1987

		-----Allotments-----			-----Expenditures-----			Project	
		Prior to July 1, 1986	Received 1986-87	Total	Prior to July 1, 1986	Expenditures 1986-87	Total	Outstanding Encumbrances	Balance June 30, 1987
		-----	-----	-----	-----	-----	-----	-----	-----
100	Clearing account	\$ 62,681	\$ (1,485)	\$ 61,196	\$ -	\$ -	\$ -	\$ -	\$ 61,196
101	Storage for chemicals -								
	Blackburn	38,000	-	38,000	27,135	10,865	38,000	-	-
131	Land acquisitions	643,980	-	643,980	638,958	-	638,958	-	5,022
154	Stewart Stadium waterline	13,495	-	13,495	-	1,019	1,019	-	12,476
159	BSA Lab School renovations	1,030,050	-	1,030,050	818,372	151,400	969,772	35,533	24,745
189	Student Activities Building	8,246,632	(1,569)	8,245,063	8,236,719	8,344	8,245,063	-	-
210	House at biology station	21,800	9,000	30,800	-	29,978	29,978	-	822
220	Tuckpointing								
	Various buildings	126,684	(7,967)	118,717	93,873	24,844	118,717	-	-
221	Wickliffe Mounds								
	enhancement	100,000	-	100,000	-	23,853	23,853	59,342	16,805
222	Updating campus								
	master plan	25,000	(550)	24,450	10,950	13,500	24,450	-	-
223	Replace steps -								
	Pogue Library	43,000	20,190	63,190	-	57,107	57,107	3,963	2,120
224	Replace roof -								
	Lovett Auditorium	56,100	(13,789)	42,311	34,646	7,665	42,311	-	-
225	Hart Hall								
	roof replacement	98,283	(3,770)	94,513	17,313	77,200	94,513	-	-
226	White Hall								
	roof replacement	64,764	(4,084)	60,680	31,348	29,332	60,680	-	-
227	Wilson Hall Delta 5100	32,000	-	32,000	25,656	6,344	32,000	-	-
228	White Hall								
	ceiling - light - paint	135,000	5,500	140,500	42,602	97,898	140,500	-	-
229	Drainage tunnel repairs	17,000	(7,179)	9,821	-	9,821	9,821	-	-
230	Class laboratory - Breathitt								
	Veterinary Center	-	50,000	50,000	-	16,982	16,982	27,932	5,086
231	Renovate ventilation system								
	- Breathitt Veterinary								
	Center	-	8,834	8,834	-	8,834	8,834	-	-

MURRAY STATE UNIVERSITY
SCHEDULE OF PROJECT ACCOUNTS
UNEXPENDED PLANT FUNDS (cont.)
For the Year Ended June 30, 1987

-----Allotments-----			-----Expenditures-----				
Prior to July 1, 1986	Received 1986-87	Total	Prior to July 1, 1986	Expenditures 1986-87	Total	Outstanding Encumbrances	Project Balance June 30, 1987
\$ -	\$ 75,000	\$ 75,000	\$ -	\$ 34,171	\$ 34,171	\$ 16,830	\$ 23,999
-	835,700	835,700	-	71,126	71,126	364,197	400,377
-	317	317	-	317	317	-	-
-	135,727	135,727	-	135,727	135,727	-	-
-	8,200	8,200	-	-	-	1,001	7,199
-	20,900	20,900	-	-	-	2,001	18,899
-	25,000	25,000	-	-	-	-	25,000
-	26,020	26,020	-	-	-	-	26,020
989,716	-	989,716	882,764	-	882,764	-	106,952
316,029	-	316,029	301,584	10,645	312,229	-	3,800
-	2,643	2,643	-	-	-	-	2,643
39,900	-	39,900	20,336	8,147	28,483	-	11,417
20,000	(2,643)	17,357	17,357	-	17,357	-	-
10,509	-	10,509	9,729	780	10,509	-	-
32,000	-	32,000	11,748	19,841	31,589	-	411
11,098	-	11,098	8,967	2,131	11,098	-	-
26,071	-	26,071	-	4,637	4,637	-	21,434
\$ 12,199,792	\$ 1,179,995	\$ 13,379,787	\$ 11,230,057	\$ 862,508	\$ 12,092,565	\$ 510,799	\$ 776,423

MURRAY STATE UNIVERSITY
SCHEDULE OF CHANGES IN FUND BALANCES
RENEWALS AND REPLACEMENTS
For the year ended June 30, 1987

	Consolidated Education Renewal and Replacement	Housing and Dining Repair and Maintenance	Total
	-----	-----	-----
Fund balance June 30, 1986	\$ 968,679	\$ 722,352	\$ 1,691,031
	-----	-----	-----
Additions:			
Interest income	\$ 58,530	\$ 50,340	\$ 108,870
Transfer from current funds	410,941	-	410,941
	-----	-----	-----
Total additions	\$ 469,471	\$ 50,340	\$ 519,811
	-----	-----	-----
Deductions:			
Transfer to current funds	\$ 353,500	\$ -	\$ 353,500
	-----	-----	-----
Total deductions	\$ 353,500	\$ -	\$ 353,500
	-----	-----	-----
Fund balance June 30, 1987	<u>\$ 1,084,650</u>	<u>\$ 772,692</u>	<u>\$ 1,857,342</u>

MURRAY STATE UNIVERSITY
 SCHEDULE OF CHANGES IN FUND BALANCES
 RETIREMENT OF INDEBTEDNESS
 For the year ended June 30, 1987

	Consolidated Education Bond and Interest Sinking fund	Housing and Dining Bond and Interest Sinking fund	Total
	<hr/>	<hr/>	<hr/>
Fund balance June 30, 1986	\$ 1,833,903	\$ 886,387	\$ 2,720,290
	<hr/>	<hr/>	<hr/>
Additions:			
Investment earnings	\$ 106,647	\$ 46,986	\$ 153,633
Transfer from current unrestricted fund	1,661,416	625,792	2,287,208
	<hr/>	<hr/>	<hr/>
Total additions	\$ 1,768,063	\$ 672,778	\$ 2,440,841
	<hr/>	<hr/>	<hr/>
Deductions:			
Bonds paid	\$ 920,000	\$ 370,000	\$ 1,290,000
Interest paid	848,350	301,685	1,150,035
	<hr/>	<hr/>	<hr/>
Total deductions	\$ 1,768,350	\$ 671,685	\$ 2,440,035
	<hr/>	<hr/>	<hr/>
Fund balance June 30, 1987	<u>\$ 1,833,616</u>	<u>\$ 887,480</u>	<u>\$ 2,721,096</u>

MURRAY STATE UNIVERSITY
SCHEDULE OF CHANGES IN FUND BALANCES
INVESTMENT IN PLANT
For the year ended June 30, 1987

Fund balance June 30, 1986	\$ 83,271,646

Additions:	
Buildings	\$ 151,229
Construction in progress	862,507
Equipment	1,562,741
Improvements other than buildings	380,408
Library books	612,398
Payment on bond principal	1,290,000
Reduction in installment purchases obligations	26,744
Reduction in lease obligations	234,272

Total additions	\$ 5,120,299

Deductions/deletions/disposals/transfers:	
Assets acquired under capital leases	\$ 24,854
Buildings	62,377
Construction in progress	1,341,022
Equipment	274,777
Installment purchases obligations	11,710
Library books	44,187

Total deductions	\$ 1,758,927

Fund balance June 30, 1987	\$ 86,633,018
	=====

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENTS BY FUND GROUPS
as of June 30, 1987

	U.S. Treasury Bills	Repurchase Agreements	Total
	-----	-----	-----
Current unrestricted funds	\$ 4,056,922	\$ 2,295,000	\$ 6,351,922
Renewals and Replacements	730,021	655,000	1,385,021
Retirement of indebtedness funds	2,682,706	-	2,682,706
	-----	-----	-----
Total investments	<u>\$ 7,469,649</u>	<u>\$ 2,950,000</u>	<u>\$ 10,419,649</u>

Note: Investments are stated at cost.

MURRAY STATE UNIVERSITY
SCHEDULE OF BONDS PAYABLE
For the Year Ended June 30, 1987

	Original Issue	Matured Current Year	Funded to Date	Not Matured 06/30/87	Interest Paid Current Year	Bonds Maturing 1987-88	Interest Due 1987-88
<hr/>							
HOUSING AND DINING SYSTEM REVENUE BONDS							
<hr/>							
Series A bonds dated 9/1/65 with an interest rate of 2 3/4%. Final principal payment date 9/1/95. Woods Hall.	\$ 705,000	\$ 30,000	\$ 455,000	\$ 250,000	\$ 7,287	\$ 30,000	\$ 6,462
Series B bonds dated 9/1/65 with an interest rate of 2 7/8%. Final principal payment date 9/1/97. Student Union Building.	605,000	20,000	325,000	280,000	8,338	20,000	7,762
Series C bonds dated 9/1/65 with an interest rate of 3 1/8%. Final principal payment date 9/1/00. Richmond Hall.	635,000	20,000	290,000	345,000	11,094	20,000	10,468
Series D bonds dated 9/1/65 with an interest rate of 3 1/8%. Final principal payment date 9/1/00. Clark Hall.	760,000	25,000	360,000	400,000	12,891	25,000	12,109
Series E bonds dated 9/1/65 with an interest rate of 3 1/2%. Final principal payment date 9/1/01. College Court I.	387,000	10,000	157,000	230,000	8,225	15,000	7,788
Series F bonds dated 9/1/65 with an interest rate of 3 1/2%. Final principal payment date 9/1/01. Franklin Hall and Winslow Cafeteria.	1,290,000	40,000	485,000	805,000	28,875	45,000	27,388
Series G bonds dated 9/1/65 with an interest rate of 3 3/8%. Final principal payment date 9/1/00. College Court II.	400,000	15,000	155,000	245,000	8,522	15,000	8,016

MURRAY STATE UNIVERSITY
SCHEDULE OF BONDS PAYABLE (cont.)
For the Year Ended June 30, 1987

	Original Issue	Matured Current Year	Funded to Date	Not Matured 06/30/87	Interest Paid Current Year	Bonds Maturing 1987-88	Interest Due 1987-88
<hr/>							
HOUSING AND DINING SYSTEM REVENUE BONDS (cont.)							
<hr/>							
Series H bonds dated 9/1/65 with an interest rate of 3 3/8%. Final principal payment date 9/1/03. Elizabeth Hall and Springer Hall.	\$ 1,845,000	\$ 55,000	\$ 630,000	\$ 1,215,000	\$ 41,934	\$ 55,000	\$ 40,078
Series I bonds dated 9/1/65 with an interest rate of 3 5/8%. Final principal payment date 9/1/04. Hart Hall.	2,250,000	55,000	893,000	1,357,000	50,188	60,000	48,104
Series J bonds dated 9/1/65 with an interest rate of 3 3/4%. Final principal payment date 9/1/04. College Court III.	510,000	15,000	200,000	310,000	11,906	15,000	11,344
Series K bonds dated 9/1/65 with an interest rate of 3%. Final principal payment date 9/1/02. Hester Hall and White Hall.	3,280,000	60,000	1,235,000	2,045,000	62,250	60,000	60,450
Series L bonds dated 9/1/68 with an interest rate of 3%. Final principal payment date 9/1/08. Regents Hall.	2,000,000	25,000	340,000	1,660,000	50,175	20,000	49,500
<hr/>							
Total Housing and Dining System Revenue Bonds	\$ 14,667,000	\$ 370,000	\$ 5,525,000	\$ 9,142,000	\$ 301,685	\$ 380,000	\$ 289,469
<hr/>							

MURRAY STATE UNIVERSITY
SCHEDULE OF BONDS PAYABLE (cont.)
For the Year Ended June 30, 1987

	Original Issue	Matured Current Year	Funded to Date	Not Matured 06/30/87	Interest Paid Current Year	Bonds Maturing 1987-88	Interest Due 1987-88
CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BONDS							
Series A bonds dated 5/1/61 with interest rates from 3% to 4 1/8%. Final principal payment date 5/1/86. Business Education Building.	\$ 1,400,000	\$ -	\$ 1,400,000	\$ -	\$ -	\$ -	\$ -
Series B bonds dated 11/1/63 with interest rates from 3 1/4% to 3 7/8%. Final principal payment date 5/1/94. Various Buildings.	2,360,000	140,000	1,185,000	1,175,000	50,742	145,000	45,422
Series C bonds dated 4/1/66 with an interest rate of 3%. Final principal payment due 5/1/96. Various Buildings.	2,721,000	115,000	1,591,000	1,130,000	37,350	115,000	33,900
Series D bonds dated 4/1/66 with interest rates from 4 1/4% to 4 1/2%. Final principal payment due 5/1/94. Various Buildings.	5,280,000	240,000	3,300,000	1,980,000	99,900	255,000	89,100
Series E bonds dated 5/1/71 with an interest rate of 3%. Final principal payment due 5/1/98. Various Buildings.	2,733,000	105,000	1,320,000	1,413,000	45,540	110,000	42,390
Series F bonds dated 5/1/71 with interest rates from 6 1/2% to 7 1/4%. Final principal payment originally due 5/1/00. All bonds called in fiscal 1981-1982.	12,500,000	-	12,500,000	-	-	-	-

MURRAY STATE UNIVERSITY
SCHEDULE OF BONDS PAYABLE (cont.)
For the Year Ended June 30, 1987

	Original Issue	Matured Current Year	Funded to Date	Not Matured 06/30/87	Interest Paid Current Year	Bonds Maturing 1987-88	Interest Due 1987-88
CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BONDS (cont.)							
Series F refunding bonds dated 5/1/81 with interest rates from 5 3/10% to 5 7/8%. Final principal payment due 5/1/00. Various Buildings.	\$ 11,770,000	\$ 320,000	\$ 1,625,000	\$ 10,145,000	\$ 614,819	\$ 335,000	\$ 596,019
Total Consolidated Educational Buildings Revenue Bonds	\$ 38,764,000	\$ 920,000	\$ 22,921,000	\$ 15,843,000	\$ 848,351	\$ 960,000	\$ 806,831
Total all bond issues	\$ 53,431,000	\$ 1,290,000	\$ 28,446,000	\$ 24,985,000	\$ 1,150,036	\$ 1,340,000	\$ 1,096,300

Note: The minimum balance required for the Consolidated Educational Buildings Revenue Bonds debt service reserve is \$1,812,478. This amount is completely funded.

The minimum balance required for the Housing and Dining System Revenue Bond debt service reserve is \$679,823. This amount is completely funded.

MURRAY STATE UNIVERSITY
IMPACT OF GOVERNOR'S 1988-90 BUDGET

- No discretionary dollars for faculty or staff salary increases in 1988-90.
- In 1989-90, after fixed costs and KTRS are covered, remaining dollars will fund a salary increase of no more than 3.5 percent.
- Increasing numbers of MSU faculty will leave for positions at institutions with higher salaries.
- Recruiting new faculty and administrators will become even more difficult, with more and more offers declined because of inadequate salaries.
- Attracting and retaining hourly employees will be a greater challenge, with the growing disparities in pay scales between MSU and the region.
- Accreditation of programs, particularly in Business and Engineering Technology, areas of great significance for economic development in the region, will be threatened through the loss of faculty members with terminal degrees and through inadequate support of library resources.
- External grants toward funding for needed equipment cannot be accepted, due to loss of state matching funds.
- Services to industry, small businesses, and school systems will face curtailment.
- Murray State will become less accessible to promising young Kentuckians, with fewer dollars available for Federal, University, and Commonwealth Work-Study programs.

- * Please note that the 1986-88 Original Appropriation for higher education included an increase of \$84,278,300 (19.07 percent).
- ** Please note that after mandated reductions, the 1986-88 Revised Appropriation for higher education included an increase of \$51,425,600 (11.64 percent).

MEMORANDUM

TO: LIST.TGIF

FROM: CHE.WALKER

SUBJECT: Analysis of 1986/88 State Appropriation Increases
System Summary

Following is a system summary to go along with the individual institutional data which I sent to you earlier today.

	1986/87 -----
INCREASE	
1985/86 Appropriation	441,885,300
1986/87 Original Appropriation	475,526,600
Original Increase	33,641,300 *
Reductions	
2% Operating	(8,754,300)
2% Salary Incentive Fund	(100,700)
Debt Service	(3,201,000)
Subtotal	(12,056,000)
Revised Increase	21,585,300 **

USE OF REVISED INCREASE

Salary Incentive Fund	4,936,600
Desegregation Plan	370,700
Debt Service, New	533,900
Debt Service, Adjustment to Existing	197,200
Other	2,361,300
Available for Discretionary Uses	13,185,600
Total	21,585,300

(OVER)

1987/88

INCREASE

1986/87 Original Appropriation	475,526,600
1987/88 Original Appropriation	526,163,600
Original Increase	50,637,000 *
Reductions	
2% Operating	(9,200,200)
1% Reserve	(4,600,100)
2% Salary Incentive Fund	(190,000)
Debt Service	(6,806,400)
Subtotal	(20,796,700)
Revised Increase	29,840,300 **

USE OF REVISED INCREASE

Salary Incentive Fund	4,372,900
Desegregation Plan	185,500
Debt Service, New	9,762,400
Debt Service, Adjustments to Existing	11,700
Other	3,544,600
Available for Discretionary Uses	11,963,200
Total	29,840,300

- * Please note that Murray State's 1986-88 Original Appropriation included an increase of \$4,590,800 (16.90 percent).
- ** Please note that Murray State's 1986-88 Revised Appropriation included an increase of \$2,421,300 (8.91 percent).

Institution: Murray State University	1986/87

INCREASE	
1985/86 Appropriation	27,165,600
1986/87 Original Appropriation	28,621,500
Original Increase	1,455,900 *
Reductions	
2% Operating	(405,600)
2% Salary Incentive Fund	(5,900)
Debt Service	0
Subtotal	(411,500)
Revised Increase	1,044,400 **
USE OF REVISED INCREASE	
Salary Incentive Fund	290,300
Desegregation Plan	12,400
Debt Service, Adjustments to Existing	5,800
Available for Discretionary Uses	735,900
Total	1,044,400

	1987/88

INCREASE	
1986/87 Original Appropriation	28,621,500
1987/88 Original Appropriation	31,756,400
Original Increase	3,134,900 *
Reductions	
2% Operating	(378,800)
1% Reserve	(136,800)
2% Sal Incentive Fund	(10,700)
Debt Service	(1,231,700)
Subtotal	(1,758,000)
Revised Increase	1,376,900 **

USE OF REVISED INCREASE	
Salary Incentive Fund	232,900
Desegregation Plan	7,800
Debt Service, New	368,500
Available for Discretionary Uses	767,700
Total	1,376,900

MURRAY STATE UNIVERSITY

1988/90
GOVERNOR'S BUDGET

1987/88 Appropriation

Salary Incentive	\$ 533,900	
Center of Excellence	389,000	
Operating appropriation (Excludes KTRS, Debt Service)	<u>28,000,500</u>	\$28,923,400
LESS: Permanent Budget Cut		<u>(389,500)</u>
		\$28,533,900
Debt Service Appropriation	\$ 3,222,000	
LESS: Cut in I & T debt service	<u>(1,069,600)</u>	
		2,152,400
1987/88 Base Appropriation		<u>\$30,686,300*</u>

* - MSU actually received \$136,800 less than this amount due to a one-time cut (cut in actual dollars received rather than the base).

1988/89 Appropriation

1987/88 Base	\$30,686,300	
Increase for existing debt	824,900	
New debt for asbestos removal	104,300	
KTRS (1987/88 level -- not an actual increase. Shifts appropriation to the University.)	1,764,800	
OPERATING INCREASE	<u>-0-</u>	
1988/89 Appropriation		\$33,380,300

New dollars for University discretionary expenditures (Salaries, Operating)	-0-
--	-----

1989/90 Appropriation

1988/89 Base	\$33,380,300	
Increase for existing debt	4,000	
New debt for asbestos removal	104,200	
Increase for desegregation activities	5,000	
OPERATING INCREASE	<u>1,155,300</u>	
1989/90 Appropriation		\$34,648,800

New dollars for University discretionary expenditures	\$ 1,155,300
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Percent increase from 1988/89 base	3.5%
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d6/2/16/88

MURRAY STATE UNIVERSITY
STATE APPROPRIATION SUMMARY, 1986-90

	<u>1986-87</u>	<u>1987-88</u>	<u>Governor's Recommended Budget 1988-89</u>	<u>1989-90</u>
A. Formula-Based Appropriation	26,906,900	28,824,400	28,434,900	29,585,200
B. Equal Educational Opportunities	<u>91,200</u>	<u>99,000</u>	<u>99,000</u>	<u>104,000</u>
C. Operating Appropriation (A+B)	26,998,100	28,923,400	28,533,900	29,689,200
D. Less Mandated Recurring Cuts	<u>-0-</u>	<u>(389,500)</u>	<u>-0-</u>	<u>-0-</u>
E. Net Operating Appropriation (C-D)	26,998,100	28,533,900	28,533,900	29,689,200
F. Debt Service Appropriation	1,623,400	3,222,000	3,081,600	3,189,800
G. Less Mandated Recurring Cuts	<u>-0-</u>	<u>(1,069,600)</u>	<u>-0-</u>	<u>-0-</u>
H. Net Debt Service Appropriation (F-G)	1,623,400	2,152,400	3,081,600	3,189,800
I. Kentucky Teachers Retirement System (KTRS)	<u>-0-</u>	<u>-0-</u>	<u>1,764,800</u>	<u>1,764,800</u>
J. Total Base Appropriation (E+H+I)	28,621,500*	30,686,300*	33,380,300	34,648,800

*In addition, there were
one-time cuts of: 1986/87 \$411,500
1987/88 \$136,800

Dollars Available for Operating Increases

0 1,155,300

Average Salary Increase

Murray State Salaries 7.0% 4.0%

Approximate Salary Increase

0% 3.5%

COMPARISON OF
AVERAGE ALL-RANKS FACULTY SALARIES

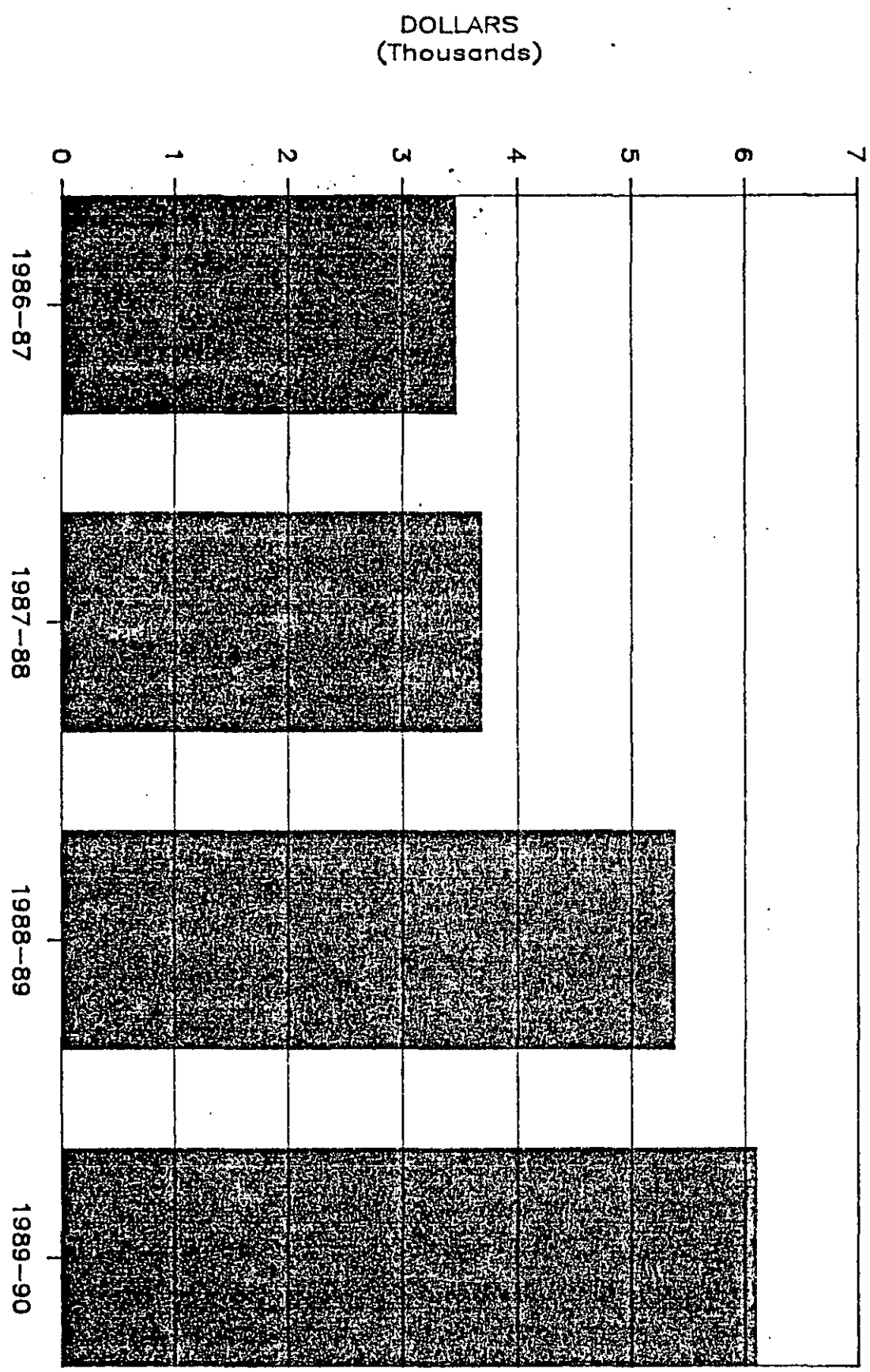
	<u>1986-87</u>	<u>1987-88*</u>	<u>1988-89*</u>	<u>1989-90*</u>
Benchmark Institutions	\$32,209	\$33,819	\$35,510	\$37,286
Murray State University	<u>28,747</u>	<u>30,132</u>	<u>30,132</u>	<u>31,187</u>
Difference	\$ 3,462	\$ 3,687	\$ 5,378	\$ 6,099
Average MSU Salaries as a Percent of Benchmark Salaries	89.3%	89.1%	84.9%	83.6%
MSU Average Faculty Salary Increases	7.7%	4.2%	0.0%**	3.5%**

* Assumes an average increase of 5% in faculty salaries of benchmark institutions.

** Based on the Governor's 1988-90 recommended budget.

d6:2/16/88

Average Faculty Salary Gap MSU vs Benchmark Institutions



MURRAY STATE UNIVERSITY

Affirmative Action's

Annual Report to the Board of Regents

Presenter

Lewis Liddell, Assistant to the President
(Affirmative Action/Minority Faculty Recruitment and Retention)

February 17, 1988

An Overview

This report represents an overview of the operations of affirmative action and the extent to which the University has achieved its basic desegregation goals.

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Affirmative Action Report

I. Introduction

Murray State University has formally declared its commitment to laws mandating affirmative action and equal opportunity regulations, together with all valid state and federal regulations enacted pursuant thereto. The policy of the University is to guarantee freedom from discrimination in its operation and administration of its programs, services, and employment practices; in its relationships with students, faculty, and staff; and in its interactions with the community which it serves.

II. A Historical Perspective

The concepts of affirmative action and equal opportunity are related. However, there is a major distinction between the two concepts. The concept of equal opportunity mandates that all individuals be given an equal opportunity in employment and other areas of the University. The concept is primarily concerned with equal opportunity and equal access. However, equal opportunity does not take into account past discrimination. This is where the two concepts differ. Affirmative action reaffirms the concept of equal opportunity in addition to initiating steps to rectify past discrimination.

The concept of Affirmative Action is rooted in constitutional provisions, as well as federal and state statutory requirements prohibiting discrimination based on race, sex, color, age, religion, national origin, handicap, or status as a disabled veteran of the Vietnam Era. Specifically, the concept is rooted in the following:

Executive Order 11246: Prohibits discrimination in employment.

Equal Pay Act of 1963: Prohibits discrimination in salary and fringe benefits, as amended by the Education Amendments of the Higher Education Act in 1972.

Title VI of the Civil Rights Act of 1964: This Act further prohibited discrimination based on race.

Title VII of the Civil Rights Act of 1964: This Act as amended by the Equal Employment Act of 1972, further prohibited discrimination in employment.

Age Discrimination in Employment Act of 1967: Prohibits discrimination based on age.

Title IX of the Education Amendments of 1972: Prohibits sex discrimination against students or others participating in educational programs and activities.

Section 504 of the Rehabilitation Act of 1973: Prohibits discrimination of the handicap.

Vietnam Era Veterans Readjustment Assistance Act of 1974: This Act require federal contractors to take affirmative action to employ and advance in employment disabled veterans of the Vietnam Era.

The Adams Desegregation Case: Of all the Acts and cases, the Adams case is viewed as having the most significance to higher education in Kentucky.

A brief history of this case is listed below:

Oct. 19, 1970: The NAACP file suit against the Department of Health, Education and Welfare (HEW), charging the department's Office For Civil Rights with "general and calculated default" in its enforcement of federal school desegregation guidelines. The suit accuses HEW of dragging its feet instead of cutting off federal school funds for districts not in compliance with the law.

Nov. 16, 1972: U.S. District Court ruled that HEW has unlawfully refrained from cutting off funds to school districts not in compliance with the 1964 Civil Rights Act.

Feb. 16, 1973: HEW was ordered to begin proceeding to cut off federal funds to school districts and state college systems not complying with desegregation requirements.

March 14, 1975: HEW was ordered to act swiftly to enforce desegregation guidelines in 125 school districts in 16 southern and border states. The courts also sets up procedure for handling future complaints of noncompliance.

Dec. 29, 1977: The court issues a broad decree that orders review of HEW enforcement activities in all 50 states and sets down procedural steps to be used when complaints against school systems are received.

March 24, 1983: The court ordered the Department of Education, which now oversees the Office For Civil Rights, to demand new plans from Florida, Georgia, Oklahoma, and North Carolina, state where desegregation had not moved ahead quickly enough. If the states do not comply, the department is ordered to begin formal enforcement proceedings against them by September, 1983.

The state of Kentucky was included in the Adams case because the State was unable to prove that it was not operating a dual system of higher education. Subsequently, Murray State and the other state universities were required to submit plans of intervention to rectify a history of racial and sex discrimination.

III. Affirmative Action Plan (Plan of Intervention)

Murray State's plan of intervention covers a broad range of areas, articulating the role(s) of affirmative action in all aspects of the University. A major component of the plan was centered on the University's admission policies and other factors relating to student matriculation at the University. Another major component was centered around conducting a detailed analysis of the workforce to determine its characteristics and composition in relation to race and sex. These two components are presented below:

IV. Admission/Minority Student Recruitment and Retention

The University has indicated that it will make a special effort to recruit minorities. To facilitate minority recruitment the University has a Minority Admission Counselor and maintains an Office of Minority Student Affairs. It is the intention of these offices to recruit and retain minorities.

During the 1987 Fall semester 467 minority student were enrolled at Murray, about eight (8) percent of the total student enrollment. This indicates that the University has done a fair job in the recruitment of minority students. However, the greatest challenge is in the area of retention. Of the 300 plus minority students enrolled during the 1987 Spring semester, 112 did not return for the 1987 Fall semester. Many of these students had grade point averages that exceed 2.00, indicating that other extraneous variables were responsible for these students not returning to Murray.

It is generally concluded that campus life and the overall campus environmental influences are the principal causes of minority student attrition. However, a scientific study needs to be conducted to better determine the actual causes of minority student attrition at Murray.

V. Workforce Analysis

Under the Adams case the University was mandated to recruit and employ qualified blacks in all equal opportunity categories. An analysis of the availability of blacks in each equal opportunity category resulted in the following: (1) the percentage of blacks that should be employed in each budgetary unit was determined and (2) each budgetary unit set annual goals to increase black employees to the appropriate percentage.

A breakdown of the stated goals and the number of minority employees in each equal opportunity category is displayed below:

Table 1

Stated Goals verse Minority Employees

Categories	Stated Goals	Number of Minorities
Executive/Administrative/Managerial	3	1
Faculty	9	*12
Professional Non-Faculty	4	**14
Clerical and Secretarial	5	2
Technical and Paraprofessional	2	1
Skilled Crafts	2	2
Service/Maintenance	0	13

Total 45

*Part-time faculty included

**Coaches included

Note: The number of minority employees includes all minorities; Blacks, Hispanics, and Asians/Pacific Islanders. However, only full-time black employees are included in the stated goals.

Based on the above data it may be inferred that Murray State has experienced some degree of success in minority recruitment. However, it must be pointed out that minorities represent less than four percent of a total workforce of 1,170 employees.

Moreover, a recent analysis of the workforce revealed that the following colleges or units have not achieved their stated goals: Academic Affairs, University Relations and Development, College of Fine Arts, College of Science, College of Education, College of Humanistic Studies, and the Waterfield Library. See Tables 2 - 6, (pp. 5 - 6), for a detailed breakdown of minority staff under utilization.

Table 2

**Under Utilization
Executive/Administrative/Managerial**

Department or Unit	*Under Utilization
Academic Affairs	1
University Relations and Development	1
Total	2

Table 3

**Under Utilization
Faculty**

Department or Unit	*Under Utilization
College of Fine Arts	1
College of Science	1
College of Humanistic Studies	1
Waterfield Library	2
Total	5

Table 4

**Under Utilization
Professional Non-Faculty**

Department or Unit	*Under Utilization
Finance and Administrative Services	1
University Relations and Development	1
Total	2

*Number of new full-time black employees needed to eliminate under utilization.

Table 5

**Under Utilization
Clerical and Secretarial**

Department or Unit	*Under Utilization
Finance and Administrative Services	1
Student Development	1
College of Education	1
Waterfield Library	1
Total	4

Table 6

**Under Utilization
Service Maintenance

Department or Unit	*Under Utilization
Total University	4
Total	4

*Number of new full-time black employees needed to eliminate under utilization.

**It is significant to note that in 1985 there were 17 minority service maintenance employees, presently there are 13, a decline of 23.53 percent.

VI. Measures to Achieve the Established Goals

As noted in Murray State's Affirmative Action Plan, the University has instituted the following measures to achieve established goals:

The University has a Minority Admissions counselor. The Counselor's duties center on increasing minority student enrollment.

Scholarships and grants have been specifically designated for minority students.

The University has a Coordinator of Minority Student Affairs with specific responsibilities directed toward improving minority life at Murray.

In conjunction with Paducah Community College and Western Kentucky University, Murray State sponsored the Governor's Minority Student College Preparation Program, a cooperative program for early intervention for potential minority college students.

Student recruitment and retention programs are monitored and reviewed by the Affirmative Action Office.

The initial advertisement for all vacancies and the hiring process is strictly monitored by the Affirmative Action Office.

The University has initiated steps to hire that are consistent with affirmative action and equal opportunity guidelines.

In addition to the responsibilities stated above, the Affirmative Action Officer reports directly to the President and functions in conjunction with the Affirmative Action Committee coordinating and monitoring all employment practices of the Vice Presidents, Deans, Department Chairs, and Directors and coordinates efforts with the Director of Personnel Services.

The Affirmative Action Officer also serves as Director of Minority Faculty Recruitment and Retention with the primary responsibility of assisting the various units of the University in the recruitment and retention of minority faculty.

VII. Summary

The University desegregation goals (affirmative action plan) although modest, represents a systematic approach for rectifying past discriminatory practices at Murray State. The extent that these goals are achieved is contingent to a large degree on each administrative head working aggressively to increase minority representation and to remove discriminatory practices within their shops. In addition, the University needs to institute programs to improve campus life and the overall environment; an environment that recognize cultural differences and stimulates social and intellectual growth.

In summation, racial and sexual discrimination is incompatible with the concepts of wisdom and learning; therefore, having no place in higher education.